

21  
DAY



## DAY 16: OPPORTUNITIES AHEAD

Throughout this Racial Equity Challenge, we are examining our history of racial inequity, and ways we continue to face significant issues of inequity today. What we do next with this information is up to each of us. For the next few days, we will focus on the future, and the opportunities ahead of us as individuals and a community committed to equity.

We can start by talking about, expressing, and sharing our experiences. It cannot be said enough that racism and discrimination begin to take shape in childhood, and therefore it is important to talk early and often with kids about race. This helps children understand, respect, and appreciate differences between people, and helps them speak up when they see something unfair or unjust.

Talking about race and racism can be uncomfortable, and mistakes will be made. One resource compares it to brushing and flossing teeth—look at your reflection, commit to regular practice, and do something that is good for your own health and the health of our community.

Finally, work to reframe how you define yourself and others, not by challenges but by strengths, positive assets, and aspirations. The labels we often assign to people may not be how they see themselves. We perpetuate the problem when we define others by challenges instead of opportunities.

Check out the resources below for helpful information and tools to move forward.

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## LEARN

**Option 1:** Read [Hey, you got a little racism stuck in your teeth](#)

**Option 2:** Read [Talking to Kids About Race and Racism](#)

**Option 3:** Watch [Define People By Their Aspirations, Not Their Challenges](#)

*The 21-Day Racial Equity Challenge does not support nor endorse any advertisements associated with the above content.*

## REFLECT AND TAKE ACTION

### Questions to Consider for Self-Reflection:

- How do you distinguish between equity and equality? What does this look like in your workplace or school?
- How can we rethink the questions we ask during professional development, team collaboration, and organization-wide learning to help encourage one another to look through an equity lens?

### Share What You Learned:

Use the images below to share that you learned about race and equity today, and be sure to include #ROCequity.



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[Teaching kids early on to talk about race] helps them to **understand, respect, and appreciate the differences between people.** They can see when things in their world seem unjust or unfair — and can do something about it.

- Kids Health

21 DAY RACIAL EQUITY CHALLENGE

This graphic features a light green background with a dark blue border. At the top center is a large pink quotation mark. Below it is a quote in black text. At the bottom left, there is a small green box with '21 DAY' in white, followed by 'RACIAL EQUITY CHALLENGE' in white. At the bottom right, there are colorful silhouettes of diverse people.



I'm taking the

21 DAY

RACIAL EQUITY CHALLENGE

OCTOBER 23 - NOVEMBER 20  
ROCequitychallenge.org

This poster has a dark blue background. At the top, it says 'I'm taking the' in white. Below that is a green box with '21 DAY' in white. The main title 'RACIAL EQUITY CHALLENGE' is in large white letters. Underneath, the dates 'OCTOBER 23 - NOVEMBER 20' and the website 'ROCequitychallenge.org' are in green. At the bottom, there are colorful silhouettes of diverse people.