



Arts and Sciences

Collaborative on Race 21-Day Racial Equity Challenge

Day	What I Read	What I Watched/ Heard	My Notes	My Reflections	Actions I Will Take
1	"How do I think?"	"Test your Awareness" video	You don't see things you aren't looking for	I've seen many videos like this and am consistently surprised. As a white woman, it is easy to look the other way at racial injustice, but "easy" doesn't mean "right"	Keep my eyes open; look for things I might not have in the past
2	"What makes me me?"	"Intersectionality" video	My race, class, gender and sexual orientation don't have negative stereotypes attached to them, which is more than many other people can say	Ask more questions: I see the sexism, but do I see the classism? While we are questioning the military industrial complex, we don't we question the prison industrial complex too?	Understand that everyone has intersecting identities, just like I do
3	"How much do you know about the creation of race?"	"The Origin of Race in the USA," "The Myth of Race, Debunked in 3 Minutes"	Slavery is a product of capitalism; just as settlers catalogued and ranked flora and fauna, they did with humans too; racial categories are social constructs	In the medical field, "race" is often substituted for "environment," "genetics," "socioeconomic status" and "access to healthcare," so it acts like a scapegoat, making someone feel that a circumstance is inherently part of them rather than influenced by other factors; feels like white institutions avoiding responsibility	Question institutions and why they operate in a certain way; pay attention to definitions of race categories and how they change
4	"Interrogating Whiteness," "The Invisible Whiteness of Being: Whiteness, White Supremacy, White Privilege, and Racism"	"The History of Whiteness"	Whiteness was created by colonialists because they realized they were outnumbered by Black people and poor white people; rich people got poor people to fight for the confederacy by saying if Black people became free, they'd take their jobs, but they already had their jobs because slaves were free labor; Whiteness must be made visible for it to stop being equated with normalcy and therefore, superiority	Living in the South, I've always been taught that the confederacy wasn't necessarily about racism. While racism was present, there were other factors like the economy which validated the confederacy. Now, I see that I might have been taught wrong (history being whitewashed) to cover up the old South's true racist nature.	Question history, work to change people's view of "white" being "normal"
5	"Don't believe everything you think"	"Implicit Bias: Peanut Butter, Jelly and Racism"	Just as peanut butter is equated with jelly from our childhood, Black men are equated with violent crime from media	When I took the Implicit Association Test for race, my result was an implicit preference towards white people. It didn't necessarily	Work on balancing my implicit bias

			images, news images, conversations and education	surprise me because I've been surrounded by white people (family, education, region) and influenced by them for my whole life, but it is still discouraging because I think of myself as a progressive thinker. I realize that implicit bias isn't necessarily my fault, but it is something that is difficult to balance	
6	"Anti-Black Racism"	"John A. Powell on Anti-Black State Violence"	Two biggest wars in US and South Africa were all about who belongs; Brazil held pigmentocracy; "money whitens" -- the more money you had the "whiter" you became (higher status)	When we learn about slavery, we are not learning about native populations or African history, but we are learning about ourselves; "whiteness" is about anti-blackness, "whiteness" wasn't made until we formed "blackness;" we must form a reconstruction of "whiteness" because now, it just means "not black"	Understand that when I hear anti-black state violence on the news, I am learning more about "whiteness" than "blackness"
7	"Rest and Reflect"	n/a	Patterns of injustice are maintained through daily habits and actions	The change we want to see in the world requires a radical shift in our relationships to one another	Work daily to improve my biases and assumptions
8	"Systems and Structures," "Rosa"	"Systemic Racism Explained," "Segregated by Design"	Segregation wasn't an accident; slums created by forced concentration of people; real estate agents would hire Black women to push carriages through white neighborhoods so they would move and get their property under value; government would build highways etc. over Black neighborhoods	It is shocking how institutions and people of power would take almost everything from Black people, and then blame them and take them to court; it was very clear, planned and intentional, and it makes me wonder how it happened for so long; segregation impedes intergenerational mobility (less chance to change class if they live in segregated neighborhoods than if they live in integrated ones)	Accept responsibility of my ancestors to fix the products of segregation
10	"White Privilege"	"White Bred," "What is Privilege"	Most power systems in America are led by white people; white people also need to be liberated from white supremacy (the mindset) or collective humanity might not survive the way we function now	I've done the privilege exercise before and for most aspects of life, I have been very privileged; it is easy to complain about the privilege we don't have, but hard to recognize what we do have; sometimes we want to justify our privilege -- "oh but no I worked hard for that" -- but ultimately privilege is a part of that	Recognize my privilege
11	"Ten Things You Don't Know About Native Americans," "Native Land Map"	"The Invention of Thanksgiving"	Native Americans consider their identity more a political one than a racial one, they share the same relationships to the government but are different nations; native tribes aren't a unanimous culture; land is more than property to natives, but tied to religion, economics and identity;	Genocide can be physical or cultural; colonialism is an ongoing system, not an isolated event; thanksgiving should be about coming to the truth of our past; "thanksgiving says however imperfect we are remembering Indians, we are remembering Indians" which is so wrong	Practice Thanksgiving differently by choosing a different tribe each holiday to research and celebrate

			Hitler inspired the concentration camps of the American genocide of natives; the Congaree tribe lived in present-day Columbia; the Skarueh/Tuscarora lived in present-day Raleigh		
12	“Interpersonal Racism,” “Interrupting and Dismantling Racism: Our Role and Responsibility as White Allies to Create Racial Justice,” “21 Racial Microaggressions You Hear on a Daily Basis”	“Cultural Appropriation: My Culture is not a Costume”	Microaggressions are often performed by well-intended white people unaware of their impact; “The limited representation of race in your classroom doesn’t make me the voice of all Black people;” wearing a culture on Halloween “others” them because it is a day to celebrate the unordinary or scary	Though I don’t remember who these behaviors were aimed at, I have engaged in microaggressions like talking over others and dominating the conversation; I need to watch my personality traits of individualism, perfectionism and general sense of urgency so I don’t undermine my peers, especially People of Color	Pay attention to and correct the subtle racist actions and speech that I interact with
13	“Characteristics of White Supremacy Culture,” “Explainer: What Is Systemic Racism and Institutional Racism?”	n/a	Systemic racism works at the societal level rather than in one-on-one interactions, includes laws, education, hiring practices and access	People may not see themselves as racist, but they still benefit from the systems that privilege white people	Acknowledge the social structures that I benefit from and educate others about them
14	“Structural Racism and the Wealth Gap,” “Systemic Inequality, not \$200 Air Jordans, Suppresses Black Wealth,” “How This Crazy Rich Asian Fight Wealth Inequality and the Model Minority Myth”	“What is Systemic Racism? – Wealth Gap”	Higher spending by Black people is a result of “status signaling,” proving that they are not inferior; “you have to be twice as good to get half as much;” racial capitalism asks, “why can’t all other ‘minorities’ be like Asians?” because there can’t be a “good” minority without there being a “bad” and “lazy” minority; the economic division in the Asian-American community is at an all-time high	“Crazy Rich Asians” falsely asserts that wealth accumulation and outspending white people is an effective way to challenge racism	Work on my prejudices of Asian-Americans, understanding that economic division and the wealth gap exists in all racial communities
15	“Racial Housing Discrimination”	“Race: The Power of an Illusion – the House we Live in,” “Housing Accommodations”	The American dream became Suburbia; one or two non-white families could undermine value of suburbs so Black people were denied buying houses; they were allowed to rent but you don’t gain equity by paying rent; public policy decisions polarized whites and Blacks	Race has played a part in nearly every aspect of society, including real estate	Support the Fair Housing Act and Affordable Housing Act
16	“How Racism Affects Us All”	“Jonathan Metzger Discusses ‘Dying of Whiteness’ on MSNBC”	Political policies supported by the white middle class actually hurts them because they are racist, like blocking the Affordable Care Act even if	This is about policies, not people; idea that “we need to protect what’s ours;” people need to talk about white racial tensions	Educate people with facts rather than opinion

			someone needs it because they don't want their taxes going to "Mexicans;" white working-class lifespans are actually shortened under these policies		
17	"Reparations"	"The History of Reparations"	Other communities are given reparations, like the Japanese for internment camps during WWII (20k and an apology to 80k people); reparations also come by telling the truth	Reparations are possible, should be common; reparations can happen after everyone involved has died	Support reparations
18	"Allyship"	"Getting Called Out: How to Apologize;" "Netflix Culture: Allyship;" "5 Tips for Being an Ally"	As an ally, there is much to learn and unlearn, and you should be willing to own this fact rather than fear of being called a racist; two parts of a good apology: acknowledge what I did wrong and make a commitment to change; "ally" is not a title, but an action; ally is not a self-proclaimed identity	I think I was always afraid to be a vocal ally because I was worried that I'd say something wrong and make things worse, but this is a necessary part of being an ally – maybe being wrong, learning and owning the mistakes I've made	Make a list of the privileges I have; work to live a life of allyship
19	"The Next Generation," "8 Tips for Talking to Your Child About Racial Injustice"	n/a	Children as young as 3 years old notice skin color and even prefer skin colors that match their own; they can even show desire for those not like them to be punished	This conversation needs to happen sooner than later in life, starting at childhood	With my children, introduce the conversation of race through children's literature
20	"Reflection Day"	n/a	Diversity – inviting everyone to the party; Inclusion – inviting everyone to dance	Today, I participated in Kappa Kappa Gamma's harm-prevention programming event on diversity and inclusion, where I learned about actions my sorority can take to promote equity	Engage in the Diversity, Equity and Inclusion Committee of Kappa Kappa Gamma
21	"Challenge Completed"	n/a	n/a	Over these past three weeks, I have learned so much. I have learned about race as a social construct, redlining, privilege, allyship and why this is such an important issue today, even though slavery ended over 100 years ago. Most importantly, I learned how to be an advocate and how to put allyship into action, even when I still have learning to do. My entire life will be a learning process, but that shouldn't discourage me from making a difference now. I feel that I have the tools to make this world a better place, so now it's time to use them.	Continue learning and practice active allyship