

# 21 DAY EDI CHALLENGE

“The institutions of America brutalize not only Negroes but also whites who are not racists but who in many communities have to use racist institutions. When it is put on that basis, we know we cannot solve the fundamental problem by sitting around examining our innards, but by getting out and fighting for institutional change.”

— Bayard Rustin, Down The Line

## Contents:

### 1. Definitions & General Concepts

### 2. Internalized Racism

### 3. Interpersonal Racism

### 4. Institutional Racism

### 5. Structural Racism

### 6. Next Steps

### 7. Additional Resources

## Day Thirteen

### Reflection Day!

We know what you all are thinking, a reflection day already? Alas, we have reached the end of section 4, and that calls for consideration of what we learned these past few days! With that in mind, we ask today for everyone to reflect on this past section. Consider the following questions:

- Which group or groups of people feel most at home in your workplace?
- Whose norms, values and perspectives does your workplace consider legitimate and right?
- In your workplace whose voices are silenced when they raise concerns?
- Who inhabits positions of power within your organization?
- How is diverse talent rewarded? What measures have been taken to retain them?
- What are the ways in which my action and inaction perpetuate dominate power dynamics?  
What actions can I start to take to do better?



**United Way of  
San Luis Obispo County**