

21 Day Equity Challenge



click the links to access the resources

- 1 October 5th-Theme: Welcome**
Pledge presented along with the description for all participants and they sign off.
- 2 October 6th- Theme: read**
Read one of the below articles
"How white people got made" by Quinn Norton
<https://medium.com/message/how-white-people-got-made-6eeb076ade42>

"White Privilege: Unpacking the invisible knapsack"
<https://nationalseedproject.org/Key-SEED-Texts/peggy-mcintosh-s-white-privilege-papers>
- 3 October 7th- Theme: Listen**
Connect with someone who read the opposite article of you get their perspective compare and contrast the two articles with your partner.
- 4 October 8th – Theme: Watch**
Watch one of the below clips
Racism is real <https://www.vox.com/2015/4/30/8520305/systemic-racism-video>

The disturbing history of the suburbs <https://www.youtube.com/watch?v=ETR9qrVS17g>
- 5 October 9th-Theme: Notice**
Take notice of conversations that you are having, how often do you have those conversations about race? Who are those conversations with? Why does racism tend to come up in these particular settings?
- 6 October 10th- Theme: Engage**
Have lunch with someone "who is different" from you that you wouldn't typically have lunch with. Speak to them about this challenge and ask how you can become more inclusive.
- 7 October 11th Theme: Reflect**
Take a minute and journal what you have learned thus far during this challenge and what other knowledge you would like to gain.
- 8 October 12th Theme: Act**
Join us on October 12th at 9 Mountain Time for our webinar hosted by the Sioux YMCA and other Indigenous Leaders.
<https://us02web.zoom.us/meeting/register/tZOrceurj4vHt3-GvAIBHkCxP7YmILVrv-2>
- 9 October 13th Theme: Reflect**
Health disparities are a real issue: Take a minute to reflect on your own health. Do you have access to health care? Do you feel that if you needed medical help that you would receive it?
- 10 October 14th Theme: Watch**
Michelle's story <https://youtu.be/vIVZKZNXyBA>

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October 15th Theme: Read

"What are health disparities?" <https://www.healthypeople.gov/2020/about/foundation-health-measures/Disparities>

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October 16th Theme: Listen

"Racism as a public health crisis" <https://medicine.wustl.edu/news/podcast-racism-as-a-public-health-issue/>

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October 17th Theme: Watch

Ted talk: "Access aint inclusion" <https://www.youtube.com/watch?v=TTYOpfGvlwc>

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October 18th Theme: Act

Volunteer, engage, or donate to an organization that is invested in diversity, equity.

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October 19th Theme: Reflect

Take 5 minutes and meditate, give your mind time to relax you have learned a lot you deserve a quiet night.

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October 20th Theme: Read

"How to achieve equity and reduce healthy disparities"
<https://www.cradlecincinnati.org/2020/09/03/equity-is-doable>

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October 21st Theme: Engage

Do your research what organizations in your community are working to combat health disparities? Reach out to them and see what you can do to serve. Is it volunteering? Doing research? Working out in the community.

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October 22nd Theme: Notice

Notice when you become uncomfortable around certain people, why do you become uncomfortable? Is it because of a past personal experience or an unconscious bias?

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October 23rd Theme: Reflect

Take a minute and journal, asked yourself these questions. Am I privileged? Do I feel more accepting of others now? What is one behavior that you can actively commit to changing?

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October 24th Theme: Teach

Spare your new knowledge with someone that you are close too, let them know why you have enjoyed this challenge

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October 25th Theme: Inspire

Inspire someone around you to be the change! Whether it be at work at home encourage people to be a change agent for diversity and inclusion

**and
done!**

October 26th Theme: Reflect

You did it! You completed the challenge, what was your favorite part of this challenge? What made you feel uncomfortable? What will you continue to do to promote diversity, equity, and inclusion?