

21 DAY EDI CHALLENGE

Without Reflection, we go blindly on our way, creating more unintended consequences, and failing to achieve anything useful.

- Margaret J. Wheatley

Contents:

1. Definitions & General Concepts

2. Internalized Racism

3. Interpersonal Racism

4. Institutional Racism

5. Structural Racism

6. Next Steps

7. Additional Resources

Day Four

Quick Update:

Congratulations! Today marks the conclusion of the first section of our learning, addressing common definitions & general concepts surrounding race and racial equity. In honor of wrapping up this section, we want to give you all a bit of a brain break!

For today's challenge, we ask you to reflect. We want you to think back on what you've learned to date, to look over any past notes that you've taken, and to think deeper.

Think of how the concepts that you've learned apply in your own personal life. Some questions for you to consider:

- What have you learned?
- Were the concepts explored so far new to you?
- Were the definitions offered consistent with what you understood them to mean?
- How did they differ?
- What haven't you considered previously?
- Try placing yourself in the shoes of someone else. How might you feel if you were in their position?



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