

21
DAY

RACIAL EQUITY CHALLENGE

DAY 1: RACE AND EQUITY

Welcome to Day 1 of our community's 21-Day Racial Equity Challenge! Together, thousands of local people are working to develop a deeper understanding of race, equity, and our collective role in improving our community.

To help set the stage, let's look at a few common terms and develop a mutual understanding of [diversity, inclusion, and equity](#):

- **Diversity** – Welcoming differences of race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitment, age, (dis)ability status, and political perspective.
- **Inclusion** – A commitment to ensuring that differences are welcomed, every person feels a sense of belonging, and everyone's voice is valued and heard.
- **Equity** – A commitment to fair and impartial opportunities for all, often through actively challenging and responding to bias, harassment, and discrimination.

RACIAL EQUITY

This Challenge is focused on *racial equity*. The Center for Social Inclusion defines racial equity as an outcome and a process. We are striving toward the outcome of everyone having what they need to thrive, regardless of their race or where they live. The process of equity requires breaking down beliefs, systems, policies, and practices that support systemic racism and racial inequity.

You may have heard the idea that race is a “social construct”. What does this mean? Race is not defined by genetics or DNA, instead society plays a major role in shaping our views of race and racial identity. With this comes social, economic, and political implications that have contributed to racial inequity in the United States for hundreds of years.

DID YOU KNOW...

"The gaps between racial and ethnic groups are **greater in the Rochester region than in the United States or New York State as a whole**. This is not a city-suburb comparison. The nine-county area includes four cities, expansive suburban areas, numerous villages, and significant rural areas."

LEARN

Option 1: Read "[Race and Multiracial Americans in the U.S. Census](#)" from the Pew Research Center

Option 2: Read "[What is Racial Equity](#)" from the Center for Social Inclusion

Option 3: Watch "[The Myth of Race: Debunked in 3 Minutes](#)" from Jenée Desmond Harris at Vox

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:

- When did I first become aware of my racial identity?
- How does my race impact me on a day-to-day basis?

Share What You Learned:

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

