

## Appendix B10: Office of AIDS 21-Day Racial Equity Challenge Video and Articles List

Before you get started, set your intentions and download the [Reflection Chart](#) to keep track of your learning, questions, thoughts, ideas, experiences, or any other form of reflection.

**CA4Health selected a wide range of topics** you will explore during the Challenge. We were inspired by the following themes: building a foundation, expanding our knowledge and understanding how racism affects lives, how racism is perpetuated, taking action, and moving the conversation forward. Interwoven throughout are “conversation” videos to help you to expand your perspectives of others because it is important to hear and understand other points of view.

We highly encourage you to spend five minutes after each challenge and fill out the reflection log provided and join CA4Health’s weekly discussions and/or encourage colleagues to meet weekly to discuss and reflect on the Challenge together.

Change is hard! Creating effective social justice habits, particularly those dealing with issues of power, privilege and leadership is like any lifestyle change and requires a basic understanding of ourselves and the role(s) we can play in issues of race, power, and justice. Sometimes the hardest part is just getting started.

**Day 1 Race, Ethnicity, & Nationality** Understanding the process of racial identity development is important for self-awareness, relationship-building, and work for equity. We are, all of us, wonderful mashups of identities and experiences and we invite you to reflect specifically on where you are in the different stages of racial identity development.

### Challenge

Watch:

1. Race and Reality 1:32 min  
[https://www.youtube.com/watch?v=IL2VO\\_AVlgE](https://www.youtube.com/watch?v=IL2VO_AVlgE)
2. Race Ethnicity, Nationality and Jellybeans 2:52 min  
<https://www.youtube.com/watch?v=CqV3CK6QfcU>
3. The Myth of Race 3:07 min  
<https://www.youtube.com/watch?v=VnfKqffCZ7U&feature=youtu.be>

Read:

4. Ten Things Everyone Should Know About Race

## ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

[https://www.pbs.org/race/000\\_About/002\\_04-background-01-x.htm](https://www.pbs.org/race/000_About/002_04-background-01-x.htm)

### Definitions:

**Race** is a social construct used to categorize humans into groups, called races or racial groups, based on combinations of shared physical traits such as skin color, hair texture, nose shape, eye shape, or head shape. Although most scientists agree that such groupings lack biological meaning, racial groups continue to have a strong influence over contemporary social relations. Historically in the United States, Race has frequently been used to concentrate power with white people and legitimize dominance over non-white people. When used for census, data collection, and other statistical purposes, Race is framed as self-identification with one or more social groups, including: White; Black or African American; Asian, American Indian or Alaska Native; Native Hawaiian or Other Pacific Islander; other race; or multiple races.

Preferred language for describing one's Race varies widely. For example, some people of African descent prefer to identify as "Black" while others prefer the term "African American." Immigrants of African descent will self-identify based on their family's country of origin or by the country of origin combined with their American identity, self-describing as "Jamaican" or "Jamaican American," "Somali" or "Somali American," etc.

**Ethnicity** is a term used to describe subgroups of a population that share characteristics such as language, values, behavioral patterns, history, and ancestral geographical base. Social scientists often use the terms Ethnicity and ethnic group to avoid the perception of biological significance associated with Race; however, feelings and perceptions about ethnic groups, like feelings and perceptions about racial ones, can have a strong influence over contemporary social relations. When used for census, data collection, and other statistical purposes, Race is framed as self-identification with one or more social groups, including: White; Black or African American; Asian; American Indian or Alaska Native; Native Hawaiian or Other Pacific Islander; other race; or multiple races. In the same contexts, Ethnicity is generally framed as self-identification as Hispanic/Latino or non-Hispanic/Latino.

Preferred language for describing one's Ethnicity varies widely. For example, some people with roots in Spanish-speaking countries identify using pan-ethnic terms like "Hispanic" or "Latino/a/x," while others identify themselves by their family's country of origin or the country of origin combined with their American identity, self-describing as "Cuban" or "Cuban American," "Mexican" or "Mexican American," etc.

**Racism** is a complex system of beliefs, behaviors, and historical conditions based on and resulting from the presumed superiority of a dominant race over all others. In the United States, these beliefs and behaviors can be conscious or unconscious, personal or institutional, and

## ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

generally result in the oppression of non-white people to the benefit of white people. A simple definition of Racism is: (racial) prejudice + power = racism.

Additional Resources (OPTIONAL):

### Watch:

1. What it takes to be Racially Literate 12:24 min  
[https://www.pbs.org/race/000\\_About/002\\_04-background-01-x.htm](https://www.pbs.org/race/000_About/002_04-background-01-x.htm)

### Read:

2. How to See Race  
<https://aeon.co/essays/race-is-not-real-what-you-see-is-a-power-relationship-made-flesh>

**Day 2 Levels of Racism** Are you seeing and addressing how racism operates at different levels? Dr. Camara Jones, says that in order to address racism effectively, we have to understand how it operates at multiple levels. Often what people think of first and foremost is interpersonal racism. Only seeing this level means that we fail to see the full picture that keeps the system of racism in place.

Think about how you typically think about and see racism operating in your life, work and community. Are certain levels more obvious than others? If you are addressing racism in your work and life, do you tend to be focused on one level more than another? Might you consider focusing on other levels or partnering with those who do (social workers doing trauma work, for example, or community organizers working to change policy, or culture workers making new narratives)? What might this look like?

Take time during your day to observe the levels of racism that are alive in the spaces you move through. Some of those levels might be visible and some quite hidden and “embedded” in other systems around you.

### Challenge

### Watch:

1. [Moving the Race Conversation Forward](#) 4:38 min
2. [Non-racist vs. Anti-racist](#) 2:05 min
3. [A Conversation with my Black Son](#) 5:05 min

### Read:

4. [Racism vs. Prejudice: What's the Difference?](#)
5. [A Theoretical Framework and a Gardener's Tale](#)

Additional Resources (OPTIONAL):

### Watch:



6. [Allegories on Race and Racism](#) 20:31 min

**Read:**

7. [Anti Racism Defined](#)

Definitions:

**Institutional Racism** describes the ways in which policies and practices perpetuated by institutions, including governments and private groups, produce different outcomes for different racial groups in a manner that benefits the dominant group. In the United States, Institutional Racism includes policies that may not mention race, but still result in benefiting white people over people of color. Examples of Institutional Racism include: government policies that restrict the ability of people to obtain loans or improve their homes in neighborhoods with high concentrations of people of color (red-lining, which is now illegal) and government policies that concentrate trash transfer stations, highways, and other environmental hazards disproportionately in communities of color (also known as environmental racism, which occurs today).

**Structural Racism** is defined as the macro-level systems, social forces, institutions, ideologies, and processes that interact with one another to generate and reinforce inequities among racial and ethnic groups. Structural mechanisms do not require the actions or intent of individuals; as upstream causes of racial inequities, they are constantly recreating and perpetuating existing conditions. Even if at an individual level were completely eliminated, racial inequities would likely remain unchanged due to the persistence of Structural Racism.

**Prejudice** is a negative, uninformed attitude that dictates actions toward an entire category of people such as a particular gender, class, or racial or ethnic group. These negative attitudes are typically based on unsupported generalizations (or stereotypes) that fail to recognize and treat members of these groups as individuals with unique characteristics.

**Day 3 White Supremacy and Privilege** Work for racial justice in our various systems must include naming and de-centering whiteness, white privilege and white superiority/supremacy. One way to do this is to understand that there is a continuum of White superiority that is not simply about what may come to our minds as the most extreme forms.

Additionally, having privilege can give you advantages in life, but having privilege is not a guarantee of success. Privilege does not mean economic advantage, instead it is the ability to freely navigate the world in a way that is not available to people who are not white, able-bodied, cisgender, etc.

Don't forget to fill out your reflections log!

Challenge

## ADVANCING ORGANIZATIONAL EQUITY — TOOLKIT

### Watch:

1. [Debunking the Most Common Myths White People Tell About Race](#) 3:47 min
2. [The Privilege Walk Watch](#) 3:59 min

### Read:

3. [The Characteristics of White Supremacy Culture](#)
4. [White Privilege: Unpacking the Invisible Knapsack](#)

### Definitions:

**Privilege** refers to unearned social power, advantage, or rights afforded by the formal and informal institutions of society to all members of a dominant group. Examples include white privilege and male privilege. Privilege is usually invisible to those who have it because (1) they are taught not to see it and (2) hierarchies of privilege exist within the same group (for example, a rich white person has more power and advantage than a poor white person). Nonetheless, Privilege puts people who have it at an advantage over those who do not.

**White Privilege** is a system of unearned and unquestioned advantages, benefits, or choices that gives white people unrivaled access to jobs, housing, schools, and other important resources based on race. By refusing to acknowledge White Privilege, white people perpetuate the system of advantages and disadvantages given to them by this privilege. Examples of White Privilege include: • Having a higher likelihood of receiving a housing loan; • Having one's own cultural experiences positively reflected in popular culture and history books; • Being able to attend a prestigious university or take a well-paying job without colleagues suspecting that the university or employer took one's race or ethnicity into account

**White Supremacy** describes a belief in the superiority of white, Euro-American cultural heritage (including history, arts, language, traditions, values, religion, etc.) over the cultural heritage and experiences of people of color. White Supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of nations and peoples of color by white people for the purpose of maintaining and defending a system of wealth, power, and privilege. In the United States, White Supremacy was used to justify the enslavement of Black people for white economic gain and the forced relocations of tens of thousands of Native Americans as part of the Trail of Tears to facilitate white resettlement. While White Supremacy culture—and the belief that being white is “normal” or “better” compared to being non-white—is a part of many people's everyday lives in one way or another, more explicit or violent messages about White Supremacy are promoted by extremist groups like the Ku Klux Klan, Neo-Nazis, and other hate groups.

### Additional Resources (OPTIONAL):

### Watch:

## ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

[Why "I'm not racist" is only half the story](#) 6:33 min

### Read:

[White people assume niceness is the answer to racial inequality. It's not.](#)

**Day 4 Bias & Microaggression** Often what gets the most attention are overt behaviors that reveal our prejudices and demonstrate discrimination. It is important for all of us to reflect on our own unconscious biases and become aware of microaggressions that are a part of our everyday lives—whether as the actor, witness, or on the receiving end.

Challenge:

### Watch:

[How to overcome our biases? Walk boldly toward them](#) 17:53 min

[Dr. Derald Wing Sue -- Microaggressions](#) 2:20 min

[Doll Test](#) 5:27 min

[Microaggressions - https://www.youtube.com/watch?v=LGT5fOxeKVY&list=PL4bAG9BT-P26od3nP75beTnyhxXMHlzc5](https://www.youtube.com/watch?v=LGT5fOxeKVY&list=PL4bAG9BT-P26od3nP75beTnyhxXMHlzc5)

Implicit bias and Implicit Bias test: <https://perception.org/research/implicit-bias/>

### Definitions

**Bias** describes an inclination or preference that generally interferes with impartial judgment and decision-making. Bias can be implicit (subconscious and indirect) or explicit (conscious and direct).

### Implicit Bias

**Microaggression** is a subtle, nuanced, and indirect form of either verbal or non-verbal racism that communicates hostile, derogatory, or negative views about people of color. Microaggressions tend to be unconscious or automatic and are often made by white people who consider themselves non-racist. One example of a Microaggression is a white professor telling a student of color that she is “so articulate” with the implicit message being that it is surprising or unusual for a person of the student’s racial or ethnic group to be intelligent or well-spoken. Microaggressions are “micro” because they are often brief and occur in private situations; however, this form of racism can have a significant, negative impact on people of color. Microaggressions are sometimes called “everyday racism.”

Additional Resources (OPTIONAL):

### Watch:

[What Kind of Asian Are You?](#) 2:00 min

[The Power of Labels to Change Your Story](#) 15:25 min

## ADVANCING ORGANIZATIONAL EQUITY — TOOLKIT

[Peanut Butter, Jelly and Racism](#) 2:27 min

Commented [RA1]: Check these

### Read:

[21 Racial Microaggressions You Hear on a Daily Basis](#)

[Unconscious Bias, Implicit Bias, and Microaggressions: What Can We Do About Them?](#)

**Day 5 Health Equity** “Of all the forms of inequality, injustice in health is the most shocking and inhuman.” – *Dr. Martin Luther King Jr.*

People of color suffer worse health outcomes than white people, even when controlling for income and other factors. Healthcare and genetics make up only 20% of what determines our health outcomes. History, racism, and the environments in which we live, learn, play, and pray have much greater impact on our health than you might think.

### Challenge

### Watch:

[The US Medical System is Still Haunted by Slavery](#) 8:49 min

[Dr. Camara Jones Explains the Cliff of Good Health](#) 5:18 min

[A Conversation About Growing Up Black](#) 5:21 min

### Read:

[What is Health Equity? A Definition and Discussion Guide](#)

### Definitions

A **Disparity** is a difference in outcome between population groups. Disparities are not always due to Inequities, defined below, but can be. As an example, older adults have higher rates of skin cancer than children. This is a Disparity but not an Inequity because the difference in skin cancer rates are due to cumulative effects of sun exposure over time, and the exposure itself is not due to unfair or unjust circumstances. By contrast, the higher lead blood levels and resulting health problems among children exposed to public water in Flint, Michigan compared to children in cities with safe water systems is both a Disparity and an Inequity. This difference is an Inequity because there is difference in outcomes that is unfair and unjust.

**Equality** describes circumstances in which each individual or group is given the same or equal treatment, including the same resources, opportunities, and support. However, because different individuals or groups have different histories, needs, and circumstances, they do not have equal positions in society or starting points. Providing the same resources, supports, or treatment does not guarantee that everyone will have fair or equal outcomes. For example, in the image above, using an equality approach means that the four individuals receive the same bike. Resources are distributed equally. However, the outcome is unequal and unfair: three out of four people will have trouble riding the bike or cannot ride at all. The four individuals are different heights, have different abilities, and require different bikes, something an equality approach does not take into account.

## ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

An **Inequity** is a difference in outcome between population groups that is unfair or unjust. This term is separate from, but related to, the term Disparity in that Inequities are generally Disparities—differences between groups—that are avoidable or warrant moral criticism and condemnation.

A **Health Disparity** is a difference in physical or mental health status or outcomes between groups. A Health Equity analysis can help determine whether a Health Disparity—such as a difference in disease burden—is also a health Inequity.

**Health Equity** describes circumstances in which all people have the opportunities and resources necessary to lead healthy lives. Efforts to achieve Health Equity often require giving special attention to the needs of those at greatest risk of poor health, including historically oppressed or marginalized racial or ethnic groups.

Additional Resources (OPTIONAL):

**Watch:**

[Change the Odds for Health](#) 17:44 min

[How Racism Leads to Health Issues](#) 2:54 min

**Read:**

[California once targeted Latinas for forced sterilization](#)

### WEEKEND

Over the weekend, we invite you to find some quiet time (if possible and desirable) to get centered and to consider the past week of your participation in the Challenge. If there are challenges you missed, use this time to get caught up. Check in with yourself. What do you sense/feel? How are you physically? Intellectually? Emotionally? Spiritually? What are these sensations telling you? Please make sure you fill out your reflections log for the week.

**Day 6 Immigration** Immigration in the United States is one of the dominant forces shaping our experience of race today. While it is customary to refer to the United States as a nation welcoming immigrants or “the melting pot”, immigrants, specifically in the past 50 years have been taken advantage of for their cheap labor and singled out as second-class citizens. Until we unambiguously eliminate the intrinsic racism that is in the substance of our immigration policies, we cannot have an unprejudiced immigration system that establishes a possible paradigm for immigrants to call the US home and not feel as outsiders.

Challenge

**Watch:**

[Actions are illegal, never people](#) 16:48 min



## ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

[A Conversation with Latinos on Race](#) 6:31 min

**Read:**

[The Impact of Racism on US Immigration Past and Present](#)

Additional Resources (OPTIONAL):

**Watch:**

[What Do Native Americans Think About 'Illegal Immigration'?](#) 3:11 min

[Valedictorian Reveals Undocumented Status in Speech](#) 6:06 min

[Share the UndocuJoy](#) 3:06 min

**Read:**

[Not Just a Latino Issue: Undocumented Asians in America  
Immigrants in California](#)

**Day 7 Housing** You may be wondering what housing and homelessness has to do with racial equity. We tend to think that homelessness and housing insecurity are simply caused by poverty and that they are mainly due to a person's inability to pay rent. But learning about the systems that cause race-based housing discrimination, both historically and today are at the heart of the issue.

Challenge

**Watch:**

[Why Cities Are Still So Segregated?](#) 6:36 min (advisory of explicit adult language in the beginning)

**Read:**

Check out this [Infographic](#) and learn about Redlining  
[Housing Market Persists Despite "Fair Housing" Laws  
Black, Homeless and Burdened by L.A.'s Legacy of Racism](#)

Additional Resources (OPTIONAL):

**Read:**

[Race and Inequality](#)  
[Racism Alive and Well in Housing](#)  
[Racial Inequality](#)

**Day 8 Environmental Justice** A large part of our health is determined by our environment. For generations, the impact of pollution and environmental damage has largely fallen on marginalized

## ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

communities. Systemically racist policies have resulted in people of color having an increased likelihood of exposure to unsafe drinking water, lead paint in homes, and industrial waste.

Don't forget to fill out your reflections log!

Challenge

### Watch:

[Environmental Justice Explained 3:33 min](#)  
[Environmental Justice and the New Jim Crow 1:28 min](#)  
[A Conversation With Native Americans on Race 6:23 min](#)

### Read:

["We Are Nations:" What Environmental Justice Looks Like for Indigenous People](#)

Additional Resources (OPTIONAL):

### Watch:

[Environmental Justice 7:52 min](#)  
[A Brief History of Environmental Justice 3:35 min](#)

Day 9 Food Security and Justice Roots of Change writes: Racism underlies the history of agriculture and food access in the United States. It began with the taking of land from Indigenous people to create farms. It continued with the enslavement of Indigenous and African peoples to work the farms. It continued with the exploitation of immigrant labor from Asia and then Latin America. During the period of Reconstruction former slaves began to gain access to land and achieve financial success. But the death of Reconstruction saw the stealing of most of this land by whites using unjust law and outright theft. Racism can also be seen in the tolerance for, and in some places, imposition of food swamps or food apartheid. These are terms that are used to describe the great divide in access to healthy fresh food evident when comparing the average white community to the average community of color. This inequality in access to healthy food is a major contributor to the disproportionately high rates of diet related disease found in populations of Indigenous, African Americans, Latinos, Asians and Pacific Islanders. Poor diets impede learning, paths to empowerment and financial success.

Food justice is the work to right this wrong. It encompasses a wide array of activities and activism.

Challenge

## ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

### Watch:

[The Intersection of Black Lives Matter and Food Justice](#) 21:22 min (try to watch at least the first 12 minutes)

### Read:

[Structural Roots of Food System Inequalities | UTNE](#)  
[Current state of food insecurity in America](#)

Additional Resources (OPTIONAL):

### Watch:

[Food + Justice = Democracy](#) 12:09 min  
[Food Insecurity is a Public Health Concern](#) 17:11 min

### Read:

[Food Workers Food Justice: Linking Food, Labor and Immigrant Rights : Food First Indigenous Foodways](#)

Day 10 **Income & Wealth**: As Inequality.org puts it, “Systemic and structural racism has contributed to the persistence of race-based gaps that manifest in many different economic indicators. The starkest divides are in measures of household wealth, reflecting centuries of white privilege that have made it particularly difficult for people of color to achieve economic security.” This gap means that many Black and Indigenous people and communities and People and Communities of Color are more at risk financially than White people and communities at times of disruption.

### Challenge

### Watch:

[The Racial Wealth Gap in America](#) 3:33 min  
[The story we tell about poverty isn't true](#) 15:17 min  
[A Conversation with White People on Race](#) 5:25 min

### Read:

[The State of Communities of Color in the US Economy](#)

Additional Resources (OPTIONAL):

### Read:

[The Racial Wealth Gap: What California Can Do About a Long-Standing Obstacle to Shared Prosperity](#)

## ADVANCING ORGANIZATIONAL EQUITY — TOOLKIT

### Racial Economic Inequality

#### Weekend:

Over the weekend, we invite you to find some quiet time (if possible and desirable) to get centered and to consider the past week of your participation in the Challenge. If there are challenges you missed, use this time to get caught up. Check in with yourself. What do you sense/feel? How are you physically? Intellectually? Emotionally? Spiritually? What are these sensations telling you? make sure you fill out your reflections log for the week.

**Day 11: Education** Over 65 years ago the Supreme Court's ruling in the landmark Brown vs. Board of Education case declared racial segregation unconstitutional, yet today we see our schools just as segregated, if not more than in 1954. The result of this continued segregation has perpetuated a lasting negative effect on children and communities of color. Stereotypes and misperceptions, quality of teaching, and school disciplinary policies continue to disproportionately affect students of color.

#### **Challenge:**

##### **Watch:**

[Why American Schools are Failing Students](#) 5:50 min

[The School to Prison Pipeline](#) 3:15 min

[A Conversation with Black Women on Race](#) 5:57 min

##### **Read:**

[America has always used schools as a weapon against Native Americans](#)

#### **Additional Resources (OPTIONAL):**

##### **Watch:**

[Anti-bias lessons help preschoolers hold up a mirror to diversity](#) 7:13 min

[Teach Us All](#) 4:29 min

[How America's Public Schools Keep Kids in Poverty](#) 13:50 min

##### **Read:**

[How history textbooks reflect America's refusal to reckon with slavery](#)

**Day 12: Employment – Workplace Diversity and Inclusion:** Current laws for the workplace prohibit discrimination but statistics show that people of color are not only hired less, but also often experience racial discrimination during employment. This may manifest in bias in the hiring

## ADVANCING ORGANIZATIONAL EQUITY — TOOLKIT

process, not getting promotions, having lower job classifications, firing, lower pay rates, harassment, and more.

### **Challenge:**

#### **Watch:**

[Hiring bias remains unchanged for black America](#) 1:53 min

[Inclusive Diversity: The Game Changer](#) 14:16 min

#### **Read:**

[Workplace discrimination is illegal, yet it persists. Here's why.](#)

### **Additional Resources (OPTIONAL):**

#### **Read:**

[Practical Ideas for Improving Equity and Inclusion at Nonprofits](#)

**Day 13: Criminal Justice 1 – Policing:** Bias within the criminal justice system is not a new phenomenon, however, in recent years, the massive impact of these biases on communities of color has been highlighted in the media, creating a national movement around criminal justice reform. The next two days will cover the damaging and often fatal effects of bias and over-policing, and incarceration.

Don't forget to fill out your reflections log!

### **Challenge:**

#### **Watch:**

[How racial profiling hurts everyone, including the police](#) 10:38 min

[How deeply rooted biases affect how police enforce the law](#) 8:42 min

[A Conversation With Police on Race](#) 6:37 min

#### **Read:**

[The racist roots of American policing: From slave patrols to traffic stops](#)

[Stop Killing Us: A Real Life Nightmare](#)

### **Additional Resources (OPTIONAL):**

#### **Read:**

Stanford University researchers found that black and Latino drivers were stopped more often than white drivers, based on less evidence of wrongdoing. [Read](#) this study to uncover the extent of this evidence, which is driven by racial bias.

ADVANCING  
ORGANIZATIONAL  
EQUITY  
— TOOLKIT

Following the fatal shooting of Michael Brown in Ferguson, Missouri in 2014, The Washington Post began creating a database cataloging every fatal shooting nationwide by a police officer in the line of duty. [Check it out.](#)

[Re-imagining Public Safety: Prevent Harm and Lead with the Truth](#)

Day 14: Criminal Justice 2 – Mass Incarceration: Continuation from Day 13.

**Challenge:**

**Watch:**

[Incarceration in America: The Inside Story](#) 8:23 min

[Unequal: Racism in American Prisons](#) 2:15 min

[Race and incarceration in the U.S., by the numbers](#) 2:08 min

**Read:**

[American History, Race and Prison](#)

**Additional Resources (OPTIONAL):**

**Watch:**

[SLAVERY BY ANOTHER NAME | Prologue | PBS](#) 3:10 min (if you have time, watch the entire documentary)

**Read:**

[18 Examples Of Racism In The Criminal Legal System](#)

[8 Ways Our Prison System Is Even More Racist Than You Think](#)

Day 15: [Voter Suppression](#): Voter suppression continues to impact our democracy and disenfranchised marginalized groups. With 2020 being a significant election year, it is important that we recognize the barriers to voting that many people still face and work to eliminate those barriers, so that our representatives and laws reflect our increasingly diverse country.

**Challenge:**

**Watch:**

[Fighting Voter Suppression](#) 10:26 min

[A Conversation With Asian-Americans on Race](#) 7:19 min

**Read:**

## ADVANCING ORGANIZATIONAL EQUITY — TOOLKIT

View this [interactive timeline](#) of the history of the Voting Rights Act and see how access to the vote has been expanded and restricted over time.

[Article on current voter suppression](#)

### **Additional Resources (OPTIONAL):**

#### **Watch:**

[The 2020 census is in serious trouble](#) 5:07 min

#### **Read:**

150 years after the 15th Amendment was passed, barriers to voting remain. [Learn](#) about how social media, gerrymandering, access to polling places and other strategies have all been used to limit access to the ballot box.

### WEEKEND

As with last weekend, we invite you to find some quiet time (if possible and desirable) to get centered and to consider the past week of your participation in the Challenge. If there are challenges you missed, use this time to get caught up. Check in with yourself. What do you sense/feel? How are you physically? Intellectually? Emotionally? Spiritually? What are these sensations telling you? Please make sure you fill out your reflections log for the week.

**Day 16: Building a Culture of Equity:** Building a stronger community takes time and intention – it also takes dismantling the obstacles meant to exclude. It requires being proactive and interrupting the status quo by stepping away from the way we've always done things and being open to more diverse insights. Reflect on a visual representation of the difference between "equity" and "equality" and to ponder how we create the opportunity for everyone to thrive.

### **Challenge**

Watch:

[Check Our Bias to Wreck Our Bias](#) 3:00 min

[Bridging Towards a Society Based on Belonging](#) 2:07

Read:

[The Problem with that Equity vs. Equality Graphic](#)

Day 17: Courageous Conversations

## ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

We know these topics can be uncomfortable and you have committed your time and energy during the Challenge to learn and grow. In difficult conversations, knowledge can lead to real change. We know these discussions can bring up powerful emotions, but your commitment to increasing your awareness is what will help move our community forward. Each one, teach one!

### **Challenge**

Watch:

[How I Learned to Stop Worrying and Love Discussing Race](#) 11:56 min

[Little Things You Can Do to Combat Racism](#) 2:28 min

Read:

[Speak Up! Responding to Everyday Bigotry](#)

Day 18: Changing the Narrative and Advancing Justice through Asset Framing: Stories hold tremendous power in our world, work and lives. As writer Chimamanda Ngozi Adichie has said: “Stories have been used to dispossess and to malign. But stories can also be used to empower, and to humanize. Stories can break the dignity of a people. But stories can also repair that broken dignity.”

We often define people by the problems they face and their lack of resources and capacity to address them. A more empowering alternative is asset framing—defining people by their strengths and aspirations.

Don't forget to fill out your reflections log!

### **Challenge**

Watch:

[From invisible to visible](#) 11:56 min

Read:

[Equity Screen to use as you work on your next blog post, book, podcast, or video](#)

Read and Watch:

[The Power of Asset-Framing](#)



## ADVANCING ORGANIZATIONAL EQUITY — TOOLKIT

Additional Resources (OPTIONAL):

Watch:

[How to deconstruct racism, one headline at a time](#) 15 minutes

**Day 19: Allies and Accomplices:** No matter who you are, you can be an ally or accomplice to someone with a different life experience. Allies are folks who stand with someone who is confronting an obstacle – accomplices help people tear down the obstacles by taking action. As allies/accomplices, it's important to take the lead from the person or group we are trying to assist, and to be ready to step in when they need us through deliberate action, and that may mean taking a step outside of one's comfort zone. Rather than simply acknowledging the significance of racism an accomplice seeks to be at the forefront of elevating the voices of the most marginalized.

### **Challenge**

Watch:

[How to be an Ally](#) 3:31 min

Read:

[Moving from Actor --> Ally --> Accomplice](#)

Additional Resources (OPTIONAL):

Read:

[Privileged in the NBA](#)

**Day 20: Taking Action:** Real change will not happen overnight, but it starts with each of us individually. Learn about additional ways that you can be actively engaged in challenging and bringing about racial equity and social justice.

### **Challenge**

Watch and Read:

[Weave Equity Into Planning and Content](#) 3:02 min

Read:

## ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

### [Take Action Against Racism](#)

Talk to (your) kids about race [Option 1](#), [Option 2](#)

Additional Resources (OPTIONAL):

Read:

[Advocacy and Health Equity](#)

WEEKEND:

What are your main takeaways from the Challenge? Where are you now compared to before you started? How do you feel? What new knowledge or insights do you have? What hopes?

Reflecting back on these weeks, select one or two prompts that really resonated with you and revisit them. Journal on why they have been highlights or piqued your interest and then think about ways to share them with friends or co-workers. What opportunities might this open up?

Day 21: Final Day Live Video Discussion – How different are you and what will you do about it?

Congratulations on completing the 21-Day Racial Equity and Social Justice Challenge! We're so glad you joined us on this journey and we thank you for your continuous engagement. The Challenge is one way to build collective action toward creating an equity-enriched community. We hope you continue this commitment and meaningful work. (And thank you to CA4Health for adapting this challenge for the public health community!)

Our discussion is scheduled for Friday, and this is the perfect week to catch up on readings and viewing you may have missed. Here is the link to the entire contents of the challenge – please look it over this week.

Already caught up? Go [HERE](#), [HERE](#), and [HERE](#) to continue learning.

Words can have different meanings to different people. When learning about a new or important topic, language is where you start. Conversations about race, racism, health, and equity—which are often complex, polarizing, and passionate—are crucial to achieving CDPH's mission: "To advance the health and well-being of California's diverse people and communities." This Racial and Health Equity Glossary of Terms (Glossary) provides the CDPH workforce with a common language for understanding, discussing, and applying racial and health equity concepts in our

## ADVANCING ORGANIZATIONAL EQUITY

---

### TOOLKIT

work. By starting with a shared list of terms and definitions, we can work through confusion, avoid misunderstandings, and reap the benefits of having meaningful conversations about racial and health equity here at CDPH. How do I use the Glossary? This Glossary and other materials available on CDPH's Racial and Health Equity Initiative SharePoint provide important background information about racial and health equity. Whether you are new to these concepts or just need a refresher, the Glossary is a go-to resource. CDPH's Racial and Health Equity Action Plan sets goals for our internal and external communications programs and services, budgeting and contracting processes, hiring and promotion protocols, and educational and marketing campaigns to reflect policies, practices, and messages that advance racial and health equity. The Glossary is one tool among many to help you incorporate racial and health equity concepts into your work and affirm the importance of equity to CDPH's identity. How was this Glossary developed? This Glossary of Terms was put together by CDPH's Racial and Health Equity Workgroup using articles, reports, and other materials developed by academic institutions, social justice organizations, government agencies, and others. Language, as part of culture, is constantly evolving. The definitions in this Glossary were put together based on the consensus understanding of the folks working on CDPH's Racial and Health Equity Initiative, with input from equity experts. Where helpful, the Glossary includes cross-references to related terms or provides additional context for a definition. This Glossary is a comprehensive, but not exhaustive, list of terms that tend to come up in conversations about race, racial equity, and health equity. The Glossary is not intended to limit communication, police what language you use, or define the "only" or "right" way to talk about racial and health equity. The Glossary is a living document and will be regularly updated to stay relevant to CDPH and our workforce. 1

Racial and Health Equity Glossary of Terms (Rev. 01/2020) Copyright © 2020 – State of California, CDPH 2

**Ally**  
**Assimilation**  
**Bias**  
**Color Blindness**  
**Culture**  
**Cultural Appropriation**  
**Cultural Humility**  
**Disparity**  
**Discrimination**  
**Diversity**  
**Equality**  
**Equity**  
**Ethnicity**  
**Health Equity**  
**Implicit Bias**  
**Inclusion**  
**Inequity**  
**Institutional Racism**

ADVANCING  
ORGANIZATIONAL  
EQUITY  
— TOOLKIT

Intersectionality  
Meritocracy  
Microaggression  
Oppression  
Power  
Prejudice  
Privilege  
Race  
Racial Equity  
Racism  
Reverse Racism  
Stereotype  
Stereotype Threat  
Structural Racism  
White Privilege  
White Supremacy

**Power** is the ability to control others, events, or resources that enhance one's chances of influencing others or getting what one needs in order to lead a safe, productive, and fulfilling life. In the United States, social mechanisms through which Power operates include whiteness, wealth, and patriarchy.