

21 DAY EQUITY CHALLENGE

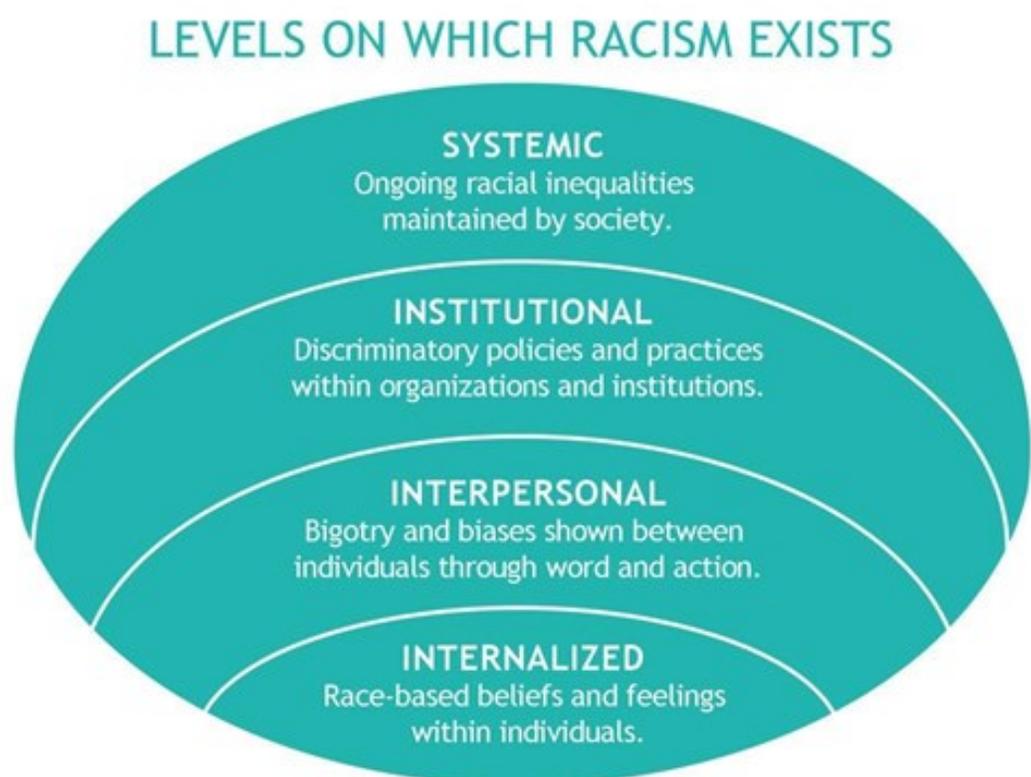
#UNITEDFOREQUITY — #CREQUITYCHALLENGE

“Americans believe in the reality of ‘race’ as a defined, indubitable feature of the natural world. Racism—the need to ascribe bone-deep features to people and then humiliate, reduce, and destroy them—invariably follows from this inalterable condition. In this way, racism is rendered as the innocent daughter of Mother Nature, and one is left to deplore the Middle Passage or Trail of Tears the way one deplores an earthquake, a tornado, or any other phenomenon that can be cast as beyond the handiwork of men. But race is the child of racism, not the father.” - [Ta-Nehisi Coates](#)

DAY 6: Levels of Racism

As our first week comes to an end, we hope you have taken the opportunity to look inside yourself and expand your mind through the different challenges offered. As we move into week two, prepare to shift your focus from the personal reflection that we have been exploring to a broader view of racial equity and social justice.

Are you seeing and addressing how racism operates at different levels? [Dr. Camara Jones](#), Senior Fellow at the Morehouse School of Medicine, 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. The graphic below illustrates all [the domains in which racism operates](#).



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Today's Challenge:

OPTION 1: Watch Dr. Jones' TED talk on the ["Allegories on Race and Racism"](#) where she shares four short stories to help us understand privilege and racism.

OPTION 2: Read a [blog post by Cynthia Silva Parker](#), which gives an overview of four levels of racism and the need for a systemic approach to seeing and addressing oppression.

OPTION 3: Check out this [short video from Race Forward](#) about the levels and the importance of looking at systemic, not simply individual, racism.

OPTION 4: Review the [Talking About Race Toolkit](#) from the Center for Social Inclusion because how we talk about race matters and impacts our ability to work against systemic inequities.

Send to at least three friends a link or a graphic regarding the levels of racism.

Use the hashtags [#unitedforequity](#), [#equitychampions](#), and [#CREquitychallenge](#) when sharing on social media!

Questions to Consider for Self-Reflection:

- Identify a feeling you had while interacting with one of the resources today. What does the feeling tell you about your own internalized racist belief(s)? Can you track the impact of that belief on the following levels: Interpersonal, Institutional, and Systemic?
- How have you noticed different levels of racism at the institutions to which you belong?
- Where are three places that you see systemic racism in the communities around you? Consider talking about these with a friend, family member, or colleagues,