## DAY 20: A RACIAL EQUITY LENS

One key element of the Racial Equity Challenge is to build the awareness, skill, and will to *challenge*. Challenge distorted history, stereotypes, implicit biases, single stories, and the continued use of discriminatory practices that prevent progress.

This also means challenging our own ideas, perceptions, and understandings by actively experiencing things through a racial equity lens, and resetting our programming to see all people as individuals rather than members of a certain group that we have (consciously or unconsciously) affixed with labels and expectations.

Dr. Eddie Moore, Jr., racial equity educator, author and co-founder of the 21-Day Racial Equity Habit Building Challenge, recommends changing what you notice. Next time you're with family, in your workplace or out in the world, pay attention to:

- Who are your ten closest friends? What is the racial mix in this group?
- How much time each day you are with people of your own racial identity?
- What are the last five books you read or shows you watched? What is the racial mix of the authors, characters or actors?

Check out the resources and self-reflection below to develop a stronger understanding of this issue, consider new ways to see life through a racial equity lens, and move toward building a racial equity culture at your work and in your personal life.

## LEARN

**Option 1:** Read Moving Beyond Diversity Toward Racial Equity

**Option 2:** Read Do Your Employees Know Why You Believe in Racial Equity?

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## REFLECT AND TAKE ACTION

**Questions to Consider for Self-Reflection:**
- What stereotypes, perceptions or understandings do you hold that you would like to challenge?
- How can diverse communities and leaders be engaged from the outset so they have a real opportunity to shape racial equity solutions and strategies?

**Share What You Learned:**
Use the images below to share that you learned about race and equity today, and be sure to include #ROCequity.