

# 21 DAYS. UNLIMITED POSSIBILITIES.

## Introducing YWCA Elmira Diversity Council's 21-Day Racial Equity and Social Justice Challenge



### What is the 21-Day Challenge?

The Challenge asks participants 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. Participants who have signed up for the Challenge will receive daily tasks via email to

help foster their understanding and awareness, including activities such as:

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

Participation in an activity like our 21-Day Challenge helps us to discover

how racial inequity and social injustice impact our community, to connect with one another and identify ways to dismantle racism and other forms of discrimination.

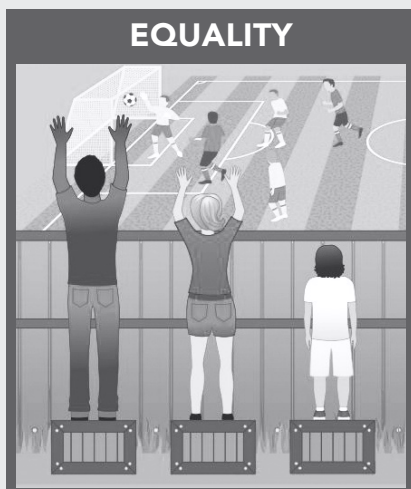
### Are you up for the Challenge?

Read on for more details.

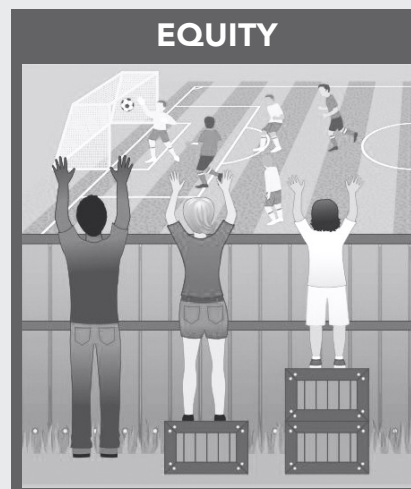
### What is racial equity?

It is both an outcome and a process. As a 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.

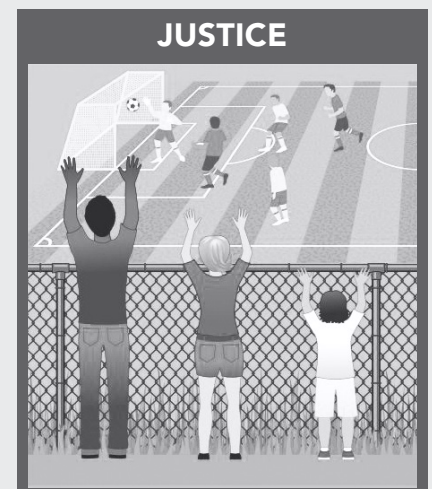
As an outcome, **racial equity** is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares in society.



The assumption is that everyone benefits from the same supports.  
**This is equal treatment.**



**Everyone gets the supports that they need,** thus producing equity.



All three can see the game without supports or accommodations because **the cause of the inequity was addressed. The systemic barrier has been removed.**

## Why should a group or team at my organization do the Challenge?

We think the Challenge is one of the most powerful interventions an organization can do to build community and create an inclusive culture.

The Challenge can lead to transformative results, including:

- Building new, positive habits that can change ourselves, our teams, our organizations and our communities.
- Taking small actions alongside one another to create momentum and a sense of teamwork.
- Creating a profound, elevating experience to increase the likelihood that participants will take action.
- Participating in meaningful conversations about racism and social justice.

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## How can my organization run a Challenge?

Here are some ideas to get you started:

- Host a launch event to generate excitement and introduce participants to the benefits and goals of the Challenge.
- Encourage participants to use the reflection log provided in the program, and teams can meet weekly to discuss and reflect on the Challenge together.

Questions to explore could include:

- How did the activities make you feel?
  - What actions have you taken based on the activities?
  - What actions would you like to take?
  - What further resources (reading, research, tools, and/or strategies) do you need to take action?
- Use our conversation guidelines as a way to help people feel safe when discussing their personal experiences:
    - What you share within the context of the group is confidential, honored and respected.
    - Use “I” statements; no one speaks for another or for an entire group of people.
    - Avoid critiquing others’ experiences; focus on your own experiences.
    - Be honest and willing to share.
    - Listen with curiosity and the willingness to learn and change. Resist the desire to interrupt.
    - Be brief and share time equally.
    - Suspend judgment. Be open to the kernel of truth in each person’s story.

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## Are you ready to take the challenge?

Visit our website at [www.ywcaelmiraorg/diversitycouncil](http://www.ywcaelmiraorg/diversitycouncil) to sign up!



# Thinking Beyond Racism

Although this is primarily a Racial Equity Challenge, we know that systems of oppression are linked, and there are many other forms of prejudice and discrimination that affect our community.

These include, but are not limited to, discrimination against people of color, women, immigrants, Native Americans, the LGBTQA community, the homeless population and people from different religious communities.

All of these are detrimental to our community. In the Challenge, you will see many of these issues addressed—not just racism.

eliminating racism  
empowering women  
**ywca**