

21  
DAY

# RACIAL EQUITY CHALLENGE

## DAY 19: THE RACIAL EQUITY CHANGE PROCESS

We must continue to challenge ourselves to do more, to increase our awareness of injustice, and to actively step up to build equity in our networks and communities. This Challenge has offered tools and resources to advance racial equity. Where you put your time and effort in this work is up to you.

Change begins with each individual, and grows with intention and activism through networks, organizations, practices, and policies that advocate for inclusion and equity for all. Listening matters. Data matters. Representation matters. Actions matter.

We are in this together, and together we can make a difference. What do you plan to do next?

### DID YOU KNOW...

In the human services nonprofit sector in the U.S., 90% of CEOs and 90% of Board of Director Chairs are white. Board make-up impacts how it functions and the decisions it makes. Inclusive, representative Board and staffing can advance policies and decisions that support a racially equitable business and culture.

-[Leading with Intent BoardSource Index](#)

## LEARN

**Option 1:** Read [Anti-Racism Defined](#)

**Option 2:** Read [Building a Race Equity Culture](#)

**Option 3:** Watch [Inclusion Starts with I](#)

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:

- What one small shift can you do to strive to be more anti-racist?
- How do you think policies can be hidden or difficult to see in operation?

### Local Ways to Get Involved:

- [Take the YWCA Pledge](#) to Join the Until Justice Just Is Movement
- Learn more about United Way's annual [Leadership Development Programs](#)
- Check out [BoardStrong](#) is a digital matching and e-learning program that builds strong, effective, and diverse Boards of Directors to serve our local community.

### 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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**Inclusion** promotes belonging, purpose, and wellbeing.

**Diversity** ignites creativity, problem solving, and innovation.

#InclusionStartsWithI

- Accenture

21 DAY RACIAL EQUITY CHALLENGE



I'm taking the

21 DAY

**RACIAL EQUITY CHALLENGE**

OCTOBER 23 - NOVEMBER 20  
[ROCequitychallenge.org](https://ROCequitychallenge.org)

