

## Appendix B8: Office of AIDS 21-Day Racial Equity Challenge Summary and Replication Tips



### Confronting Institutionalized Workplace Racism (CIWR) Workgroup Community of Practice Series: Office of AIDS (OA) 21 Day Racial Health Equity Challenge

#### Summary of Practice: 21 Day Racial Equity and Social Justice Challenge

**Background:** This challenge was put together by the California nonprofit CA4Health, based on work by Dr. Eddie Moore, Jr. The challenge was revised by OA to include topics and materials relevant to their work in HIV and ending the epidemics. CA4Health was 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 the challenge are “conversation” videos to help us to expand our perspectives.** Also included are definitions of relevant words provided by the CDPH Office of Health Equity, to help us build a shared vocabulary. OA completed several rounds of training cohorts in 2020 and 2021.

#### **How the Practice works:**

- An email outlining the challenge is sent out to team members, and team members are invited to sign-up for a “cohort” (8 – 10 people) that is facilitated by 2 team members that have completed the challenge.
- Each day participants received an email with the day’s challenge – usually two or three short videos, and one or two infographics or short articles to read. Participants are encouraged to

take notes on the materials to help in the weekly discussions; OA developed a “Reflections Chart” as a tool to support this.

- Each week, the cohort meets to discuss the week’s challenge topic and materials.

### **Role of Facilitators:**

- Participate in pre-meeting to review responsibilities and best practices for your role as a 21 Day Challenge facilitator.
- Send out daily emails with topic and materials for review.
- Work with cohort to determine weekly check-in time.
- Lead/facilitate/support the Weekly check-in meeting.
- Provide individual support, as necessary, to cohort members.
- Provide feedback at the end of Session on what worked well; what can be improved.
- Send out weekly Teams or Zoom invite for weekly check-ins.
- Work together to support each other as facilitators and to support issues that come up in the cohort.

### **Recommendations for next steps for groups interested in implementing the 21 Day**

#### **Challenge:**

- Pull together a team of 6 – 8 people who are interested in working together to develop an implementation plan, including:
  - o Ensuring the appropriate leadership is aware of and supportive of implementing the 21 Day challenge. Support and encouragement of leadership makes a big difference!
  - o Reviewing the 21 Day Challenge Materials (list of topics/materials; facilitator guide, slides to support weekly facilitated discussion; excel sheet for setting up cohorts)
- Review the 21 Day Challenge List of Topics/Materials to check links; some may need to be updated. Consider making changes to reflect the needs of your program.
- Develop ground rules for the Challenge to help support trust and open communication.
- Develop evaluation plan for how you’re going to receive feedback from Challenge participants.
- Have the team of 6 – 8 people do a “Practice Run” of doing the 21 Day Challenge, including the weekly check-ins (consider having the team members take turns facilitating each week to gain practice).
- Develop an implementation plan for holding the challenge for your program, including developing an outreach email to the team; timing of the first cohorts, sign-up process (Ideally cohorts are 6 – 10 people).

Advice from Office of AIDS:

# ADVANCING ORGANIZATIONAL EQUITY

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## TOOLKIT

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!

### Requesting Materials:

OA has generously shared the materials they developed for the 21 Day Challenge; please reach out to Sharon Eghigian at [Sharon.Eghigian@cdph.ca.gov](mailto:Sharon.Eghigian@cdph.ca.gov) if you are interested in receiving the materials. We are very interested in tracking interest in the 21 Day Challenge, providing support as needed, and knowing which Teams implement the Challenge.

For more information: Please reach out to Sharon Eghigian, CIWR WG Lead and CID Health Equity Liaison with any questions about this practice, or to learn more about other CID and CDPH anti-racism and health equity efforts: [Sharon.Eghigian@cdph.ca.gov](mailto:Sharon.Eghigian@cdph.ca.gov)