

21
DAY

RACIAL EQUITY CHALLENGE

DAY 21: COMMITTED TO EQUITY

Thank you for being a part of the 21-Day Racial Equity Challenge. Our community has participated in a big way, showing that we are committed to the change that starts from within and reaches through our families, friend groups, professional networks, organizations, and community-wide actions.

You are one of more than 110,000 people (and nearly 470 organizations) who participated in our local Racial Equity Challenge. As you know, it does not—and cannot—stop here. While this Challenge has helped to develop a deeper understanding of race, equity, and our collective role in improving our community, what we each choose to do next will define “success”.

Rather than providing content for our final day, we are instead sharing questions for reflection, discussion, and action moving forward.

Listen. Read. Process. Support. Talk. Act. GROW.
Thank you, again, for your commitment to equity.

REFLECT AND TAKE ACTION

Questions to Consider for Self-Reflection:

1. What were some of my assumptions about race and racial inequity before I started this Challenge?
2. In what ways have these assumptions been challenged? In what ways have they been reinforced?
3. What are my identities and in what ways have my identities impacted my life? Have any of my identities provided me privilege or been a source of discrimination in certain environments?
4. Where have I seen evidence of inequities and systemic and structural racism in my community?
5. How can I talk to my family, friends, and colleagues about what I have experienced and learned during this Challenge?

6. What changes or actions can I take to advance equity in my home, workplace, and community?

Share What You Learned:

Please continue this learning and dialogue with your family, friends, and networks.

