

21 DAY EDI CHALLENGE

"I do think that some of us began to realize that this was going to be a long struggle that was going to go on for decades, and you'd have to knuckle down. A lot of people in our generation did that. They didn't drop out and run away"

-- Julian Bond

Contents:

1. Definitions & General Concepts

2. Internalized Racism

3. Interpersonal Racism

4. Institutional Racism

5. Structural Racism

6. Next Steps

7. Additional Resources

Day One

Section One: Definitions & General Concepts

We want to ensure that all participants have a shared understanding of the language and concepts that will be used throughout this challenge. To do so, we will be dedicating the first few days of this challenge towards developing that baseline understanding.

Defining Race and Racial Identity

Today, we will define race as a concept. However, before sharing this definition we ask that you reflect on your personal understanding of race by answering following questions:

- What is race to you?
- Is race science based, or a social construct?
- How does your race impact you on a day to day basis?
- Are there any unique events that have occurred exclusively because of your race?

We recommend taking a few notes on what you consider in order to have talking points for the reflection at end of this first section (Definitions & General Concepts).

After thinking on the questions above, feel free to utilize the resources below to learn more about racial equity and the role that it can play in the lives of not only yourself, but your peers and coworkers as well.

Remember, we have a surplus of content to provide multiple perspectives. Try to keep your learning to 10-15 minutes, unless you are REALLY intrigued by the day's content. We'd also like to bring up the idea of additional learning over the weekend. This is all to say that we want everyone to digest this content slowly to avoid burn out and losing interest over the duration of the challenge. Please find our shared definition of race below.

Race: A socially constructed way of grouping people based on skin color and other apparent physical differences, which has no genetic or scientific basis. The ideology of race has become embedded in our identities, institutions, and culture and is used as a basis for discrimination and domination.

Article(s)

Race and Racial Identity are Social Constructs (3 Minute Read)

Read this article on how race is not a proven concept, but instead a social construct

<https://www.nytimes.com/roomfordebate/2015/06/16/how-fluid-is-racial-identity/race-and-racial-identity-are-social-constructs>

Key to Building Relationships of Understanding (2 Minute Read)

Read this article to get a better understand on how to develop effective relationships

https://www.canr.msu.edu/news/racial_identity_development_key_to_building_relationships_of_understanding





What is Racial Equity (2 Minute Read)

Read the article below that describes what racial equity is.

<https://www.centerforsocialinclusion.org/our-work/what-is-racial-equity/>

Video(s)

Reframing Racial Identity (2:47)

Watch this video to see an alternative way of looking at **racial identity** based on **varying cultures**.

<https://www.youtube.com/watch?v=U05qmgkq80Q>

A Conversation on Race (Videos range from 5-7 Minutes)

Available here is a video series depicting experiences surrounding race for people of multiple different backgrounds. We would recommend integrating these videos throughout the challenge to expose yourself to a variety of perspectives surrounding racial identities.

<https://www.nytimes.com/interactive/projects/your-stories/conversations-on-race>

Podcast(s)

Sorry, no podcasts for today's newsletter! Our podcast use will be intermittent throughout the challenge but be sure to check here each day as you never know when one may pop up!



**United Way of
San Luis Obispo County**