

# 21-Day Anti-Racism Challenge<sup>©</sup>

*“The beauty of anti-racism is that you don’t have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it’s the only way forward.” — Ijeoma Oluo*

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The Diversity Council acknowledges systemic racism as a critical public health concern.

- Racism can include interpersonal acts of discrimination, which is not limited to individual acts of bias.
- Racism goes beyond individual attitudes or interpersonal exchanges and extends to structural and systemic factors such as institution policies and societal norms.
- “How is individual, structural and systemic institution racism operating here?” In each of our settings? How do we examine structures, policies, practices, norms and values? What are strategies to address and dismantle racism? We acknowledge that there are many questions however, let start by each person taking one step at time to dismantle racism. We have the responsibility to acknowledge racism, advocate for equitable policies and inform the public discourse.
- Think about the time and attention you dedicated to the process. A lot, right? Change is hard. Creating effective social justice habits, particularly those dealing with issues of power, privilege, supremacy and leadership is like any lifestyle change. The good news is there are an abundance of resources just waiting to empower you to be a more effective player in the quest for equity and justice. Please use this plan just as it is, or adapt it to a sector, an ethnic/racial group, or interest area.

## About the 21-Day Anti-Racism Challenge

- For 21 days, do one action to further your understanding of power, privilege, supremacy, systemic racism, oppression and equity as an individual, group, unit, or department.
- The challenge includes suggestions for readings, podcasts, videos, observations and ways to form and deepen community connections. Suggestions are in the following categories:
  - [Read](#)
  - [Listen](#)
  - [Watch](#)
  - [Notice](#)
  - [Connect](#)
  - [Engage](#)
  - [Act](#)
  - [Reflect](#)



- Stay Inspired

Use the 21-Day Anti-Racism Challenge Chart provided at the end of this document to track your progress on the category of your choice and to stay on course. We understand that your schedule may not allow you to complete this challenge in 21 days, so please feel free to take more time if you need to.

Day	Read	Watch	Connect	Engage	Act	Notes
1						
2						
3						

We think that understanding, acknowledging and relearning our American history of racism is a critical step to understanding white privilege, white supremacy, systemic racism and health disparities. Since this is such a powerful lens into the complexities of our journey to becoming anti-racists, we have focused our resources on these issues.

While we challenge ourselves to learn and grown as anti-racist individuals, it's imperative for us not leave our colleagues or classmates of color to face or try to solve the problem of racism alone. We can work together in unity to stand against racism by taking this challenge as a group with friends and family, units, departments, colleges or organization-wide. Upon completion of this challenge, if you're interested in discussing and reflecting further in a group setting, you're invited to participate in virtual facilitated group discussions, "Conversations that Matter: Race, Racism and Anti-Racism." You can sign up on BuckeyeLearn for any one of these monthly virtual discussion groups, which will be hosted by the Diversity Council, along with various partners, from September 2020 to June 2021. Staff will be eligible to receive credit towards your P3 for Cultural Competency by attending this event.

**Here are just a few ideas to get you started. Please be sure to use the chart.**

## READ

*How White People Got Made*, by Quinn Norton, explores where the term "white people" comes from and which ethnic groups have and have not been able to become "white" throughout US history.

*White Privilege: Unpacking the Invisible Knapsack*, by Peggy McIntosh. A groundbreaking essay that lists the ways she is began to recognize the way white privilege operated in her life.

*Explaining White Privilege to a Broke White Person*, by Gina Crosley-Corcoran, who was 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 has come to understand her own white privilege.

[\*The Injustice of This Moment Is Not an 'Aberration,'\*](#) by Michelle Alexander, contextualizes the United States' 2020 state of racism/white supremacy as an inevitable outcome of a collective narrative steeped in denial.

[\*White Fragility\*](#), by Robin DiAngelo, a groundbreaking 2011 article that led to the 2018 book of the same title, explores why it can be so hard for white people to talk about race, and how the resulting silence and defensiveness function to hold racial dynamics and racial oppression in place.

[\*Understanding the Racial Wealth Gap\*](#), by Amy Traub, Laura Sullivan, Tatjana Mescheded and Tom Shapiro, a 2017 study that analyzed 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,'\*](#) by the 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 were Black.

[\*White Fragility in Students\*](#), by Teaching While White founders Jenna Chandler-Ward and Elizabeth Denevi, is a call to action which the authors share their experience in school and 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.

[\*21 Racial Microaggressions You Hear on a Daily Basis\*](#), by photographer Kiyun Kim, uses a series of photographs to elaborate on the term "microaggression." Note that Ibram X. Kendi, in his recent book *How To Be An Anti-Racist*, calls us to consider using the term "racist abuse" as a more descriptive alternative.

[\*Guide to Allyship\*](#), by Amélie Lamont who created this site to be an ever-evolving and growing open source guide meant to provide you with the resources for becoming a more effective ally.

[\*From Alt-Right to Groyper, White Nationalists Rebrand for 2020 and Beyond\*](#), by the Institute for Research and Education on Human Rights (IREHR), is a report 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?

[\*"America's Racial Contract Is Killing Us,"\*](#) by Adam Serwer, *The Atlantic* (May 8, 2020), the pandemic has exposed the bitter terms of our racial contract, which deems certain lives of greater value than others.

[\*Ella Baker and the Black Freedom Movement \(Mentoring a New Generation of Activists\)\*](#), by Barbara Ransby. If it takes a community to raise a child, it certainly takes a community to produce a book. Many people contributed to this book directly and indirectly.

[“My Life as an Undocumented Immigrant”](#) by Jose Antonio Vargas in The New York Times Magazine (June 22, 2011). Jose Antonio Vargas recounts his life as an undocumented immigrant.

[The 1619 Project \(all the articles\)](#) in The New York Times Magazine, is an ongoing project developed by The New York Times Magazine in 2019 with the goal of re-examining the legacy of slavery in the United States and timed for the 400th anniversary of the arrival of the first Africans in Virginia.

[The Combahee River Collective Statement](#) is committed to fighting race, sex and class oppression, and recognizing oppression based on sexuality. These issues were analyzed not just as separate forces, but interacting forces.

[“The Intersectionality Wars”](#) by Jane Coaston in Vox (May 28, 2019). When Kimberlé Crenshaw coined the term 30 years ago, it was a relatively obscure legal concept. Then it went viral.

[Tips for Creating Effective White Caucus Groups](#) developed by Craig Elliott, PhD. White caucuses are an important mechanism for people who identify as white and/or have white skin privilege to do their own work. It provides them with an environment and intention to authentically and critically engage in whiteness and white privilege, and hold each other accountable for change.

[“Where do I donate? Why is the uprising violent? Should I go protest?”](#) by Courtney Martin (June 1, 2020). An ally will mostly engage in activism by standing with an individual or group in a marginalized community. An accomplice will focus more on dismantling the structures that oppress that individual.

[“White Privilege: Unpacking the Invisible Knapsack”](#) by Peggy McIntosh. A personal journey identifying some of the daily effects of white privilege.

[“Who Gets to Be Afraid in America?”](#) by Dr. Ibram X. Kendi, The Atlantic (May 12, 2020). Dr. Kendi says, “Americans do not see me, or Ahmaud Arbery, running down the road—they see their fear.”

[“75 Things White People Can Do for Racial Justice.”](#) by Corinne Shutask. Achieving racial justice is a marathon, not a sprint. Our work to fix what we broke and left broken is not done until Black folks tell us it’s done.

[Resources for White People to Learn and Talk About Race and Racism](#), a jumping-off point for white people to teach themselves about race and racism, and to get a sense for the kinds of things the Fractured Atlas White Caucus has been reading/watching/listening.

[6 Questions to Stop Asking Your Black Friends and Colleagues Right Now](#), this list is just a start and again, it’s important to check with friends to ask if it resonates with what they need.

[Some Do’s and Don’ts for White People Who Want to Discuss Racism at Work](#)

A quick guide of do’s and don’ts and ideas on how to approach every day at work during this time.

[\*How to Confront Your Implicit Bias\*](#), an interview by Katie Couric with Jennifer L. Eberhardt, PhD, psychology professor at Stanford University, examines how racial bias infiltrates every level of society based on her book *Biased*.

[\*Racism in Medicine: Shifting the Power\*](#), published by J. Nwando Olayiwola, MD, shares a personal experience in which a racist rant by a patient seemingly reverses the power dynamic.

[\*White Privilege in Health Care: Following Recognition With Action\*](#), published by Joseph Hobbs, describes one of many places to start on the path of self-realization and active interventions to address the racial disparities in health care and society as a whole

[\*There is Still Bias in Patient Satisfaction Data\*](#), published in the Journal of the National Medical Association by Kenneth G. Poole, MD and Leon McDougle, MD, question whether the discrimination and bias experienced by women and African American physicians play out routinely and systemically in patient encounters, manifesting as unequal patient satisfaction ratings, or alternatively if discrimination from patients accounts for “occasional,” anecdotal circumstances.

[\*You Want a Confederate Monument? My Body Is a Confederate Monument\*](#), an opinion piece written by poet Caroline Randall Williams in the New York Times as she explores the truth of oppression in a living testament to the rules, the practices and the causes of the Old South.

[\*Caste: the Origin of our Discontents\*](#), Isabel Wilkerson in the American caste system, and the signal of rank is what we call race...race is the primary tool and the visible decoy, the front man, for caste. The ties between the American caste system and those in India and Nazi Germany, and points to ways America can move beyond our artificial and destructive human divisions, toward hope in our common humanity.

[Anti-Racist Reading List](#) curated by Ibrahim X. Kendi

[Anti-Racism Resources](#) (readings, books, podcasts, etc.)

[Ohio State’s Multicultural Center’s Racism Tool Kit](#)

[Outsmarting Human Minds](#) website

## LISTEN

[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)

[All My Relations](#), hosted by Matika Wilbur (Swinomish and Tulalip) and Adrienne Keene (Cherokee Nation) is a podcast that “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.” (Episodes are approximately one hour each)

[Code Switch](#), hosted by journalists Gene Demby and Shereen Marisol Meraji, both people of color, is a podcast curated by a team of NPR 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. (Episode times vary)

[Breakdances with Wolves](#) Podcast, hosted by Gyasi Ross, Wesley Roach and Minty LongEarth, “a few Natives with opinions and a platform.” Episodes report on current events through an indigenous perspective. (Episodes are approximately one hour each)

[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.” (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)

[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)

[TED Radio Hour – Mary Bassett: How Does Racism Affect Your Health?](#) Guy Raz speaks with Dr. Mary T. Bassett, Director of the FXB Center for Health and Human Rights at Harvard University about how and why race affects the medical attention you receive, your baby's chances of living, and even life expectancy. (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)

[NPR Morning Edition – You Cannot Divorce Race From Immigration](#), by journalist 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 US cut legal immigration by half. (6 minutes)

[BBC Radio 5 live – The Sista Collective](#), created and hosted by BBC producer Jessie Aru-Phillips, each season displays the depth of Black British talent. (Episodes are approximately one hour each)

You could also choose a song from the [Soundtrack4Justice](#) playlist below.

## **WATCH**

### **Short, Coffee Break Length**

[This is Us](#), Dr. Eddie Glaude explains why blaming current racial tensions on Donald Trump misses the point. (3 minutes)

[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)

[Racism is Real](#), a split-screen video depicting the difference in the white and black 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](#), for those who ever wondered 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)

[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 US (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)

[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 U.S. (Each video runs about 6 minutes)

[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 2-minute YouTube video that illustrates the utter silliness of the way many white Americans interact with Asian Americans. (2 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?

### **Medium, Lunch Break Length**

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

[What Being Hispanic and Latinx Means in the United States](#), Fernanda Ponce shares what she’s learning about the misunderstanding and related mistreatment of the incredibly diverse ethnic category people in U.S. call Hispanic. (12 minutes)

[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)

[How to deconstruct racism, one headline at a time](#), TED Talk by Baratunde Thurston that explores patterns revealing our racist framing, language and behaviors. (10 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)

[The danger of a single story](#), TED Talk by Chimamanda Ngozie Adiche, offers insight to the phenomenon of using small bits of information to imagine who a person is. (18 minutes)

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

[Hip-hop, grit, and academic success](#), TEDx Talk by Bettina Love, PhD, 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).

[Getting Uncomfortable and Learning to Speak](#), Luvvie Ajayi (11 minutes)

[Let's Get to the Root Racial Injustice](#), by Professor Megan Ming Francis, (20 minutes)

[Economic Impact on Racism](#), by Heather McGhee (14 minutes)

[Racism Impact Black People's Lifelong Health](#), by David R. Williams, PhD (17 minutes)

[Interview with the founders of Black Life Matters](#) (16 minutes)

[Gender and Language Pronouns – What They are and Why They Matter](#), by Lena Tenney and Leo Taylor, PhD, from The Kirwan Institute for the Study of Race and Ethnicity at The Ohio State University.

[Active Bystander Training](#), by Lena Tenney from The Kirwan Institute for the Study of Race and Ethnicity at The Ohio State University on being aware of bias and how to interrupt it.

### **For Faculty and Staff at The Ohio State University:**

[Matinees that Matter](#) provides a learning experience to The Ohio State University community by recognizing the importance of ethnic, racial and economic disparities of health care in the United States. The program will highlight video and documentaries set in different ethnic or racial communities, providing a deeper exploration of the ways in which social conditions affect population health.

[Transgender Health](#), by Andrew Keaster, MD

[Understanding our Muslim Patient Population](#), by Yosef Khan, MD, PhD

[Caring for Hispanic Latino Patients](#), by Alejandro Diez, MD

[Basic Communication Needs of the Deaf Patient](#), by Michelle McCullough

[Implicit Bias](#), online module in collaboration with The Kirwan Institute for the Study of Race and Ethnicity at The Ohio State University and classes facilitated by Quinn Capers, IV, MD, available on BuckeyeLearn.

### **Long, Sit On the Couch Length**

[When they see us](#), 4-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 U.S. slavery and the present-day mass incarceration system. (1 hour 40 minutes)

[Slavery by Another Name](#), PBS documentary that challenges the idea 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 U.S. 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, 3-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)

[American Son \(Kenny Leon\)](#) time passes and tension mounts in a Florida police station as an estranged interracial couple awaits news of their missing teenage son. (Available on Netflix)

[Blindspotting \(Carlos López Estrada\)](#), Collin must make it through his final three days of probation for a chance at a new beginning in his Oakland, Calif., neighborhood. His bond with his volatile best friend soon is tested when Collin sees a police officer shoot a suspect in the back during a chase through the streets. (Available on Hulu, Cinemax or to rent)

[Clemency \(Chinonye Chukwu\)](#), Bernadine Williams is a prison warden made tough and unfeeling by the numerous deaths she has witnessed throughout her long career. (Available to rent)

[Dear White People \(Justin Simien\)](#), this film focuses on escalating racial tensions at a fictitious, prestigious Ivy League college from the perspective of several black students. (Available on Netflix)

[Fruitvale Station \(Ryan Coogler\)](#), a dramatic rendering of a real-life tragedy recounts the final hours of Oscar Grant, shot by San Francisco police. (Available to rent)

[I Am Not Your Negro \(James Baldwin doc\)](#), is an essay film, moving between archival footage, interviews, and readings of Baldwin's writings. (Available to rent or on Kanopy)

[Just Mercy \(Destin Daniel Cretton\)](#), an inspiring drama that brings one of the most important stories of our time to the big screen. (Available to rent)

[The Black Panthers: Vanguard of the Revolution](#), Stanley Nelson tells the story of the Black Panther Party for Self-Defense, which sought to transform a system of racial oppression. (Available to rent)

[The Hate U Give \(George Tillman Jr.\)](#), the uneasy balance between her worlds is shattered when Starr witnesses the fatal shooting of her childhood best friend Khalil at the hands of a police officer. (Available to rent)

[When They See Us \(Ava DuVernay\)](#), five teens from Harlem are trapped in a nightmare when they are falsely accused of a brutal attack in Central Park. Based on the true story. (Available to rent on Netflix)

[POSE](#), is a series about New York City's African American and Latino LGBTQ and gender-nonconforming ballroom culture scene in the 1980s - 1990s. (Available to rent on Netflix)

[Trail of Tears](#), explores the resolve and resilience of the Cherokee people who resisted removal from their homelands in the Southeast in every way they knew: assimilating, adopting a European-style government and legal system, accepting Christianity and even taking their case all the way to U.S. Supreme Court.

## NOTICE

Once people start to learn about white privilege and America's systems of oppression through history, they often ask, "Why didn't I see this sooner?" It's easy to overlook what we're not looking for. Once you understand the phenomenon of selective noticing, take yourself on a noticing adventure.

- 1) Start by watching the Test Your Awareness: Do the Test
- 2) Then...go out in the world and change up what you notice. Here's some of what you might look for:
  - Who is and isn't represented in ads?
  - Who are your 10 closest friends? What's the racial mix in this group?
  - As you move through the day, what's the racial composition of the people around you? On your commute? At the coffee shop, you go to? At the gym? At your workplace? At the shows you go to on the weekend?
  - What percentage of the day are you able to be with people of your own racial identity?
  - Notice how much of your day you're speaking about racism. With whom are you engaging with on these issues? Who are you not? Why do you think this is?
  - What are the last five books you read? What's the racial mix of the authors?



- What's the racial mix of the main characters in your favorite TV shows? Movies?
- What's the racial mix of people pictured in the photos and artwork in your home? In your friends, family and colleagues' homes?
- Who's filling what kinds of jobs/social roles in your world? (E.g., who's the store manager and who stocks the shelves? Who's waiting on tables and who's busing the food?) Can you correlate any of this to racial identity?
- Whom do you notice on magazine covers? What roles are people of color filling in these images?
- If you're traveling by car, train or air, do you notice housing patterns? How is the housing arranged? Who lives near the downtown commerce area and who doesn't? Who lives near the waterfront and who doesn't? Who lives in industrial areas and who doesn't? What is the density of a given neighborhood? Can you correlate any of this to racial identity?

## CONNECT

Follow racial justice activists, educators and organizations on social media. Here are some ideas to get you started. A good way to widen the circle of who you follow on social media is to check out and research whom these organizations follow, quote, repost and retweet.

**Teaching Tolerance**

**Colours of Us**

**Anti-Defamation League**

**Define American**

**Privilege to Progress Black Minds Matter**

**Teaching While White**

**White Nonsense Roundup**

**Conversations with White People: Talking about race (Facebook Group)**

**Race Forward Racial Equity Tools**

**White Awake**

**Seeds of Caring -ANTI-RACISM: LISTEN, LEARN, ACT**

**So many more you will discover!**

Google who's who in your area by typing in "Racial Justice" or "Anti-Racist" + name of city/town, organization or sector. A few website visits, emails and phone calls later, you will likely have an idea of how to get on the mailing list of one or more organizations in your area who are addressing issues of power and privilege. Once you connect to one, it's easy to connect to many!

**Organizations to follow on social media:**



**Antiracism Center: Twitter**

**Audre Lorde Project: Twitter | Instagram | Facebook**

**Black Women's Blueprint: Twitter | Instagram | Facebook**

**Color Of Change: Twitter | Instagram | Facebook**

**Colorlines: Twitter | Instagram | Facebook**

**The Conscious Kid: Twitter | Instagram | Facebook**

**Equal Justice Initiative (EJI): Twitter | Instagram | Facebook**

**Families Belong Together: Twitter | Instagram | Facebook**

**Justice League NYC: Twitter | Instagram + Gathering For Justice: Twitter | Instagram**

**The Leadership Conference on Civil & Human Rights: Twitter | Instagram | Facebook**

**The Movement For Black Lives (M4BL): Twitter | Instagram | Facebook**

**MPowerChange: Twitter | Instagram | Facebook**

**Muslim Girl: Twitter | Instagram | Facebook**

**NAACP: Twitter | Instagram | Facebook**

**National Domestic Workers Alliance: Twitter | Instagram | Facebook**

**RAICES: Twitter | Instagram | Facebook**

**Showing Up for Racial Justice (SURJ): Twitter | Instagram | Facebook**

**SisterSong: Twitter | Instagram | Facebook**

**United We Dream: Twitter | Instagram | Facebook**

**Join an OSUWMC Employee Resource Group (LGBTQ, Women of Color, Young Professionals, Black Staff and Faculty, Latino/Hispanic)**

Research racial justice speakers and see who might be coming to your local university, church, community center or speaker series.

Take a course or workshop by going to BuckeyeLearn (for Ohio State faculty and staff) and sign up for Diversity and Inclusion courses, go to Ohio State Kirwan Institute for the Study of Race and Ethnicity, Ohio State John Glenn School of Public Affairs, The Women's Place, Continuing Education Department or Office of Diversity and Inclusion to find a course about social justice issues.

## **ENGAGE**

This can be the hardest part for people new to racial justice work. Engaging in racially mixed settings can trigger age-old power and privilege dynamics. The goal is to be a learner more than a knower, exactly the opposite of what dominant U.S. culture teaches us to be.



Here are some engagement tips to guide you:

- Enter the process to learn and bridge knowledge gaps.
- Enter the process to practice mindful social habits like the ones below.
- Stay engaged even when your mind and body start sending you signals to shrink or walk away.
- Ask clarifying questions.
- Acknowledge what you don't know.
- Validate others by listening closely and believing the truth and importance of what they're sharing.
- Share airtime so that multiple perspectives are shared and engaged.
- Step Up Step Back. If you're generally quiet, step up and practice speaking more. If you're generally a talker, practice stepping back and listening more.
- Notice your biases and judgments as they arise. These are good for you to excavate your subconscious!
- Notice when you're uncomfortable. Reflect on why you're uncomfortable and think about what you can do to build emotional stamina in this area.
- Honor confidentiality. Though you can share what you're learning in general terms, don't repeat stories in a way that can be traced back to the person who shared it.
- Find a mentor within your own racial group to support and guide your growth.

## ACT

Though many people want to jump to action sooner instead of later, action without vigorous self-education, self-reflection can unexpectedly reproduce the very power and privilege dynamics we seek to interrupt. Here are a few actions that you might consider:

- Invite friend(s), family and/or colleagues to do the 21-Day Anti-Racism Challenge with you.
- Prepare yourself to interrupt racial jokes.
- Interrupt the pattern of white silence by speaking openly with family, friends, and colleagues about what you're doing and learning in the 21-Day Anti-Racism Challenge.
- Invite friends, family and/or colleagues to join you for one or more of your daily "to-do" for a low-threshold invitation into the work and introduction to the 21-Day Anti-Racism Challenge.
- Find out if your school, workplace or faith group has an Equity Committee. What can you learn from them? Are they open to new members? Join if you can. Support in other ways if you can't.
- Find organizations such as [The Privilege Institute](#), your local YWCA and other non-profits doing racial justice work and support them through donating your time, money and other resources.
- When the status quo is racist, disrupt it. No matter how big or small, put yourself out there to create change. No need to wait until you're comfortable disrupting; it may never get comfortable, though you will get better at managing discomfort!



Examples from participants include:

- Requiring administration to change the name of a dodgeball team from “The Cottonpickers”
- Improving the representation of books in the library by raising funds and purchasing hundreds of new books
- Conducting an equity audit within the organization to dismantle discriminating policies and procedures in hiring, retaining and promoting.
- Creating learning communities to set goals, objectives and action plans
- Disrupting inappropriate language by offering alternative language you yourself are learning
- Speaking, emailing and posting about articles, blogs, movies, and the 21-Day Challenge that you find impactful. Let people know you’re not neutral!

## REFLECT

Reflecting and journaling is a crucial piece of the challenge. Plan to take time every day to reflect on what you choose to do, what you’re learning, and how you’re feeling. Difficult emotions such as shame and anger, though uncomfortable to feel, can guide you to deeper self-awareness about how power and privilege affects you and the people in your life. At the very least, use the “Reflect” space on the below tracking tool.

## STAY INSPIRED!

**Create a Soundtrack4Justice** playlist that fuels you and/or can serve as a conversation starter with people of all ages.

You can find ours on YouTube, Apple Music or see individual songs below:

[Ain't Got No, I Got Life / Nina Simone](#)

[Baltimore / Nina Simone](#)

[Be Free / J Cole](#)

[Blended Family / Alicia Keys](#)

[Blue Bucket of Gold / Gallant X ft. Sufjan Stevens](#)

[Born This Way / Lady Gaga](#)

[Brave / Sara Bareilles](#)

[Colors in Bloom / Lex Allen ft. Taj Raiden](#)

[Fight the Power / Public Enemy](#)

[Fight Song / Rachel Platten](#)

[Formation / Beyoncé](#)

[For The Kids / Homeboy Sandman](#)

[Four Women / Nina Simone](#)



Give Your Hands to Struggle / Sweet Honey in the Rock  
Get Up, Stand Up / Bob Marley  
Good As Hell / Lizzo  
Hijabi / Mona Haydar  
If It's Magic / Stevie Wonder  
Keep Ya Head Up / Tupac  
Love's In Need of Love Today / Stevie Wonder  
Living for the City / Stevie Wonder  
Mercedes Benz / Janis Joplin  
Ne Me Quitte Pas / Nina Simone  
People Get Ready / Curtis Mayfield and The Impressions  
Rich Girl / Nina Simone  
Roar / Katy Perry  
Same As It Ever Was / Michael Franti & Spearhead  
Same Love / Macklemore & Ryan Lewis  
Save Me / Nina Simone  
Stay Human / Michael Franti & Spearhead  
Super Rich Kids / Frank Ocean  
Strength, Courage & Wisdom / India Arie  
The 10 Stop and Frisk Commandments / Jasiri X  
The Colour in Anything / James Blake  
Try / Colbie Caillat  
We The People / Tribe Called Quest  
Try Everything / Shakira  
Where Is The Love / Black Eyed Peas  
White Privilege / Mackelmore  
White Privilege II / Macklemore  
Whitey on the Moon / Gil Scott-Heron  
Stand 4 What / Nick Cannon  
This Is America / Childish Gambino  
To Be Young Gifted and Black / Nina Simone



**USE THE PLANNING TOOL BELOW TO STAY ON TRACK**

**21-Day Anti-Racism Challenge**

*Tip: diversify your habits by doing some of each*

**21-Day Anti-Racism Challenge Chart**

Day	Read	Watch	Connect	Engage	Act	Notes
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						

20						
21						

Name:

**For Ohio State Wexner Medical Center faculty and staff, email your completed chart to [Bravo@osumc.edu](mailto:Bravo@osumc.edu) for a chance to win a special surprise.**

Sample



Day	Read	Watch	Connect	Engage	Act	Notes
1	√					Read How White People Got Made. Why didn't I learn this stuff sooner?!
2	√					Read Microaggressions. Finally get what they are. And...have I done that?
3		√				Watched Miseducation-no wonder I don't know anything! #ChangeNeeded
4			√			Found Local Group. On mailing list, liked FB pg. Going to meet on 9/15!
5	√					Read Local Group's website. Couldn't stop reading.
6				√		Attended Local Group film + discussion. Awesome people.
7	√	√		√		More I learn more I learn I don't know. Want more, more, more!
8				√		2 <sup>nd</sup> day in a row I called a new Local Group connection for ideas.
9	√					Reading how to interrupt racist jokes. Do I dare? Feeling scared.
10			√			'Liked' three national racial justice organizations on FB.
11			√		√	Attended lecture by John Powell at Local U. Wow. Where have I been?
12	√	√				New FB likes post amazing stuff. Feeling inspired!
13	√	√	√			Focusing on whiteness in schools. So many orgs/resources. Who knew?
14					√	Called 5 friends for dinner + film. All psyched but John. Pissed me off!
15	√				√	Read up on ways to address people like John. Called. Good-ish talk.
16					√	Signed up to take class at Local Community College.
17				√		Attended Local Group MeetUp. Talking Guidelines super helpful.
18				√		Met MeetUp friends for a beer. Went to part of town I'd never been to.
19	√					MeetUp friend loaned me <i>Birth of a White Nation</i> . Can't put it down.
20			√		√	Hosted dinner + <i>White Man's Image</i> film. Shocking, bonding, motivating.
21					√	Asked boss how to get on diversity committee. Want to join.

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