

21 DAY EDI CHALLENGE

"You're looking at somebody you know, love, trust and respect and are proud of, but you can't help them," Blake told CNN's Sara Sidner. "You sort of have to remove yourself in order to maintain your sanity."

Justin Blake

Contents:

1. Definitions & General Concepts

2. Internalized Racism

3. Interpersonal Racism

4. Institutional Racism

5. Structural Racism

6. Next Steps

7. Additional Resources

Jacob Blake

Black Mental Health Matters

Today's quote comes from Jacob Blake's uncle Justin. In it, they encapsulate the private feelings that only a family member could feel in this moment. Yet, they perfectly summarize what so many of us, who aren't kin to the Blake family, feel as well. While it is impossible to feel the deep sorrow Jacob's family does in this moment we share in their pain. We send our heartfelt condolences and pray for a swift recover that leads to a life full of love and leisure for Jacob.

Unfortunately, the uncertainty about how to process the violence inflicted upon Black people is a repetitive process. One in which our mental health, as Justin points out, is very much at risk. To that end we want to make an appeal to all those committed to racial equity to also commit to healing. For Black folks in particular we want to lift up the following resources taken from the National Alliance on Mental Illness [website](#).

[Black Emotional and Mental Health Collective \(BEAM\)](#)

Group aimed at removing the barriers that Black people experience getting access to or staying connected with emotional health care and healing. They do this through education, training, advocacy and the creative arts.

[Black Men Heal](#)

Limited and selective free mental health service opportunities for Black men.

[Black Mental Health Alliance](#) - (410) 338-2642

Provides information and resources and a "Find a Therapist" locator to connect with a culturally competent mental health professional.

[Black Mental Wellness](#)

Provides access to evidence-based information and resources about mental health and behavioral health topics from a Black perspective, as well as training opportunities for students and professionals.

[Black Women's Health Imperative](#)

Organization advancing health equity and social justice for Black women through policy, advocacy, education, research and leadership development.

[Boris Lawrence Henson Foundation](#)

BLHF has launched the COVID-19 Free Virtual Therapy Support Campaign to raise money for mental health services provided by licensed clinicians in our network. Individuals with life-changing stressors and anxiety related to the coronavirus will have the cost for up to five (5) individual sessions defrayed on a first come, first serve basis until all funds are committed or exhausted.

[Brother You're on My Mind](#)

An initiative launched by Omega Psi Phi Fraternity, Inc. and NIMHD to raise awareness of the mental health challenges associated with depression and stress that affect Black men and families.

Website offers an [online toolkit](#) that provides Omega Psi Phi Fraternity chapters with the materials needed to educate fellow fraternity brothers and community members on depression and stress in Black men.

[Ebony's Mental Health Resources by State](#)

List of Black-owned and focused mental health resources by state as compiled by Ebony magazine.

[Henry Health](#)

Provides culturally sensitive self-care support and teletherapy for Black men and their families. Currently in pilot program available only to residents of MD, VA and DC. Residents of other states can join their waiting list and will be notified when Henry Health is available in their state.

[Melanin and Mental Health](#)

Connects individuals with culturally competent clinicians committed to serving the mental health needs of Black & Latinx/Hispanic communities. Promotes the growth and healing of diverse communities through its website, online directory and events.

[Ourselves Black](#)

Provides information on promoting mental health and developing positive coping mechanisms through a podcast, online magazine and online discussion groups.

[POC Online Classroom](#)

Contains readings on the importance of self care, mental health care, and healing for people of color and within activist movements.

[Sista Afya](#)

Organization that provides mental wellness education, resource connection and community support for Black women.

[Therapy for Black Girls](#)

Online space dedicated to encouraging the mental wellness of Black women and girls. Offers listing of mental health professionals across the country who provide high quality, culturally competent services to Black women and girls, an informational podcast and an online support community. [The](#)

[SIWE Project](#)

Non-profit dedicated to promoting mental health awareness throughout the global Black community.

[The Steve Fund](#)

Organization focused on supporting the mental health and emotional well-being of young people of color.

[Unapologetically Us](#)

Online community for Black women to seek support.

Self-Care For People Of Color

We recognize that many mental health conditions are being triggered as a result of the coronavirus, the economic crisis and repeated racist incidents and death.

Learn more about [mental health conditions](#) including [anxiety disorders](#), [depression](#) and [posttraumatic stress disorder](#).

- [Article](#) on coping with anticipatory grief
- [Article](#) on coping with traumatic stress
- [Article](#) on Racial Battle Fatigue

Day Eighteen

Day Eighteen: Racism in Schools

For the second to last portion of our talks on structural racism, we will be looking at racism in schools. This is a topic of significant importance when considering the impact that your education can have on your life projection.

Article(s)

School to Prison Pipeline (4 Minutes)

Read the article below to learn the American Civil Liberties Union's "steps" that a growing number of students are taking on the path to incarceration.

<https://www.aclu.org/issues/juvenile-justice/school-prison-pipeline>

The Origins of the Term "Affirmative Action" (8 Minutes)

Read this article from the Smithsonian Magazine to learn about the history of the term "affirmative action" in the court of law.

<https://www.smithsonianmag.com/history/learn-origins-term-affirmative-action-180959531/>

Video(s)

The School-to-Prison Pipeline, Explained (3:15)

Description from YouTube: The school-to-prison pipeline starts in preschool. Thousands of law enforcement officers are stationed in American schools – and they're a key part of the "school-to-prison pipeline," which places students into the criminal justice system for matters of school discipline.

It started in the 90s, when schools began responding to rising crime rates with zero-tolerance policies. They were originally put in place to stop weapons and drugs from entering schools and to prevent tragedies like Columbine-these policies extended beyond to include smaller infractions such as uniform violations, talking back, insubordination, etc.

Schools in Oakland, California are exploring new ways to break the school-to-prison pipeline. These schools practice restorative justice where both parties talk out their issues instead of administrators suspending or expelling students.

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

This is How Affirmative Action Began (2:24)

Watch this quick video to get an overview of how affirmative action began.

Description via CNN: Racial Discrimination and police brutality sparked riots in the 1960s, and affirmative action was used to calm the unrest, historian Mark Naison says.

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

Affirmative Action: Crash Course Government and Politics (7:13)

Description via YouTube: SO we've been talking about civil rights for the last few episodes now, and we're finally going to wrap this discussion up with the rather controversial topics of affirmative action. We'll explain what exactly affirmative action is, who it is for and why it still exists. Now, affirmative action is a pretty problematic concept. SO we'll get into the court's rationalization for it in the 70s as well as its fall from favor in more recent years. Now, people tend to have pretty strong, and varying opinions, about this stuff, - so we'll start talking about how these opinions are informed next week when we start our discussion on politics.

<https://www.youtube.com/watch?v=gJgQR6xiZGs>

Podcast(s)

A Tale of Two School Districts (30 Minutes)

Description via NPR: In many parts of the U.S., public school districts are just minutes apart, but have vastly different racial demographics – and receive vastly different funding. That's in part due to Milliken v. Bradley, a 1974 Supreme Court case that limited a powerful tool for school integration.

<https://www.npr.org/2019/09/11/731867149/a-tale-of-two-school-districts>



**United Way of
San Luis Obispo County**