

WEEK
①

Personal Racial Identity



"An individual has not started living until he can rise above the narrow confines of his individualistic concern to the broader concern of all humanity." –Dr. Martin Luther King, Jr.

GETTING STARTED

Welcome to the 21-Week Racial Equity Challenge. Thank you for making the time to connect, reflect, and participate in this Challenge to develop a deeper understanding of how inequity and racism affect our lives and our community.

Why a racial equity challenge? This challenge is an opportunity for all of us to learn and grow together while building a habit of gaining a deeper understanding of racial equity. When change starts within enough of us, together, we can make progress toward becoming an equitable community - for all.

Whether you signed up directly, received this email from a colleague, or were enrolled in the Challenge by your employer, we're happy to have you participate with us in this Challenge. Together, we will deepen our awareness of and willingness to confront racism, bias and other social inequities.

Before you get started, 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. We want to thank United Way of Rochester, NY, Freeport Public Schools, NY, United Way of Metro Chicago and United Way of Washtenaw County, IL and Erase Racism New York for sharing content and successful strategies.

Throughout this challenge information from the **2020 ALICE Report** for Long Island will be presented to provided data associated with the topics. ALICE stands for Asset Limited, Income Constrained, Employed. It represents individuals and families who earn more than the Federal Poverty Level, but not enough to cover the basic cost of living, called the ALICE threshold, in their counties. The data provided in the reports can help inform strategies for positive community change.

Share your reflections and any resources that helps further the discussion on today's topic on social media using the hashtag #UWLIEquityChallenge



WEEK

1

Personal Racial Identity Challenge



Racial identity is a multidimensional construct that includes the strength of one's identification with one's racial group, a sense of attachment to other group members, an evaluation of group membership and may include group-relevant attitudes and behaviors

How do you think about your racial identity and its relevance to your work/volunteerism/studies? 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 comes up for you?



ACTIVITY ONE

**READ: Growing up "divided,"
I always saw segregation on Long Island**



ACTIVITY TWO

WATCH: The Myth of Race, Debunked



ACTIVITY THREE

READ: 'What are you?' How multiracial Americans respond and how it's changing



Additional Content:

**REVIEW: Multiracial in American:
Proud, Diverse and Growing in Numbers**
from the Pew Research Center

Share your reflections and any resources that helps further the discussion on today's topic on social media using the hashtag #UWLIEquityChallenge

A PARTNERSHIP OF

