

21
DAY

RACIAL EQUITY CHALLENGE

DAY 2: EXPLORING BIAS

Today we're starting by looking inside, because we know that is where change starts. Knowing more about ourselves makes it possible to learn, grow, explore, and act.

What does race mean to you? More specifically, what does YOUR race mean to you? While many people are intimately aware of their racial identity, others may still be learning about what racial identity means for themselves and their perceived place in society.

On Day 1 we talked about race as a social construct. (Remember, you can always check back at www.ROCEquityChallenge.org for previous Challenge info.) Let's take another look at how racial identity is shaped by society in the article below.

When we know more about ourselves, we can be more aware of others and open to their experiences. Learning about our own implicit biases—the positive and negative attitudes, stereotypes, and feelings we have about people and groups that are different than ourselves—is an important part of this Challenge.

Often the biases that we hold, even those that are unconscious, may cause us to act in ways that are offensive and discriminatory to others. Exploring our own implicit bias is key to moving toward equity. Check out the video below, and consider the self-reflection and action steps to move forward.

LEARN

Option 1: Read [Race and Racial Identity Are Social Constructs](#) by Angela Onwuachi-Willig

Option 2: Watch one minute video [“We All Have Bias”](#) with john a. powell

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REFLECT AND TAKE ACTION

Questions to Consider for Self-Reflection:

- What messages did you learn about race from your family, school, or friends?
- How might awareness of your implicit bias affect your future actions and decisions?

Ways to Get Involved:

- Take the [Project Implicit Bias Test](#) from Harvard University (select Race after agreeing to terms)
- Complete the [Cultural Competence Self-Assessment Checklist](#)

Share What You Learned:

