21 Day Challenge: Reflection

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A little housekeeping...

- Safe space for all
- Acceptance of all
- Feel comfortable in the uncomfortable
- Embrace different perspectives
Developed by: Racial Justice educators Dr. Eddie Moore Jr., Dr. Marguerite Penick-Parks and Debbie Irving.

The Goal: Through community engagement, raise awareness of critical issues and strengthen our capacity to dismantle all forms of racism.
Some topics covered:

- Race and equity
- Exploring bias
  - Privilege
  - Racism
- Discriminatory practices

- Housing inequity
- Racism impacts on health
  - Environmental justice
- Racial wealth gap
  - ACEs

- From trauma to healing
- Opportunities ahead
  - Allyship
- The process
- Racial equity lens
Education is the first step...
Define

- Diversity
- Inclusivity
- Equality
- Equity
- Ally
Decolonizing Framework

Equality

Equity

Justice

Liberation
Dissect

• What was the most impactful to you?
• What is something you learned?
• What surprised you the most?
• Was it challenging to look inward?
• Have you been able to apply anything you’ve learned?
Do

• Consume
• Discuss
• Listen
• Educate
• Activate
What can I really do?

- Community engagement
- Share stories
- Active effort
- Active listening

- Acknowledge privilege
- Address racism
- Reframe lens
- Challenge self

- Pulse checks
- Research/data
- Advocacy/activism
- Policy change
Listening matters.
Data matters.
Representation matters.
Actions matter.

Every person contributes to culture.

We are in this together and together we can make a difference.
Be the model
Change begins with each individual and grows with intention.