

21 DAY EQUITY CHALLENGE

#UNITEDFOREQUITY — #CREQUITYCHALLENGE

"Worse than being less than you, is if you are perceived as a threat" - [john a. powell](#)

DAY 2: Understanding and Reflecting on our Racial Bias

[We all have bias](#), but often, we are not aware of the biases that we subconsciously hold. Research shows that years of structural and cultural constructs have deeply embedded stereotypes into our culture, and consequently into our own subconscious. For example, [according to a recent study](#), companies are more than twice as likely to call minority applicants for interviews if they submit whitened resumes than candidates who reveal their race.

[Research also shows](#) that we can actively rewire these neural associations by being more intentional about acknowledging our biases. Today's focus is on personal reflection - taking the time to uncover some of our own biases, as well as reflecting on how we take control of these unconscious constructs.

Today's Challenge:

OPTION 1: Go deeper and take [Project Implicit's Hidden Bias tests](#), created by psychologists at top universities, to uncover some of your own unconscious biases. Remember, having biases doesn't make you a bad person—it only makes you human. After, read about the [21 Racial Microaggressions You Hear on a Daily Basis](#) to better understand how these biases actively cause harm to others, making them "racist abuse" in the words of Ibram X. Kendi.

TIP: Proceed as a guest to access their library of tests and find out your implicit associations about race, gender, sexual orientation, skin tone, and other topics.

OPTION 2: Read one or more of the compelling personal stories featured in the [Speak Up Handbook](#) by the Southern Poverty Law Center. We would like to point you to page 19, titled "[What Can I do About My Own Bias?](#)", but feel free to use the table of contents on page 2 to explore other topics that interest you. You can also check out the [nine tactics to ensure your actions line up with your intentions](#).

OPTION 3: Watch [What Would You Do?: Bicycle Thief Episode](#), from ABC's popular show *What Would You Do*, as it explores the impact of racial and gender bias and prejudice at a family friendly park. Before this video, would you have anticipated this differential treatment?

Encourage your friends and family to take one of the Implicit Bias tests and share the video from today's challenge by sharing on your social media. Don't forget to use the hashtags [#unitedforequity](#), [#equitychampions](#), and [#CREquitychallenge](#)

Questions to Consider for Self-Reflection:

Reflect on your life experiences, your childhood and family upbringing; toys you played with; the neighborhoods in which you've lived; elements of your career path; media messages; your family and peer networks; etc. How might these experiences have shaped your biases, with or without your conscious awareness?