



## 21-Day Racial Equity Habit Building Challenge®

An Anti-Racism Resource

### The 21-Day Racial Equity Habit Building Challenge<sup>1</sup>

On each day of the challenge, you will be invited to complete a short activity (typically taking approximately 15-30 minutes) from the themes of **Read, Watch, Listen**. Each activity is to help increase your understanding of elements of race and systemic racism against people of color in the USA. The activities are meant to be done in a short period of time to allow time for reflection. However, if you would like to spend additional time in exploration, there are longer options each week to do a “deep dive”.

Day 1	WATCH*	Day 8	WATCH	Day 15	WATCH*
Day 2	LISTEN	Day 9	LISTEN*	Day 16	LISTEN
Day 3	READ*	Day 10	READ*	Day 17	READ
Day 4	WATCH*	Day 11	WATCH	Day 18	WATCH
Day 5	LISTEN	Day 12	LISTEN*	Day 19	LISTEN
Day 6	READ	Day 13	READ	Day 20	READ
Day 7	WATCH	Day 14	WATCH	Day 21	WATCH*

*\*This is a day with a suggested activity listed*

**Day 1 – Watch:** *The Danger of A Single Story*– Our lives, our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice — and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.

**Day 2 – Listen:** Choose any activity from the LISTEN section found below.

**Day 3 – Read:** *White Privilege: Unpacking the Invisible Knapsack and other essays*, Groundbreaking 1989 essay by Peggy McIntosh who lists the ways she’s beginning to recognize the way white privilege operates in her life.

**Day 4 – Watch:** *This is Us*, Dr. Eddie Glaude explains why blaming current racial tensions on Donald Trump misses the point. (3 minutes).

*(continued on next page)*

<sup>1</sup> Groups have permission to use the material for the 21 Day Challenge as long as proper credit is given to the author, Dr. Eddie Moore. The initial introductions will use the full name of the challenge: 21 Day Racial Equity Habit Building Challenge, however in references can shorten the name.

(continued on next page)

***The Iroquois Influence on the Constitution***, Host and producer of First Voices Indigenous Radio Tiokasin Ghosthorse explains the sequestering of two Iroquois chiefs to advise in the writing of the U.S. Constitution. (4 minutes).

***What Being Hispanic and Latinx Mean in the US*** Fernanda provides a first person account of identity—addressing stereotypes and assumptions, and inviting the audience to dig deeper into the Latinx experience in the United States. Fernanda addresses the role of Latinx people in shaping the culture, politics, and economy of the USA.

**Day 5 – Listen:** Choose any activity from the LISTEN section found below.

**Day 6 – Read:** Choose any activity from the READ section found below.

**Day 7 – Watch:** Choose any activity from the WATCH section found below.

**Day 8 – Listen:** Choose any activity from the LISTEN section found below.

**Day 9 – Read: *21 Racial Microaggression You Hear On A Daily Basis*** A photographer at Fordham asked her peers to write down the microaggressions they've encountered. Here is what they had to say.

**Day 10 – Watch: *Why “I’m not racist” is only half the story***, Robin DiAngelo explains the function of white fragility in maintaining racial hierarchy. (7 minutes).

***White Bred***, Excellent quick intro to how white supremacy shapes white lives and perception. (5 minutes).

***What Kind of Asian Are You?*** Humorous Youtube video that illustrates the utter silliness of the way many White Americans interact with Asian Americans. (2 minutes).

**Day 11 – Listen:** Choose any activity from the LISTEN section found below.

**Day 12 – Read: *White Fragility***, Groundbreaking 2011 article by Robin DiAngelo, which led to a 2018 book of the same title, exploring why it can be so hard for white people to talk about race, and how the resulting silence and defensiveness functions to hold racial dynamics and racial oppression in place.

**Day 13 – Watch:** Choose any activity from the WATCH section found below.

**Day 14 – Listen:** Choose any activity from the LISTEN section found below.

**Day 15 – Read: *The Injustice of This Moment Is not an ‘Aberration,’*** Michelle Alexander contextualizes the US's 2020 state of racism/white supremacy as an inevitable outcome of a collective narrative steeped in denial.

**Day 16 – Watch:** Choose any activity from the WATCH section found below.

**Day 17 – Listen:** Choose any activity from the LISTEN section found below.

**Day 18 – Read:** Choose any activity from the READ section found below.

**Day 19 – Watch:** Choose any activity from the WATCH section found below.

**Day 20 – Listen:** Choose any activity from the LISTEN section found below.

**Day 21 – Read:** [Guide to Allyship](#), Created by Amélie Lamont this site strives to be an ever-evolving and growing open source guide meant to provide you with the resources for becoming a more effective ally.

## READ

*Below are pieces of writing to be explored during the READ days of the 21-Day Challenge. To access the links included, press the “ctrl” button while clicking on the blue underlined titles/links.*

[How White People Got Made](#), by Quinn Norton, exploring where the term “white people” comes from and which ethnic groups have and have not been able to become “white” through US history.

[White Fragility in Students](#), A call to action by Teaching While White founders Jenna Chandler-Ward and Elizabeth Denevi who share their experience in school after school where white students and adults lack the knowledge or skill to navigate racism and conversations about it and how that white deficit impacts students of color.

[Making America White Again](#) – Toni Morrison

[Who Gets to Be Afraid in America](#) – Ibram X. Kendi

[Explaining White Privilege to a Broke White Person](#), Gina Crosley-Corcoran, raised “the kind of poor that people don’t want to believe still exists in this country,” explores where race and class do and don’t intersect and how she’s come to understand her own white privilege.

[Understanding the Racial Wealth Gap](#), 2017 study by Amy Traub, Laura Sullivan, Tatjana Mescheded, & Tom Shapiro analyzing the racial wealth gap that exists between white, black, and Latino households.

[White mom to racists: ‘Don’t use my child to further your hate-filled ignorance.’](#) Rev. Edith Love models allyship in an article written in response to online racial abuse arising from her white teen son’s recent attack by a group of young teens who are black.

[From Alt-Right to Groyper, White Nationalists Rebrand For 2020 And Beyond](#), Report authored by the Institute For Research And Education On Human Rights (IREHR) on white nationalist marketing strategy known as “groyper.”

[People of colour have to ‘code-switch’ to fit in with white norms](#), from a longer series taking an in-depth look at racism in the UK in 2020 this article focuses on the double bind of code-switching. What is it? What toll does it take? What is the cost of not code-switching?

[Its-Not-Just-The-South-Heres-How-Everyone-Can-Resist-White-Supremacy/](#) NPR’s Rachel Martin talks to Pulitzer Prize-winning journalist Jose Antonio Vargas for a response to a story in *The Atlantic*, written by David Frum, proposing the U.S. cut legal immigration by half.

Kristen Rogers, [\*Dear anti-racist allies: Here's how to respond to microaggressions\*](#), CNN

James McWilliams, [\*Bryan Stevenson On What Well Meaning White People Need To Know About Race: An interview with Harvard University-trained public defense lawyer Bryan Stevenson on racial trauma, segregation, and listening to marginalized voices\*](#), Pacific Standard (updated Feb 18, 2019)

Karma Allen, [\*More than 50% of homeless families are black, government report finds\*](#), ABCNews (Jan. 22, 2020)

Sam Dylan Finch, [\*9 Phrases Allies Can Say When Called Out Instead of Getting Defensive\*](#), Everyday Feminism (May 29, 2017)

George Johnson, [\*White gay privilege exists all year, but it is particularly hurtful during Pride\*](#), NBC News (June 30, 2019)

[\*Stop Trying to Fight Racism with Corporate Diversity Consultants\*](#) – The Guardian article by Bhaskar Sunkara

[\*White Women doing White Supremacy in Nonprofit Culture\*](#) – from Wokeatwork.org written by Heather Laine Talley

## **Deep Dive – READ (longer than 30 minutes)**

Ta-Nehisi Coates, [\*The Case for Reparations\*](#), The Atlantic (May 21, 2014)

Rebecca Epstein, Jamilya J. Blake, and Thalia González, [\*Girlhood Interrupted: The Erasure of Black Girls' Childhood\*](#), Georgetown Law Center on Poverty and Inequality

National Conference for Community and Justice, [\*Colorism\*](#)

Smithsonian's National Museum of African American History and Culture - [\*Talking About Race\*](#), a new online portal designed to help individuals, families, and communities talk about racism, racial identity and the way these forces shape every aspect of society, from the economy and politics to the broader American culture.

[\*My President Was Black\*](#) by Ta-Nehisi Coates

[\*Arizona Faith Network Resource Guide\*](#) – a well-organized list of resources and tools regarding racism and anti-blackness

# WATCH

*Below are pieces of writing to be explored during the WATCH days of the 21-Day Challenge. To access the links included, press the “ctrl” button while clicking on the blue underlined titles/links.*

## Short (up to 15 minutes)

[CBS News Analysis: 50 states, 50 different ways of teaching America’s past,](#)

Ibram X. Kendi reviews current history curriculum production and use across the U.S. (5 minutes)

[The Disturbing History of the Suburbs,](#) An Adam Ruins Everything episode that quickly and humorously educates how redlining came to be. (6 minutes)

[How I Learned to Stop Worrying and Love Discussing Race,](#) TEDx talk, Jay Smooth suggests a new way to think about receiving feedback on our facial blindspots. (12 minutes)

[How To Deconstruct Racism One Headline At A Time](#) Baratunde Thurston explores the phenomenon of white Americans calling the police on black Americans who have committed the crimes of ... eating, walking or generally “living while black.” In this profound, thought-provoking and often hilarious talk, he reveals the power of language to change stories of trauma into stories of healing — while challenging us all to level up. (10 minutes)

[Unpack White Supremacy](#) Rev. Jasper Peters, Belong Church (UMC) (13 minutes)

[Racism is Real,](#) A split-screen video depicting the differential in the white and black lived experience. (3 minutes)

[Confronting ‘intergroup anxiety’: Can you try too hard to be fair?](#) Explores why we may get tongue tied and blunder when we encounter people from groups unfamiliar to us. (5 minutes)

[I Didn't Tell You,](#) Ever wonder what a day in the life of a person of color is like? Listen to this poem, written and spoken by Norma Johnson. (7 minutes)

[New York Times Op-Docs on Race,](#) Multiple videos with a range of racial and ethnic perspectives on the lived experience of racism in the US. (each video about 6 minutes)

[What Would You Do: Bicycle Thief Episode?](#) ABC’s popular show explores the impact of racial and gender bias and prejudice at a family friendly park. Before this video, would you have anticipated this differential treatment?

<https://youtu.be/ge7i60GuNRg>

[\*Hair Love\*](#), Oscar®-Winning Short Film (Full), Sony Pictures Animation, YouTube (Dec. 5, 2019) (7 minutes)

## Medium (15 minutes – 1 hour)

[\*Indigenous People React to Indigenous Representation in Film And TV\*](#), Conversation with a diverse range of Indigenous people by FBE about media depictions of Indigenous people, Columbus day, and Indigenous identity. (15 minutes)

[\*The urgency of intersectionality\*](#), TED Talk by Kimberlé Crenshaw that asks us to see the ways Black women have been invisibilized in the law and in media. (19 minutes)

[\*How to overcome our biases? Walk boldly toward them\*](#), TED Talk by Vernā Myers, encourages work vigorously to counter balance bias by connecting with and learning about and from the groups we fear. (19 minutes)

[\*Hip hop, grit, and academic success\*](#), TEDx Talk by Dr. Bettina Love, explains how students steeped in Hip Hop culture, often seen as deficient, actually bring the very characteristics deemed necessary for 21st century success. (15 minutes)

[\*Deconstructing White Privilege\*](#) Robin DiAngelo (22 minutes)

D-L Stewart, [\*Black Trans\\* Lives Matter\*](#) (TEDxTalks) (April 22, 2019)(15 minutes)

Megan Ming Francis, [\*Let's get to the root of racial injustice\*](#), TEDTalks (March 21, 2016)(19 minutes)

[\*Race in America\*](#) – Phil Vischer, the creator of the Christian cartoon *Veggie Tales*, is helping bring understanding to the reality of systemic racism. (18 minutes)

## Deep Dive (longer than 1 hour)

[\*Black Like Me\*](#), host Dr. Alex Gee “invites you to experience the world through the perspective of one Black man, one conversation, one story, or even one rant at a time.” (any episode – times vary, most are around 1 hour long)

[\*Prophetic Speech – An Anti-Racism Workshop\*](#), Glendale UMC, Nashville, TN (about 2 hours 30 minutes)

[\*When they see us\*](#), Four-part Netflix series by Ava DuVernay about the wrongful incarceration and ultimate exoneration of the “Central Park Five.” (four 1+ hour episodes)

[\*\*13th\*\*](#), Netflix documentary by Ava DuVernay about the connection between US Slavery and the present day mass incarceration system. (1 hour 40 minutes)

[\*\*I am Not Your Negro\*\*](#), Netflix, Based on James Baldwin's unfinished book, this visual essay explores racism through the stories of Medgar Evers, Malcolm X, and Martin Luther King, Jr. (1 hour 35 minutes)

[\*\*Slavery by Another name\*\*](#), 90 minutes PBS documentary challenges the idea that slavery ended with the emancipation proclamation. (90 minutes)

[\*\*Unnatural Causes\*\*](#), Seven part documentary by California Newsreel that explores the impact of racism on health and US healthcare. (4 hours total, episodes have variable lengths)

[\*\*Birth of a White Nation\*\*](#), Keynote speech by legal scholar Jacqueline Battalora, offers a blow-by-blow description of the moment the idea of, and word for, "white" people entered U.S. legal code. (36 minutes)

[\*\*In The White Man's Image\*\*](#) PBS documentary about the Native American boarding school movement designed to "kill the Indian and save the man." (56 minutes)

[\*\*Race: The Power of an Illusion\*\*](#), Three-part, three-hour film by California Newsreel exploring the biology of skin color, the concept of assimilation, and the history of institutional racism. (three 1 hour episodes)

General Commission on Religion and Race (UMC): [\*\*Vital Conversations on Realities of Race and Racism\*\*](#) series



## LISTEN

*Below are pieces of writing to be explored during the LISTEN days of the 21-Day Challenge. To access the links included, press the “ctrl” button while clicking on the blue underlined titles/links.*

[\*\*Code Switch\*\*](#), hosted by journalists Gene Demby and Shereen Marisol Meraji, both people of color, this podcast is curated by a team of NPC journalists of color who navigate the complexities of race, both professionally and personally, daily. Episodes focus on a wide range of issues overlapping race, ethnicity, and culture. (any episode – times vary)

[\*\*Teaching While White\*\*](#), hosted by longtime educators Jenna Chandler-Ward and Elizabeth Denevi, TWW’s podcast focuses on how whiteness shows up in the education sector and what anti-racist educators are doing to challenge that. Episodes feature different nationally renowned anti-racist educator guests. (any episode – times vary)

[\*\*Scene on Radio – Seeing White Series\*\*](#), host John Biewen and collaborator Chenjerai Kumanyika explore Whiteness over the course of 14 episodes. Where does it come from? What does it mean? Why does it exist? (Episode [\*\*S2 E1: Turning the Lens\*\*](#) – 16 minutes).

[\*\*How does racism affect your health?\*\*](#) How does race affect the medical attention you receive, your baby’s chances of living, and your life expectancy? Mary Bassett says structural racism can impact every aspect of health. (12 minutes)

[\*\*Here & Now – Without Slavery, Would The U.S. Be The Leading Economic Power?\*\*](#) host Jeremy Hobson explores with Edward Baptist, author of [\*\*The Half Has Never Been Told: Slavery and the Making of American Capitalism\*\*](#), how slavery established the United States as a world economic power. (15 minutes)

[\*\*You cannot divorce race from immigration!\*\*](#) NPR’s Rachel Martin talks to Pulitzer Prize-winning journalist Jose Antonio Vargas for a response to a story in *The Atlantic*, written by David Frum, proposing the U.S. cut legal immigration by half. (6 minutes)

[\*\*Scene on Radio - Seeing White Series\*\*](#), host John Biewen and collaborator Chenjerai Kumanyika explore Whiteness over the course of 14 episodes. Where does it come from? What does it mean? Why does it exist? (Episode [\*\*S2 E1: Turning the Lens\*\*](#) - 16 minutes)

[\*\*Who is "Karen" and Why Does She Keep Calling the Police on Black Men?\*\*](#) On the Media Podcast (May 29, 2020) (21 minutes)

## Deep Dive – LISTEN (longer than 30 minutes)

[\*All My Relations\*](#), hosted by Matika Wilbur (Swinomish and Tulalip) and Adrienne Keene (Cherokee Nation) this podcast “explores indigeneity in all its complexity.” Episodes focus on issues such as DNA identity, appropriation, feminism, food sovereignty, gender, sexuality, and more while “keeping it real, playing games, laughing a lot, and even crying sometimes.” (any episode - one-ish hour each)

[\*Breakdances with Wolves Podcast\*](#), hosted by Gyasi Ross, Wesley ("Snipes Type") Roach, and Minty LongEarth, “a few Natives with opinions and a platform.” Episodes report on current events through an indigenous perspective. (any episode - one-ish hour each)

[\*BBC Radio 5 live - The Sista Collective\*](#) - Created and hosted by BBC producer Jessie Aru-Phillips, each season showcases the depth of Black British talent. (any episode – one-ish hour each)

[\*On Point Radio – Oklahoma To Incorporate 1921 Tulsa Race Massacre Into Statewide School Curriculum\*](#) host David Folkenflik interviews Tulsans about the 1921 “Black Wall Street” race massacre and recent efforts to integrate it into the Oklahoma education system. (46 minutes)

[\*How to Not \(Accidentally\) Raise a Racist\*](#), Longest Shortest Time Podcast (51 minutes)

John Biewen, Seeing White (14-part series podcast, 2017), S2 E14: [\*Transformation\*](#) (44 minutes, 10 seconds)

On Being with Krista Tippett – [\*Robin DiAngelo and Resmaa Menakem: In Conversation\*](#), the author of White Fragility and an expert on racialized trauma together – a deep dive into the calling of our lifetimes. (51 minutes)