

# 21 DAY EDI CHALLENGE

"To those who have said, "Be patient and wait," we have long said that we cannot be patient. We do not want our freedom gradually, but we want to be free now! We are tired. We are tired of being beaten by policemen. We are tired of seeing our people locked up in jail over and over again. And then you holler, "Be patient." How long can we be patient? We want our freedom and we want it now. We do not want to go to jail. But we will go to jail if this is the price we must pay for love, brotherhood, and true peace."

John Lewis

## Contents:

### 1. Definitions & General Concepts

### 2. Internalized Racism

### 3. Interpersonal Racism

### 4. Institutional Racism

### 5. Structural Racism

### 6. Next Steps

### 7. Additional Resources

## Day Twenty-One

### Day Twenty-One: Next Steps

Today is the final day of our 21 Day Race Equity Challenge! We'd like to thank everyone for their efforts to better educate themselves and those around them in efforts relating to race equity. It is also the 57<sup>th</sup> anniversary on the March on Washington for Jobs and Freedom. We have shared as our quote for today an excerpt from John Lewis' speech. It reminds us that freedom and equity are urgent issues that we must fight for in the present.

## Article(s)

### Interrupting and Dismantling Racism – (60 Minute Read)

Read the toolkit below to gather perspectives and conversation points to have effective dialogue surrounding race both in and outside of the workplace.

<https://drkathyobear.com/wp-content/uploads/2018/02/Virtual-Institute-handout-Interrupting-Racism-2-22-18-1.pdf>

### 6 Steps Leaders can take to Become Anti-Racist – (7 Minute Read)

Read the article below to learn steps to make lasting change as a leader, especially if you are a white executive by embracing the role of being actively anti-racist.

<https://www.businessinsider.com/6-steps-leaders-take-to-become-anti-racist-2020-6>

## Video(s)

### Get Comfortable with Being Uncomfortable – (10:54)

Description from YouTube: Luvvie Ajayi isn't afraid to speak her mind or to be the one dissenting voice in a crowd, and neither should you. "Your silence serves no one," says the writer, activist and self-proclaimed professional troublemaker. In this bright, uplifting talk, Ajayi shares three questions to ask yourself if you're teetering on the edge of speaking up or quieting down – and encourages all of us to get a little more comfortable with being uncomfortable.

<https://www.youtube.com/watch?v=QijH4UAqGD8>

### **I'm Tired of Talking About Race**

Description from YouTube: Dennis Pocekay discusses the effects of racism in healthcare

Dennis Pocekay is a retired Kaiser Permanente Physician (Internal Medicine/Occupational Medicine), currently advising HOSA students at Casa Grande High School in Petaluma, teaching undergrad Intro to Public Health at UC Davis, and precepting medical students at the Paul Horn Free Asian Clinic in Sacramento. He has long been interested in the social determinants of health.

[https://www.youtube.com/watch?time\\_continue=228&v=ii4W9Y9pExk&feature=emb\\_logo](https://www.youtube.com/watch?time_continue=228&v=ii4W9Y9pExk&feature=emb_logo)

### **Just Belonging: Finding the Courage to Interrupt Bias (10:52)**

Description from YouTube: Jasmine Roberts speaks about the emotional fatigue experienced by people of color when discussing race with their white counterparts, coupled with solutions to this growing concern. Jasmine Roberts is an educator, writer, and strategic communication professional. She earned her bachelor's degree at the University of Michigan and her master's degree at the University of Illinois at Urbana-Champaign.

<https://www.youtube.com/watch?v=DI43L6hNkM>

### **50 Years of Racism (14:40)**

Description from YouTube: Bringing reflections and the reality of race relations in USA, Jim White Sr. provides a lens that goes back 53 years from his first experience with discrimination, coupling it with how he's struggling to provide counsel to his grandsons facing the same bias. This talk was the first time he's shared this provocative and heartbreaking story in public after his decision to be silent no more.

<https://www.youtube.com/watch?v=r9DDE7NV1Nw>

### **Color Blind or Color Brave (14:03)**

Description from TEDx: The subject of race can be very touchy. As finance executive Mellody Hobson says, it's a "conversation third rail." But, she says, that's exactly why we need to start talking about it. In this engaging, persuasive talk, Hobson makes the case that speaking openly about race - and particularly about diversity in hiring - makes for better businesses and a better society.

[https://www.ted.com/talks/mellody\\_hobson\\_color\\_blind\\_or\\_color\\_brave/up-next?referrer=playlist-talks\\_to\\_help\\_you\\_understand\\_r](https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave/up-next?referrer=playlist-talks_to_help_you_understand_r)

### **How to Resolve Racially Stressful Situations (17:17)**

Description from TEDx: If we hope to heal the racial tensions that threaten to tear the fabric of society apart, we're going to need the skills to openly express ourselves in racially stressful situations. Through racial literacy - the ability to read, recast and resolve these situations - psychologist Howard C. Stevenson helps children and parents reduce and manage stress and trauma. In this inspiring, quietly awesome talk, learn more about how this approach to decoding racial threat can help youth build confidence and stand up for themselves in productive ways.

[https://www.ted.com/talks/howard\\_c\\_stevenson\\_how\\_to\\_resolve\\_racially\\_stressful\\_situations/up-next](https://www.ted.com/talks/howard_c_stevenson_how_to_resolve_racially_stressful_situations/up-next)

## Podcast(s)

### What Comes Next (1 Hour & 14 Minutes)

Description via Crooked: DeRay and Sam are joined by Kaya Henderson and De'Ara Balenger, new Pod Save the People news crew members. They discuss LA evictions, climate hcnage impact on pregnancy, immigration policy, and defunding police foundations. DeRay chats with Johnetta Elzie about the current protest climate. Finally, DeRay speaks with Joanna Schwartz, about police data and what the future of fixing our country looks like.

If you enjoy this, they also have many more episodes!

<https://crooked.com/podcast/what-comes-next-with-joanna-schwartz/>



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