

21 DAY EDI CHALLENGE

“We slaughter one another in our words and attitudes. We slaughter one another in the stereotypes and mistrust that linger in our heads, and the words of hate we spew from our lips.” – Nelson Mandela

Contents:

1. Definitions & General Concepts

2. Internalized Racism

3. Interpersonal Racism

4. Institutional Racism

5. Structural Racism

6. Next Steps

7. Additional Resources



Day Three

Quick Update:

Day Three! Today's learning will conclude our first section on definitions & general concepts! Attached you will find an excerpt from Living United: A Guide for Becoming a More Equitable Organization. The excerpt is taken from our glossary on equity definitions and concepts. For a more robust understanding of terms please take some time to review and keep this resource handy for the rest of the challenge.

Considering the reading that everyone has done thus far and will do for today, we wanted to give everyone a bit of a break. With that said, tomorrow will be our first reflection day! For these reflection days, we hope to have everyone think back on what they have learned from the section we just finished. Given that, tomorrow's reflection will be covering Definitions and Concepts. We'll leave things at that to avoid repetition within tomorrow's communication.

Defining Stereotypes

To recognize the role race plays within our daily lives, it is necessary to begin acknowledging the stereotypes that are seen daily. These stereotypes can paint people in a light that is not reflective of their actual character. The first step in changing this is acknowledging the existence of stereotypes and the roles they play in our lives.

Stereotype: A standardized mental picture that is held in common about members of a group that represents an oversimplified opinion, attitude, or unexamined judgment, without regard to individual difference.

Article(s)

What is the Meaning of Stereotype - (3 Minute Read)

Read this article to take a deep dive into what stereotypes are to avoid using them in the future.

<https://www.thoughtco.com/what-is-the-meaning-of-stereotype-2834956>

Racial Stereotypes are Making American's Sicker (9 Minute Read)

Read the Forbes' piece below to gather a perspective on why stereotypes are negative.

<https://www.forbes.com/sites/christinero/2019/07/27/racial-stereotypes-are-making-americans-sicker/#66bb3f4f207b>

How to Beat Stereotypes by Seeing People as Individuals* (10 Minute Read)

Read this piece to learn specific strategies on avoiding stereotyping alongside general info on the practice.

https://greatergood.berkeley.edu/article/item/how_to_beat_stereotypes_by_seeing_people_as_individuals



Video(s)

I Am Not Your Asian Stereotype (9:38)

Video Description Via YouTube: Bad driver. Math wizard. Model minority. In this hilarious and insightful talk, eighteen-year-old Canwen Xu shares her Asian-American story of breaking stereotypes, reaffirming stereotypes, and driving competently on her way to buy rice.

https://www.youtube.com/watch?v=_pUtz75INaw

Podcast(s)

Anger: The Black Woman's 'Superpower' (19 Minutes)

Description Via NPR: A Sapphire isn't only a jewel—it's also cultural shorthand for an angry black woman. In this episode, we look at where Sapphire was born, and how the stereotype continues to haunt black women, even successful, powerful ones.

<https://www.npr.org/2019/05/15/723322372/anger-the-black-womans-superpower>



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