

# 21 Day Equity Challenge



click the links to access the resources

1

## Theme: Welcome

Pledge presented along with the description for all participants and they sign off.

2

## 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

## 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

## 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>

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## 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

## 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

## 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

## Theme: Act

Please watch these videos and reflect on what you learned. What resonated? What will you do differently? [Race, Equality & Equity](#) [The Choice](#) [How You See Me](#) [Seeing Others with Compassion](#)

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## 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

Theme: Watch Michelle's story <https://youtu.be/vlVZKZNXyBA>

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**Theme: Read**

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

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**Theme: Listen**

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

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**Theme: Watch**

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

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**Theme: Act**

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

15

**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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**Theme: Read**

Learn more about how you can help advance health equity.  
<http://www.wche.org/>

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**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.

18

**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?

19

**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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**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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**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!

**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?