

WEEK

20

A Racial Equity Lens



"There is always light. If only we're brave enough to see it. If only we're brave enough to be it." –Amanda Gorman

One key element of the Racial Equity Challenge is building the awareness, skill, and will to challenge incomplete histories, stereotypes, implicit biases, and continued discriminatory practices that prevent progress and equity. This also means challenging our own ideas, perceptions, and understandings by employing a racial equity lens to see all people as individuals who have been shaped by our collective history of racialization, discrimination, and inequity.

Dr. Eddie Moore, Jr., racial equity educator, author and co-founder of the 21-Day Racial Equity Habit Building Challenge, recommends changing what you notice. Next time you're with family, in your workplace or out in the world, pay attention to:

- Who are your ten closest friends? What is the racial mix in this group?
- How much time each day are you with people of your own racial identity?
- What are the last five books you read or shows you watched?
- What is the racial mix of the authors, characters or actors?

These questions can help you see what is informing your own worldview and experience, and provide a jumping off point for thinking more expansively about equity in your day-to-day. Check out the resources and self-reflection below and move toward building a racial equity culture at your work and in your personal life.



ACTIVITY ONE

WATCH: [Why Diversity and Inclusion Aren't About Race...](#)



ACTIVITY TWO

READ: [Do Your Employees Know Why You Believe in Racial Equity?](#)



ACTIVITY THREE

WATCH: [Why We're Awkward](#)

Share your reflections and any resources that help further the discussion on today's topic on social media using the hashtag [#UWLIEquityChallenge](#)

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