

21
DAY

RACIAL EQUITY CHALLENGE

OCTOBER 23 - NOVEMBER 20

DAY 16: OPPORTUNITIES AHEAD

Throughout this Racial Equity Challenge, we are examining our history of racial inequity, and ways we continue to face significant issues of inequity today. What we do next with this information is up to each of us. For the next few days, we will focus on the future, and the opportunities ahead of us as individuals and a community committed to equity.

We can start by talking about, expressing, and sharing our experiences. It cannot be said enough that racism and discrimination begin to take shape in childhood, and therefore it is important to talk early and often with kids about race. This helps children understand, respect, and appreciate differences between people, and helps them speak up when they see something unfair or unjust.

Talking about race and racism can be uncomfortable, and mistakes will be made. One resource compares it to brushing and flossing teeth—look at your reflection, commit to regular practice, and do something that is good for your own health and the health of our community.

Finally, work to reframe how you define yourself and others, not by challenges but by strengths, positive assets, and aspirations. The labels we often assign to people may not be how they see themselves. We perpetuate the problem when we define others by challenges instead of opportunities.

Check out the resources below for helpful information and tools to move forward.

LEARN

Option 1: Read [Hey, you got a little racism stuck in your teeth](#)

Option 2: Read [Talking to Kids About Race and Racism](#)

Option 3: Watch [Define People By Their Aspirations, Not Their Challenges](#)

The 21-Day Racial Equity Challenge does not support nor endorse any advertisements associated with the above content.

REFLECT AND TAKE ACTION

Questions to Consider for Self-Reflection:

- How do you distinguish between equity and equality? What does this look like in your workplace or school?
- How can we rethink the questions we ask during professional development, team collaboration, and organization-wide learning to help encourage one another to look through an equity lens?

Local Ways to Get Involved:

- Register for Rochester Area Community Foundation's two-part series Racial Equity and Justice: From Protest to Policy below.
 - [Part 1 - December 1, 2:00 - 3:00 p.m.](#)
 - [Part 2 - December 15, 10:00 - 11:00 a.m.](#)

Share What You Learned:

Use the images below to share that you learned about race and equity today, and be sure to include #ROCequity.

