

# 21 DAY EDI CHALLENGE

“The framing around racism has always been there is a white person who doesn't like people of color or a Klan member or someone, you know, who's making their hatred and ignorance very obvious. But what's actually been impacting our lives are systems that rely on subtle and not so subtle biases against people of color to disempower us and put us at risk. And so, we've been fighting for job opportunities, for safety from violence, for equal education, for freedom from medical racism. And that is upheld not by how you love or don't love people of color but by how you participate with our systems.”

Ijeoma Olou

## Contents:

### 1. Definitions & General Concepts

### 2. Internalized Racism

### 3. Interpersonal Racism

### 4. Institutional Racism

### 5. Structural Racism

### 6. Next Steps

### 7. Additional Resources

## Day Fourteen

### Section Five: Structural Racism

After seeing how racism can be present in the workplace, we'll highlight racism's long-standing presence in societal structures and how they still affect people today. It is important to acknowledge these barriers in order to properly dismantle them.

### Day Fourteen: Systemic Racism and the Housing Market

Here we are highlighting one of the most apparent forms of structural racism in the US today, the housing market. Through this we hope to highlight the disparities present within the market and the effects that they have on our communities holistically.

**Structural racism: A system in which public policies, institutional practices, cultural representations and other norms work in various, often reinforcing ways to perpetuate racial group inequality. It is racial bias among institutions and across society. It involves the cumulative and compounding effects of societal factors including the history, culture, ideology and interactions of institutions and policies that systematically privilege White people and disadvantage people of color.**

## Article(s)

### What is Systemic Racism and Institutional Racism

For those who may not have read this the first time we included it, we included this article again as it explains both systemic and institutional racism, and how the two are different.

<https://theconversation.com/explainer-what-is-systemic-racism-and-institutional-racism-131152>

### Corporate America's Blindspot in Regards to Institutional Racism

Read the article below to get a glimpse into action that corporations have taken in response to confront racism, and why they haven't been enough.

<https://www.thedailybeast.com/corporate-america-has-a-big-blind-spot-on-institutional-racism?ref=scroll>

### Finally, an Explanation of Systemic Racism that Won't Put you to Sleep

Read the article below to get a better understanding of systemic racism. There is also a video provided that explains the topic more in depth through the lens of drug arrests.

<https://www.vox.com/2015/4/23/8482799/systemic-racism-explained-examples>

## How Redlining Segregated Chicago, and America

Read the article below to learn more about how the redlining practice in the context of Chicago as well as throughout the country, and how it has still has effects today.

<https://www.chicagomag.com/city-life/August-2017/How-Redlining-Segregated-Chicago-and-America/>

### Chicago's Awful Divide

Read the article below to learn about the concept of the rural-urban divide, and learn in-depth about why Chicago has been deemed "a combination of Manhattan smashed against Detroit" by some.

<https://www.theatlantic.com/business/archive/2018/03/chicago-segregation-poverty/556649/>

### A look at Housing Inequality and Racism in the U.S.

Read the article below to get a closer look into housing inequalities throughout the US in both a historical and present day context.

<https://www.forbes.com/sites/dimawilliams/2020/06/03/in-light-of-george-floyd-protests-a-look-at-housing-inequality/#7ceedbad39ef>

## Video(s)

### How America's Public School's Keep Kids in Poverty (13:22)

TEDx Description: Why should a good education be exclusive to rich kids? Schools in low-income neighborhoods across the US, specifically in communities of color, lack resources that are standard at wealthier schools – things like musical instruments, new books, healthy school lunches and soccer fields – and this has a real impact on the potential of students. Kandice Sumner sees the disparity every day in her classroom in Boston. In this inspiring talk, she asks us to face facts – and change them. \*The education system will be highlighted further in a later section. This video highlights the disparities in education as they relate to housing, making it a strong addition to this section.

[https://www.ted.com/talks/kandice\\_sumner\\_how\\_america\\_s\\_public\\_schools\\_keep\\_kids\\_in\\_poverty](https://www.ted.com/talks/kandice_sumner_how_america_s_public_schools_keep_kids_in_poverty)

### Joaquin Phoenix Delivers Powerful Speech After Leading Actor Win for Joker

Also another repeat for those who may have missed this the first time around. We've included it again as it holds relevance to this section as well as the one it was featured previously. The video is Joaquin Phoenix's speech after winning leading actor for the Joker.

[https://www.youtube.com/watch?time\\_continue=24&v=hAh0FSfc4Ls&feature=emb\\_title](https://www.youtube.com/watch?time_continue=24&v=hAh0FSfc4Ls&feature=emb_title)

### Redlining and Systemic Racism (4:23)

Description via YouTube: Systemic racism affects every area of life in the US. From incarceration rates to predatory loans, and trying to solve these problems requires changes in major parts of our system. Here's a closer look at what systemic racism is, and how we can solve it.

[https://www.youtube.com/watch?v=YrHIQIO\\_bdQ](https://www.youtube.com/watch?v=YrHIQIO_bdQ)



**United Way of  
San Luis Obispo County**