

# 21 DAY EQUITY CHALLENGE

#UNITEDFOREQUITY – #CREQUITYCHALLENGE

## DAY 4: Talking About Race is Challenging for Some. Here's Why...

**Have you heard of the term “White Fragility?”** For white people, “White Fragility” refers to their discomfort and avoidance of racially-charged stress, which perpetuates racial inequity. Many people of color, multiracial, and Indigenous people are familiar with this concept, but may not be familiar with the term.

[Dr. Robin DiAngelo](#) describes white fragility as a state of being for white people in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves can include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors shut down conversations and inhibit actions which, in turn, function to reinstate white racial equilibrium.

### Today's Challenge:

**OPTION 1:** [Take a quick quiz](#) from the publisher of *White Fragility: Why It's So Hard for White People to Talk about Racism*, Robin DiAngelo, PhD, to see if you exhibit “White Fragility” traits. Want to dive in further? Read a [short article by Dr. DiAngelo](#) that unpacks how we continue to reproduce racist outcomes and live segregated lives.

**OPTION 2:** Review this list of [28 common racist attitudes](#) and behaviors that indicate a detour or wrong turn into white guilt, denial, or defensiveness.

**OPTION 3:** Listen to Scene On Radio's podcast series [Seeing White](#) which aims to discuss racism by looking into the history of how the concept of ‘whiteness’ came to be.

**OPTION 4:** Watch [Confronting ‘intergroup anxiety’: Can you try too hard to be fair?](#) as it explores why we may get tongue tied and blunder when we encounter people from groups unfamiliar to us.

**Share the podcast *Seeing White*** on social media using the hashtags [#unitedforequity](#), [#equitychampions](#), and [#CREquitychallenge](#) to inspire friends, family, and colleagues to explore and reflect on the concept of “whiteness.”

### Questions to Consider for Self-Reflection:

- What are your previous experiences discussing race and racism?
- What thoughts and feelings came up for you during today's challenge?
- How do you view your role in talking about race and racism with your family? With your friends? With your co-workers? With your community?