

21 DAY EDI CHALLENGE

“I wish I could say that racism and prejudice were only distant memories. We must dissent from the indifference. We must dissent from the apathy. We must dissent from the fear, the hatred and the mistrust...We must dissent because America can do better, because America has no choice but to do better.”

— Thurgood Marshall

Contents:

1. Definitions & General Concepts

2. Internalized Racism

3. Interpersonal Racism

4. Institutional Racism

5. Structural Racism

6. Next Steps

7. Additional Resources

Day Eight

Addressing Interpersonal Racism

After seeing how racism is internalized, we will now examine how these feelings can permeate into person to person interactions. To do this, we ask everyone to take the [Implicit Bias Test](#) 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)

Common Racist Attitudes (20 Minute Read)

Read this article see a list of 28 common racist attitudes and behaviors that indicate a detour or wrong turn into white guilt, denial or defensiveness. Each is followed by a statement that is a reality check and consequence for harboring such attitudes.

<https://gallery.mailchimp.com/f7c3e8c5c5cbc6cd069cdec3/files/c326e213-2078-42ce-95f2-02bcaf2942f3/28ToolsChange.pdf>

Video(s)

What is Privilege (3:59)

Watch the video below to see a demonstration addressing privilege within various individuals.

<https://www.youtube.com/watch?v=hD5f8GuNuGQ&feature=youtu.be>

Implicit Bias Explained, and what to do about it (12:00 Minutes)

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=kKHSJHkPeLY>

Dear Child – When Black Parents Have To Give “The Talk” (3:05)

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=Mkw1CetjWwl>

Find the short film ‘*Silent Beats*’, an early work written by Jon M. Chu who later went on to direct the hit ‘*Crazy Rich Asians*’, attached below.

<https://www.youtube.com/watch?v=76BboyrEl48&feature=youtu.be>



Podcast(s)

Ask Code Switch: What About Your Friends (50 Minutes)

Yes, we recognize that this is very far over 10-15 minutes! If you're interested in the topic, we'd recommend breaking it up to spread out over the week or listening to it over the weekend outside of the challenge!

Description via NPR: We help our listeners understand how race and its evil play cousin, racism, affect our friendships. And we're doing it with help from WNYC's Death, Sex & Money podcast. Be a good friend and listen.

<https://www.npr.org/2020/01/22/798367810/ask-code-switch-what-about-your-friends>



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