

THE 21-DAY RACIAL EQUITY HABIT BUILDING CHALLENGE PLEDGE

I commit to participating in this 21-Day Racial Equity Habit Building Challenge to listen, learn and lean in. I commit to engaging in this important work to discover and reflect with humility, respect, integrity, accountability, patience (for myself and others) and courage. Through this pledge, in the pursuit of racial equity, we commit to creating a more inclusive and resilient organization with broad-based representational leadership and equitable opportunities for all talents.

THE CHALLENGE PROCESS

1. The Challenge will feature thematic activities such as Reading, Listening, Watching Selective Notice, Allyship and Cultural Pursuit with a focus on the four identified minority groups, African, Asian, Hispanic/Latinx and Native Americans. **All resource information, links or sources will be provided for participants.**
2. Each Monday, a list of weekly challenge activities will be posted on the MED/ECS Challenge SharePoint site for the duration of the Challenge.
3. Monday-Friday, each participant will independently engage in a daily 10-15-minute challenge, for 21 days. The participant decides the time and activity independently.
4. Participants are encouraged to select a different minority group daily and engage in one activity (Reading, Listening, Watching, Selective Notice, Allyship, and Cultural Pursuit). Each participant may choose several activities if desired.
5. Each participant will have access to a daily challenge activity log (the log is available for printing on the MED/ECS Challenge SharePoint.) A checkmark can be placed on the log after engaging in the daily activity. The daily activity requires your reflection and introspection on the log; what did you learn and what can you do going forward? The challenge log is for your private use only.
6. Weekly Article
7. Reflection Rally (October 14, 2020) 9:00 -10:30 AM EDT
8. Support Groups- Dates will be published in the Department Notices.
9. (Optional D& I Councils meet weekly for reflection and discussion)

EMOTIONAL VALIDATION



The strong emotion that many people are experiencing is Grief.....

Cumulative grief

Occurs when multiple losses are experienced within a short period of time.

Collective grief

A loss which is experienced by a group of people together. For everyone affected, the grieving process takes a different form.

Pain

If you don't transform your pain, you transmit it. (project it on to others)

Empathy

The ability to sense other people's emotions, coupled with the ability to imagine what someone else might be thinking or feeling.

Looting (not endorsed)

"The child who is not embraced by the village will burn it down to feel its warmth" - African proverb. Who am I?

Five stages: denial, anger, depression, bargaining and acceptance are tools to help us frame and identify what we may be feeling.

Type	Time	Description	File/Link
Read	5 Minutes	Ambassador Brian A. Nichols' Challenge Article	[Click to View]
Allyship	8 Minutes	Becoming an Ally to Indigenous People	[Click to View]
Allyship	10 Minutes	How Can I Be an Ally?	[Click to View]
Allyship	15+ Minutes	6 Actions Towards Allyship with Local Native Americans	[Click to View]
Cultural Pursuit	3 Minutes	Test Your Knowledge: Hispanic Heritage Month	[Click to View]
Cultural Pursuit	3 Minutes	Test Your Knowledge: Asian American Ambassadors	[Click to View]
Cultural Pursuit	4 Minutes	Test Your Knowledge: The First Female Hispanic Astronaut	[Click to View]
Cultural Pursuit	5 Minutes	Racism - A Mental Health Perspective	[Click to View]
Cultural Pursuit	5 Minutes	Test Your Knowledge: The First Black Four-Star General	[Click to View]
Cultural Pursuit	5 Minutes	Test Your Knowledge: The DC Landmark Designed by a Chinese-American Architect	[Click to View]
Cultural Pursuit	5 Minutes	Test Your Knowledge: Native Americans and the Academy Honorary Award	[Click to View]
Listen	6 Minutes	A Conversation with Native Americans on Race	[Click to View]
Listen	7 Minutes	NPR Morning Edition: How Asian-Americans Have Redefined What It Means To Be American	[Click to View]
Listen	13 Minutes	TEDx Talk: I'm Mexican. Does That Change Your Assumptions About Me?	[Click to View]
Listen	14 Minutes	NPR Alt.Latino: Immigrant Songs	[Click to View]
Listen	15 Minutes	TEDx Talk: Asian Misrepresentation in Media	[Click to View]
Listen	17 Minutes	TEDx Talk: The Psychology of Black Hair	[Click to View]
Listen	21 Minutes	NPR Podcast: The Difficult Math of Being Native American	[Click to View]
Listen	53 Minutes	A Conversation About "Americans"	[Click to View]
Listen	108 Minutes	Naturally Native (1998 Movie) - Native American Identity in a Modern World	[Click to View]
Notice	2 Minutes	Change Blindness: The "Door" Study	[Click to View]
Notice	2 Minutes	Change Blindness: Selective Attention Test (Example 1)	[Click to View]
Notice	2 Minutes	Change Blindness: Selective Attention Test (Example 2)	[Click to View]
Notice	4 Minutes	Change Blindness and Inattentional Blindness	[Click to View]
Notice	5 Minutes	The Stories We Tell, and Don't Tell, About Asian-American Lives	[Click to View]
Notice	10 Minutes	Representation and Colorism in the 2018 Film Crazy Rich Asians	[Click to View]
Notice	12 Minutes	Native American Artists Behind the Hit Song "Come and Get Your Love"	[Click to View]
Read	5 Minutes	Asian American/Pacific Islander Communities and Mental Health	[Click to View]
Read	5 Minutes	Too Well-Off to Seek Help? The Model Minority Myth of Asian Americans	[Click to View]
Read	5 Minutes	The Wampanoag Language Reclamation Project	[Click to View]
Read	10 Minutes	7 Hispanic Americans Who Are Making the World a Better Place	[Click to View]

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Week 2 Resources

Type	Time	Description	Link
Allyship	5 minutes	As a Latinx student, Black Lives Matter movement is my responsibility, too	https://edsources.org/2020/as-a-latinx-student-black-lives-matter-movement-is-my-responsibility-too/632860
Allyship	30 minutes	Equity Blueprint: A Basic Guide to Black Lives Matter	https://www.equity-blueprint.org/
Allyship	25 minutes	The fight for civil rights and freedom with John Lewis and Bryan Stevenson	https://www.youtube.com/watch?v=8atXMqZ_w0M
Allyship	10 minutes	Get Involved with the National Congress of American Indians	http://www.ncai.org/get-involved
Allyship	10 minutes	Indigenous Ally Toolkit - Step 1	See PDF
Allyship	2 hours	Changing the Narrative About Native Americans: A Guide for Allies	See PDF
Allyship	6 minutes	Afro-Latino Festival Panelists Explain How to Be an Effective Ally	https://peoplenespanol.com/chica/afro-latino-festival-panel-how-to-be-an-ally/
Cultural Pursuit	5 minutes	Racism - A Mental Health Perspective (Week 2)	See PDF
Cultural Pursuit	5 minutes	Key facts about U.S. Latinos for National Hispanic Heritage Month	https://www.pewresearch.org/fact-tank/2020/09/10/key-facts-about-u-s-latinos-for-national-hispanic-heritage-month/
Cultural Pursuit	5 minutes	How long did it take states to recognize Martin Luther King Jr. Day?	See PDF
Cultural Pursuit	5 minutes	What do you know about Filipino American musicians?	See PDF
Cultural Pursuit	5 minutes	Test Your Knowledge: Latino players in the National Hockey League	See PDF
Cultural Pursuit	5 minutes	Who was the first Native American Ambassador?	See PDF
Cultural Pursuit	2 minutes	Gender and Sexuality in Native America: Many People, Many Meanings	https://www.nps.gov/articles/gender-and-sexuality-in-native-america.htm
Listen	26 minutes	Podcast: COVID-19 and Asian Americans	https://hogg.utexas.edu/podcast-covid-19-and-asian-americans

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Type	Time	Description	Link
Listen	9 min	Representation Matters: Latinx in Mainstream Media	https://www.youtube.com/watch?v=dbAkKwKaYIA
Listen	18 mins	Walk a Mile in My Redface (considering Native American mascots)	https://www.youtube.com/watch?v=jbTIFUnSFeQ&ab_channel=TEDxTalks
Listen	9 mins	Why We Need Black-Owned Banks	https://www.npr.org/2020/07/08/889141681/why-we-need-black-owned-banks
Notice	10 mins	What's on your television screen?	See PDF
Notice	15 mins	What's in your media?	See PDF
Notice	5 mins	An article to notice: Confronting Racism Against Asian-Americans from the New York Times:	https://www.nytimes.com/interactive/2016/10/17/us/asian-american-confronting-racism.html
Notice	5 mins	An Op-Ed that offers a perspective many might not have had if they are not Asian American.	https://www.nytimes.com/2016/10/10/nyregion/to-the-woman-who-told-my-family-to-go-back-to-china.html
Notice	10 mins	Is There Really a Labor Market Advantage to Being Bilingual in the U.S.?	https://onlinelibrary.wiley.com/doi/full/10.1002/ets2.12054
Notice	15 mins	Why do they ask "Hispanic or Latino" on surveys or census?	See PDF
Notice	10 mins	Violence against Native American women.	See PDF
Notice	10 mins	Social Determinants of American Indian Nutritional Health	See PDF
Notice	10 mins	Reflect on Race and Ethnicity in your Family	See PDF
Notice	10 mins	Reflect on Race and Ethnicity in your Neighborhood	See PDF
Read	5 mins	Celebrate the Triumph of Ordinary Black Americans	https://www.blackpast.org/african-american-history/john-mcwhorter-celebrate-triumph-ordinary-black-americans/
Read	2 mins	On Being Brought from Africa to America	https://www.poetryfoundation.org/poems/45465/on-being-brought-from-africa-to-america
Read	3mins	Chinatown Businesses are Suffering – Here's How You Can Help	https://www.intheknow.com/2020/03/27/chinatown-businesses-are-suffering-heres-how-you-can-help/
Read	15 mins	10 Asian American Contributions That Need More Recognition	https://www.intheknow.com/2020/05/13/10-asian-american-contributions-that-need-more-recognition/?guccounter=1
Read	3 minutes	Mental Health and Diversity and Inclusion Connection	See PDF
Read	5 minutes	Things We Carry on the Sea	https://poets.org/poem/things-we-carry-sea

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Type	Time	Description	Link
Read	5 minutes	Celebrating Asian Pacific American Heritage Month: A Quote a Day	https://community.southwest.com/t5/Blog/Celebrating-Asian-Pacific-American-Heritage-Month-A-Quote-a-Day/ba-p/37832
Read	10 minutes	7 Hispanic Americans Who Are Making the World a Better Place	https://www.globalcitizen.org/en/content/hispanic-americans-changing-the-world/
Read	20 minutes	The Brutal History of Anti-Latino Discrimination in America	https://www.history.com/news/the-brutal-history-of-anti-latino-discrimination-in-america
Read	20 minutes	Native Americans and the Federal Government	https://www.historytoday.com/archive/native-americans-and-federal-government
Read	11 minutes	Asian Pacific Islander American Mental Health in the COVID-19 Era	https://medium.com/national-center-for-institutional-diversity/breaking-the-silence-asian-pacific-islander-american-mental-health-in-the-covid-19-era-7c2397e242a7
Read	7 minutes	Healthcare Challenges Faced by Transgender People of Color	https://www.uchicagomedicine.org/forefront/community-articles/healthcare-challenges-faced-by-transgender-people-of-color
Watch	11 minutes	Real Life As A Young and Native American	https://www.youtube.com/watch?v=uINNLzc3Kcw
Watch	4 minutes	Native American activists react to new look from Washington's NFL team	https://www.youtube.com/watch?v=7I4Vonj7clk
Watch	10 minutes	Hispanics are Missing in the Diversity and Inclusion Discussion	https://www.youtube.com/watch?v=75Upnv5DWQM
Watch	10 minutes	Chicano Movement/Hispanic Americans during Civil Rights	https://www.youtube.com/watch?v=sz5OAOTO_k4
Watch	4 minutes	The Struggles Of Being An Asian American	https://www.youtube.com/watch?v=9E0_8KPvOt0
Watch	1-55 mins	Off the Menu: Documentary – Asian Food and Culture	https://caamedia.org/offthemenue/about-the-film/
Watch	4 minutes	How You See Me	https://www.youtube.com/watch?v=OTLtiGUGgN8&index=1591&list=LLjrAKIY_TgnDDiArZ8DX3TQ