

CONVERSATION STARTERS:



# 21 Day Racial Equity Challenge

## WEEK ONE

**Day 1: Reflect on the question: What does racial equity mean to you?**

Check out the PVLD Racial Equity page to familiarize yourself with our mission statement, community timeline, and more!

**Day 2: Learn more about who has and is doing equity work in our community.**

Not sure where to start? Visit the “Take Action” tab of the PVLD racial equity page and explore the groups under “Volunteer Your Time”.

**Day 3: Listen to another perspective by checking out a Podcast** on the PVLD Racial Equity page under the “Listen and Learn” tab.

**Day 4: Watch a documentary or film to see life from another perspective** under PVLD's Racial Equity page's “Read and Watch” tab

**Day 5: Reflect on the question: How would you advocate for racial equity?**

Start your day by taking ten minutes to think about how you would make your community more equitable.

**Day 6: Learn how to have conversations about race.** What's vocabulary can you use? Want tips on having hard conversations? Visit the “Take Action” tab on our Racial Equity page under and explore tips on having difficult conversations under “Speak Out and Speak Up”.

**Day 7: Reflect on Week 1**

For more information on the challenge, tips to complete each day, and for a printable pdf, visit [pvld.org/racialequity](http://pvld.org/racialequity)

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WEEK TWO



## Day 8: Amplify BIPOC Voices.

Do you know of great work being done by Black, Indigenous, and People of Color (BIPOC) colleagues, friends, or people you follow online? Share and promote their work far and wide. Not sure of any? Explore social media and see who you can discover.

**Day 9: Practice the conversation tips you learned last week** on a close family member or friend.

**Day 10: Read from another perspective.** Check out books and articles available on the PVLD Racial Equity page

**Day 11: Watch an equity centered Ted Talk.** Recommendations are available on the “Listen and Learn” tab of our Racial Equity page.

**Day 12: Reflect by comparing & contrasting.** What causes do you support and who benefits from them?

**Day 13: Learn about implicit bias.** What is it, how to recognize it, and how can you decentralize it? Never heard the term before? Start with this Ted Talk: “Implicit Bias – how it effects us and how we push through it” by Melanie Funchess (<https://youtu.be/Fr8G7MtRNIk>)

**Day 14: Reflect on Week 2.**

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## WEEK THREE



**Day 15: Reflect on the question:** In what ways could supporting representation combat institutionalized racism?

**Day 16: Learn about the history of redlining.**

How has it affected the development of your own community? Not familiar with redlining? Check out this episode of NPR's Fresh Air: "A 'Forgotten History' of How the U.S. Government Segregated America" (<https://n.pr/3hOMXii>)

**Day 17: Talk with those close to you to explore how your childhood may have shaped your present views on race, politics, and more.**

**Day 18: Explore what PVLD is doing in support of racial equity** on our Racial Equity page.

**Day 19: Continue expanding your vocabulary.** Visit [www.racialequitytools.org](http://www.racialequitytools.org) for a great list of words and definitions.

**Day 20: Reflect on the question:** What actions can you take next to learn more about or improve racial equity?

**Day 21: You've reached Day 21!** Share the challenge, share your thoughts, share the discussion!

For more information on the challenge, tips to complete each day, and for a printable pdf, visit [pvld.org/racialequity](http://pvld.org/racialequity)