

21 DAY EDI CHALLENGE

"Microaggressions are a serious problem beyond the emotional and physical effects they have on the person they are perpetrated against. They have much broader social implications. They normalize racism."

— Ijeoma Oluo

Contents:

1. Definitions & General Concepts

2. Internalized Racism

3. Interpersonal Racism

4. Institutional Racism

5. Structural Racism

6. Next Steps

7. Additional Resources

Day Ten

Personal Reflection Day #3

Congratulations! Today marks the conclusion of the third section of our learning, addressing interpersonal racism. For today's challenge, we ask you to reflect. You want you to think back on what you've learned so far, to look over any past notes that you've taken, and to think deeper. To aid in today's reflection we ask that you read [this article](#) about how to address microaggressions.

Think of how the concepts you've learned apply in your personal life and answer the following questions:

- What have you learned?
- What haven't you previously considered?
- What different kinds of interpersonal racism have you experienced or observed?
- How have microaggressions impacted your ability to contribute in the workplace?
- What actions can you take to address microaggressions? (use today's article to shape your answer)
- How can you show up for colleagues who are experiencing microaggressions?



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