

## Appendix B12: Confronting Institutionalized Workplace Racism Workgroup (CIWR) – 21-Day Racial Equity Challenge Overview

### Presentation

Confronting Institutionalized Workplace  
Racism (CIWR) Workgroup  
"Community of Practice":  
**Office of AIDS 21-Day Racial Health Equity  
Challenge**

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Presenters:

**Brett AugsJoost**

*Chief, Outbreak & Field Investigation Unit*

**Karin Hill**

*Chief, Sexual Health and Program Resilience Section*



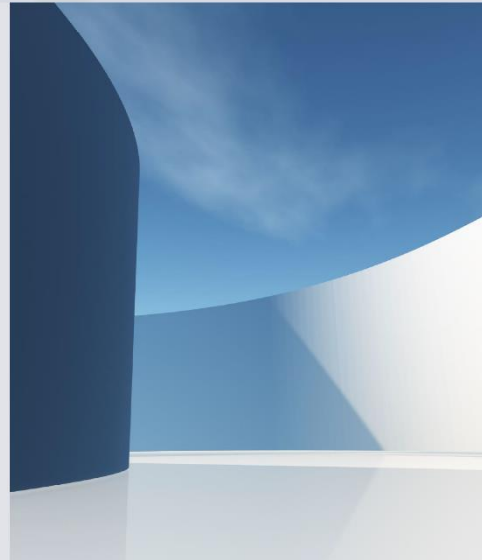
## Office of AIDS 21-Day Racial Equity and Social Justice Challenge

Brett AugsJoost (he/him), Chief, Outbreak Intervention & Field Investigation  
Unit

Karin Hill (she/her), Chief, Sexual Health & Program Resilience Section  
HIV Prevention Branch

## Racial equity and social justice 21-day challenge goals

- Building new habits
- Taking action
- Creating a group experience
- Participating in meaningful conversations
- Embracing this work



## How the 21-Day Challenge Works

Staff receive daily email that introduces a topic and 15-30 minutes of supportive mixed media learning.

Facilitated discussions each week to discuss topics and materials.

Topics are inspired by the following themes:

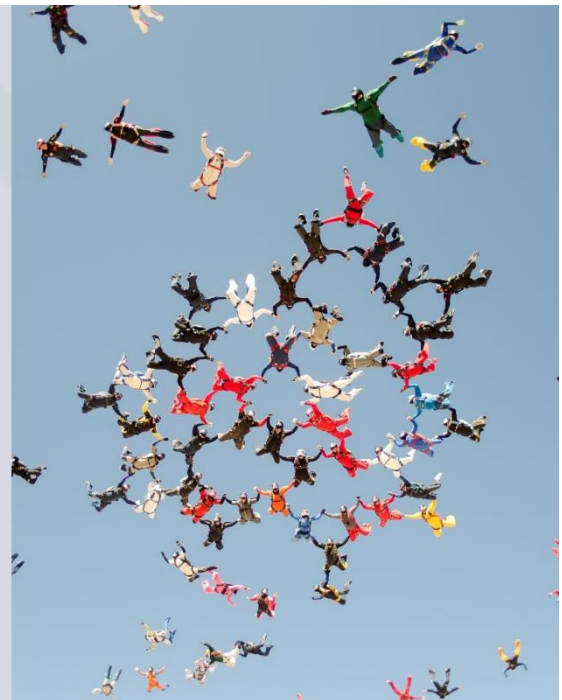
- Building a foundation
- Expanding our knowledge and understanding how racism affects lives
- How racism is perpetuated
- Taking action and moving the conversation forward

## 21 Day Challenge – Daily Topics

Week 1 - Building a Foundation	Week 2 - How Racism Affects Lives	Week 3 - How Racism is Perpetuated	Week 4 - Taking Action
Race, Ethnicity & Nationality	Immigration	Education	Building a Culture of Equity
Levels of Racism	Housing	Employment - Workplace Diversity & Inclusion	Courageous Conversations
White Supremacy & Privilege	Environmental Justice	Policing	Changing the Narrative & Advancing Justice Through Asset Framing
Bias & Microaggressions	Food Security & Justice	Mass Incarceration	Allies & Accomplices
Health Equity	Income & Wealth	Voter Suppression	Taking Action
			How are You Different & What Will You Do About It

### 21-Day Challenge: Expanding access to all of OA

- Used Prevention Branch feedback to develop OA specific 21 Day Challenge
- Included relevant terms and definitions in order to establish a shared vocabulary
- Identified group agreements
- Conducted pilot training
- Developed a logistics plan, collected a team of facilitators, and identified an executive level champion



## Group Agreements



## OA's 21-Day Challenge

By the end of 2021:

- Completed **6 rounds** of the 21-Day Challenge in **15 small group cohorts**
- **136 OA staff** members completed the 21-Day Challenge (**76.4% of all OA Staff**)
  - Majority of staff who didn't participate due to redirection to COVID response
- Recruited and trained **6 additional facilitators**

## 21-Day Challenge Feedback and Lessons Learned

### PARTICIPANT FEEDBACK

- Better prepare participants that material can be triggering, especially for staff of color
- Daily learning should be balanced with positive material
- Consider having group check-ins down the road

### LESSONS LEARNED

- Increased facilitation team made for happier volunteers
- Recognition of completion is important
- Formal Evaluation was lacking

## 21-Day Challenge Success Beyond OA

OA staff provides guidance and technical assistance for implementing the challenge in other parts of CDPH, other State agencies, and beyond

CDPH Office of Health Equity to include our adapted materials as part of a 21-Day Challenge Toolkit accessible to all of CDPH

Sharisse Kemp named co-chair of NASTAD Anti-Racism in Public Health Sub-Committee