

21
DAY

RACIAL EQUITY CHALLENGE

OCTOBER 23 - NOVEMBER 20

DAY 20: A RACIAL EQUITY LENS

One key element of the Racial Equity Challenge is to build the awareness, skill, and will to *challenge*. Challenge distorted history, stereotypes, implicit biases, single stories, and the continued use of discriminatory practices that prevent progress.

This also means challenging our own ideas, perceptions, and understandings by actively experiencing things through a racial equity lens, and resetting our programming to see all people as individuals rather than members of a certain group that we have (consciously or unconsciously) affixed with labels and expectations.

Dr. Eddie Moore, Jr., racial equity educator, author and co-founder of the 21-Day Racial Equity Habit Building Challenge, recommends changing what you notice. Next time you're with family, in your workplace or out in the world, pay attention to:

- Who are your ten closest friends? What is the racial mix in this group?
- How much time each day you are with people of your own racial identity?
- What are the last five books you read or shows you watched? What is the racial mix of the authors, characters or actors?

Check out the resources and self-reflection below to develop a stronger understanding of this issue, consider new ways to see life through a racial equity lens, and move toward building a racial equity culture at your work and in your personal life.

LEARN

Option 1: Read [Moving Beyond Diversity Toward Racial Equity](#)

Option 2: Read [Do Your Employees Know Why You Believe in Racial Equity?](#)

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:

- What stereotypes, perceptions or understandings do you hold that you would like to challenge?
- How can diverse communities and leaders be engaged from the outset so they have a real opportunity to shape racial equity solutions and strategies?

Local Ways to Get Involved:

- [Sign up](#) for the 21-Day Racial Equity Challenge Wrap-Up event on December 3 from 2-3:30 p.m. hosted by YWCA of Rochester & Monroe County, Racial Equity & Justice Initiative (REJI), Causewave Community Partners, Catholic Charities Community Services, Common Ground Health, Excellus BlueCross BlueShield, Rochester-Monroe Anti-Poverty Initiative (RMAPI), University of Rochester, and United Way of Greater Rochester
- Join the conversation at the M.K. Gandhi Institute [Nonviolence News Happy Hour](#)
- Register for the [University of Rochester Diversity Advisory Council and the Office of Equity and Inclusion's](#) virtual event featuring award-winning educational leader, best-selling author, and expert on the psychology of racism, Dr. Beverly Daniel Tatum, on November 30 from 7-8 p.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.



To bring about change,
you must not be afraid
to take the first step.

We will fail when we fail to try.

- Rosa Parks

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