

indigenous peoples homeless lesbian veteran black
white brown queer refugee elder immigrant

#UNITEDFOREQUITY

bisexual gay arab pacific islander poor multiracial
latino asian person of color transgender incarcerated

Equity Challenge Day 1: Personal Racial Identity

Something to Consider:

*“Not seeing race does little to deconstruct racist structures or materially improve the conditions which people of color are subject to daily. **In order to dismantle unjust, racist structures, we must see race.** We must see who benefits from their race, who is disproportionately impacted by negative stereotypes about their race, and to who power and privilege is bestowed upon – earned or not – because of their race, their class, and their gender. Seeing race is essential to changing the system.”*

- Reni Eddo-Lodge

Welcome to the 5 Day Equity Challenge

We cannot cease in confronting our country's history and relationship to identity. It is time for us to take a closer look at the inequities that are deeply rooted in our systems and institutions and work together to create an America where every individual has the opportunity to succeed regardless of race, gender, sexuality, religion, and identity.

Over the next 5 weeks, we will explore topics like racial identity, privilege, and levels of racism, to open up dialogue on how we can be champions of equity in our personal and professional lives.

Before you get started, if you haven't done so already, please fill out this [pre-event survey](#) to set your intentions and share your goals for the challenge with us. We also encourage you to download your [Challenge Activity Log](#) – a tool to ensure you are taking full advantage of what the challenge has to offer.

Take the Pre-event
Survey

Download the Activity
Log

Today's Challenge

How do you think about your racial identity and its relevance to your work?

Identity matters. Who we think we are and who others think we are can have an influence on all aspects of our lives. Think about the first time you became aware of your racial identity. What is the first thing that comes to mind? Choose as many options as you'd like, and write down how you felt after reading or listening to learning resources below:

Option 1: [Listen to this Stateside episode with Eddie Moore, Jr., executive director of The Privilege Institute, about the White Privilege Conference in Grand Rapids creating a space for people to have “tough conversations.”](#)

Option 2: Reference this document to [view how people of color develop their racial identity.](#)

Option 3: Watch one or more of the short videos and reflections from the New York Times on racial identity in America:

- ['A Conversation With My Black Son'](#)
- ['A Conversation With Black Women on Race'](#)
- ['A Conversation About Growing Up Black'](#)
- ['A Conversation With Police on Race'](#)
- ['A Conversation With White People on Race'](#)
- ['A Conversation With Latinos on Race'](#)
- ['A Conversation With Native Americans on Race'](#)