

21
DAY

RACIAL EQUITY CHALLENGE

OCTOBER 23 - NOVEMBER 20

DAY 5: LEVELS OF RACISM

The most common understanding of racism in our country is limited to the **interpersonal level of racism**—the personal prejudice and intentional bias in our individual interactions across different races. A different and emerging explanation of racism contends that **interpersonal racism is actually a symptom of a more fundamental system of racism**—an array of cultural norms and institutional policies and practices that routinely produce racially inequitable outcomes, often without individual intent or malice.

Change requires an awareness of the levels of racism, and a collective will to address people, organizations, and systems to break down barriers that have been built over hundreds of years.

Check out the resources, self-reflection, and ways to get involved below to be a part of affecting this change.

LEARN

Option 1: Read more about the [Four Levels of Racism](#) from Race Forward

Option 2: Watch this [“Systemic Racism Explained”](#) from Act.TV

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:

- Were the definitions offered consistent with what you understood them to mean? How did they differ? What haven't you previously considered?
- How do you see internalized racism impacting you personally?

Ways to Get Involved:

- Learn more and share that today is [Latina Equal Pay Day](#)
- Attend [TEDxRochester's upcoming event: Change is an inside job: Hard facts of racial inequality in our community](#) on November 4 from 4-5 p.m. Register by Saturday 10/31.

Share What You Learned:

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

