

21 DAY EDI CHALLENGE

“Some may say it’s tiresome to dwell on the hurt- after all there’s a relentless (if artificial) drive to Stay Positive! in America, to focus only on solutions—yet an essential step in the process of decolonization is hearing the painful stories of the colonized and the exploited, respectfully and with an open heart.”

— Edgar Villanueva

Contents:

1. Definitions & General Concepts

2. Internalized Racism

3. Interpersonal Racism

4. Institutional Racism

5. Structural Racism

6. Next Steps

7. Additional Resources

Day Nine

Personal Reflection & Biases

Now that we are more knowledgeable about implicit biases and motivations behind why we may act the way we do, it is time to acknowledge different ways that these feelings manifest. One of the primary forms is microaggressions, which is what we’ll be covering today. We hope that with increased awareness of microaggressions, we can take the next steps of minimizing their presence.

Article(s)

Examples of Microaggressions (2 Minute read)

Article Description via BuzzFeed: A photographer at Fordham asked her peers to write down the microaggressions they've encountered. Here is what they had to say.

<https://www.buzzfeed.com/hnigatu/racial-microaggressions-you-hear-on-a-daily-basis>

Microaggressions in the Workplace (2 Minute Read)

Read this article to learn about seven types of microaggressions that are common in the workplace in order to make sure that you are correcting yourself and others going forward.

<https://www.theladders.com/career-advice/7-damaging-racial-microaggressions-you-may-be-guilty-of-using-at-work-according-to-a-psychologist>

Common Microaggressions American Indian People Face

In response to being left out of the conversation on microaggressions the author, a member of Cherokee nation, shares the top ten microaggressions he’s personally experienced.

<https://indiancountrytoday.com/archive/my-top-ten-microaggressions-against-indians-vzmJN4e8DE2SxxOz1rTaow>

Video(s)

No. You Cannot Touch My Hair! (16:02)

Excerpt from YouTube Description: “My seven-year-old self learnt to tell people what I thought they wanted to hear. By the age of eight I’d convinced the other kids that my hair was made of sponge... because being black it couldn’t be made of ‘hair’.”

Through her own personal story and the hair-raising experiences of other women and girls, Mena Fombo’s TEDxBristol talk is a witty, yet compelling and sometimes dark exploration of the objectification of black women. It’s an issue she has spent a lifetime experiencing and exploring, with both a political and creative lens.

<https://www.youtube.com/watch?v=OLQzz75yE5A>

The Muslim on the Airplane (15:58)

Excerpt from YouTube Description: Watching the news, it seems like ethnic divides are ever deepening. But how can we solve these complicated problems when each side lives in fear of the other? The answer is simple, argues Syrian-American poet Amal Kassir – it starts with, “what’s your name?”

Amal, a young Muslim-American and native Coloradan, found a platform for her voice growing up working in her family’s restaurant. She has been writing poetry since she was a child and has performed in eight countries, sharing her verse everywhere from youth prisons to orphanages to refugee camps.

https://www.youtube.com/watch?v=UIAm1g_Vgn0

Dear Child – When Black Parents Have to Give “The Talk” (3:05)

Video Description from YouTube: WHY WE MADE DEAR CHILD: Jubilee Project is a digital media company that tells stories to explore our humanity. It has been heartbreaking and infuriating to witness the senseless and unjust killings of black men in the United States. And we’d like to play our part in addressing the epidemic through the creation of “Dear Child.” We hope that by sharing some of these candid responses from black parents and young adults, we can inspire understanding and empathy from those who have never needed to have such a talk.

We know that a video cannot be the solution or panacea and that there is so much complexity we do not even begin to confront. However, we do believe this is one way to ignite compassion and dialogue.

<https://www.youtube.com/watch?v=Mkw1CetjWwI>

Podcast(s)

When Xenophobia Spreads Like a Virus (25 Minutes)

Excerpt from NPR Description: The global response to COVID-19 has made clear that the fear of contracting disease has an ugly cousin: xenophobia. As the coronavirus has spread from China to other countries, anti-Asian discrimination has followed closely behind, manifesting in [plummeting sales at Chinese restaurants](#), [near-deserted Chinatown districts](#) and [racist bullying](#) against people perceived to be Chinese.

We asked our listeners whether they had experienced this kind of coronavirus-related racism and xenophobia firsthand. And judging by the volume of emails, comments and tweets we got in response, the harassment has been intense for Asian Americans across the country – regardless of ethnicity, location or age.

<https://www.npr.org/2020/03/02/811363404/when-xenophobia-spreads-like-a-virus>



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