



21 day racial equity & social justice challenge

What is the 21 Day Challenge?

YWCA Central Maine challenges you to make daily time and space to build more effective social justice habits--particularly those dealing with issues of race, power, privilege, and leadership--for 21 days. Participation in an activity like our 21 Day Challenge helps us to discover how racial inequity and social injustice impact our community and identify ways to dismantle racism and other forms of discrimination. It can lead to positive habits to change ourselves and our communities through meaningful consideration and/or conversations about racism and social justice.

How do I know if I am up for the Challenge?

This challenge was created to be accessible for *anyone* interested in learning, analyzing, and reflecting more about racial equity and examining these issues in our own communities--whether you consider yourself an ally, advocate, or an interested community member.

This challenge is for you.

What should I expect during the Challenge?

Participants will receive daily tasks via email (Monday-Friday) to help foster their understanding and awareness, including activities such as:

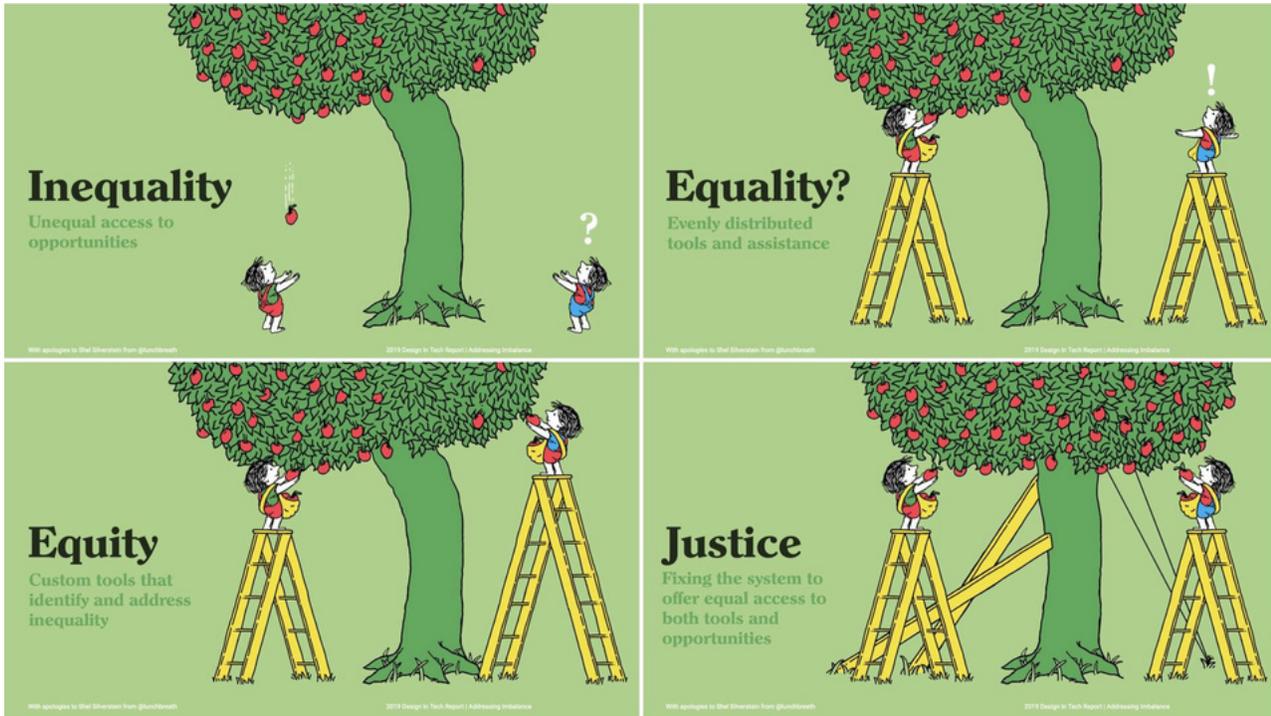
- Reading an article
- Listening to a podcast
- Reflecting on personal experience

How can challengers connect with one another?

Or: do I *have* to connect with other challengers?

Since the 21 Day Challenge is completed privately, it is both safe during COVID-19 and can be an entirely personal undertaking. During the challenge you'll have an opportunity to connect with thousands of others participating in the Challenge.

WHAT IS RACIAL EQUITY?



It is both an outcome and a process.

Image source: Tony Ruth (@lunchbreath) for the DesignInTech.Report

Process: We apply racial equity to policies, systems, structures and institutions by analyzing data so we can identify, uncover, and remove barriers that produce disparate (unfavorable) outcomes based on race.

Outcome: Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares in society.

WHY ARE RACE AND RACISM SO HARD TO ADDRESS

WE STRUGGLE OVER THE MEANINGS OF RACE, EQUITY, & EQUALITY.

WE ARE OFTEN RELUCTANT TO ACKNOWLEDGE THE LEGACIES OF RACE.

WE PREFER TO ADDRESS THE SYMPTOMS RATHER THAN THE ROOTS OF SOCIAL PROBLEMS.



This is why the 21 Day Challenge shares media that report data and facts, to put race and racism within our society in context. Basic facts about racial disparities in access to opportunity or in life outcomes are not always common knowledge. We recognize that people have varying degrees of information and understanding about the magnitude of racial disparities and the myriad factors that contribute to them. Starting with data shows how racial disparities occur regularly, systematically, and cumulatively.

Source: YWCA USA Racial Justice Training Manual

Are you ready for the Challenge?