

21 DAY EDI CHALLENGE

“If you change the way you look at things, the things you look at change.” – Wayne Dyer

Contents:

1. Definitions & General Concepts

2. Internalized Racism

3. Interpersonal Racism

4. Institutional Racism

5. Structural Racism

6. Next Steps

7. Additional Resources

Day Six

Addressing Our Internal Biases

After learning about what internalized racism is, it is time to take the next step of considering what internalized biases we may each hold. To do this, we ask everyone to take the implicit bias test below if you have not already. Following this, please utilize the resources provided to learn more about your biases and how to dismantle them.

Article(s)

Unconscious Bias (1-Minute Read & 3 Minute Video)

Read this brief article to get a summarization of unconscious bias and watch the video to gather additional info and learn how the University of California, San Francisco is working to address the issue.

<https://diversity.ucsf.edu/resources/unconscious-bias>

Implicit Bias Test (Approximately 12 Minutes)

Take the test below to learn what your own implicit biases may be, and what they can mean.

<https://implicit.harvard.edu/implicit/takeatest.html>

Strategies to Address Unconscious Bias (1 Minute Read & 2 Minute Video)

Read the article below to get insight into individual and institutional strategies to address unconscious bias, as well as a video providing further explanation.

<https://diversity.ucsf.edu/resources/strategies-address-unconscious-bias>

White People: Let's Start by Understanding our Own Biases (7 Minute Read)

Read the following article hear a call to action from UC Berkeley grad and former CNN writer Sara Grossman, as she discusses biases that White People can experience, and how to address them/

<https://belonging.berkeley.edu/understand-our-biases>

Dismantle Bias (3 Minute Read)

Read the article below to learn how to spot and break down harmful bias in yourself and your community.

<https://stateofinclusion.com/388-2/scorecard-framework/dismantle-bias/>

Three Starting Principles in the Dismantling Racism Process (4-minute Read)

Read the piece below to see how personal identities and values can play into the role of developing basic principles for dismantling racism, through a Christian perspective.

<https://transformmn.org/portfolio/3-starting-principles-in-the-dismantling-racism-process/>

Recognizing and Dismantling Your Anti-Blackness (3 Minute Read)

Read the following article to learn about ways that you can interrupt anti-black bias in your everyday life.

<https://www.forbes.com/sites/janicegassam/2020/06/01/recognizing-and-dismantling-your-anti-blackness/#cc9b11a4472b>

Responding to Racism During the COVID-19 Outbreak (5 Minute Read)

The article below details methods of responding to racism during the COVID-19 outbreak, a time of heightened anxiety for many.

<https://adaa.org/learn-from-us/from-the-experts/blog-posts/consumer/responding-racism-during-covid-19-outbreak>

Video(s)

It's About Time We Challenge our Unconscious Biases (15:41)

Watch the video below to listen to a call to action from Juliette Powell, a highly accomplished entrepreneur, community catalyst, and author, as she discusses the need to challenge our unconscious biases.

<https://www.youtube.com/watch?v=thkmVv54e6M>

How to Outsmart Your Own Unconscious Bias (17:23)

Excerpt from Video Description via YouTube: Author, speaker and CEO, Valerie Alexander, explains how the human brain instinctively reacts when encountering the unexpected, like saber-toothed tigers or female tech execs, and proposes that if we have the courage to examine our own behavior when faced with the unfamiliar, we can take control of our expectations, and by doing so, change the world.

<https://www.youtube.com/watch?v=GP-cqFLS8Q4>

Stereotyping Hiring Practices (10:32)

Excerpt from Video Description via YouTube: Once a Goth chick living in the East Village of New York City, now in the corporate world, Tolstoi-Miller shares her very personal story of bias and how recognizing her own unconscious bias taught her to say "so what".

<https://www.youtube.com/watch?v=QCFb4BiDDcE>

Podcast(s)

Sorry, no podcast offerings today!



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