

Equity Challenge Day 20: Final Reflections



Today's challenge is to take time to reflect on your experience. Research shows that a critical component to learning is taking time to reflect or being intentional about processing the lessons being taught by your experiences.

Share your reflections on today's topic on social media using the hashtag [#unitedforequity](#) and tag [@ottawaunitedway](#).

Join the Conversation

Our THIRD AND FINAL LiveStream Community Conversation on Equity is today at 2pm!

Join us on [Facebook](#) or [YouTube](#) for a talk with Gloria Lara, Executive Director, LEDA; Liz De La Luz, Greater Ottawa County United Way; Robyn Afrik, Ottawa County DE&I Director, Al Vanderberg, Ottawa County Administrator, and Patrick Moran, President, Greater Ottawa County United Way. Hope to see you there!

Reflection Questions

1. What are my identities and in what ways have my identities impacted my life? Are there identities of mine that have provided me higher social capital or privilege in certain environments, or vice versa?
2. What were some of my assumptions about race and racial inequity before I started this 21-day challenge? In what ways have these assumptions been challenged? In what ways have they been reinforced?
3. Where have I seen evidence of inequities and systemic and structural racism in my community?
4. What two to three shifts, changes or actions, can I take to create a more inclusive and equitable environment in my home, workplace, and community?

As you prepare to complete the 21-Day Equity Challenge, we encourage you to **write down a goal** you have moving forward. Research shows that when you write down your goals, you are more likely to commit to them and achieve them.