

## *Greenville 21-Day Racial Equity Challenge*

The Challenge offers participants a self-guided learning journey to examining the history and impacts of racism and inequities. The point of the Racial Equity Challenge is not simply to spread but also deepen the commitment to racial equity.

**Facilitator Note:** Please make sure you review the Facilitator Guide as it has information to support you in your role as a facilitator.

**Acknowledgment:** This content was compiled from the Food Solutions New England 21-Day Racial Equity Challenge and the United Way of Washtenaw County 21 Day Challenge.

### *Pre-Work*

**Acknowledgment:** The pre-work was adapted from Food Solutions New England

#### **Familiarize Yourself with the Feelings Wheel**

[The Feelings Wheel](#) is a tool to track your “internal weather” throughout the Challenge. Feelings are data and tell us a story and information about what is happening in our brain. They can tell us important things about ourselves, which pulls us forward into conversations and work for racial equity and what pushes us away. And developing a facility with naming feelings can be the work of liberation and stepping out of white dominant professional/cultural norms that minimize feelings. Additionally, naming our feelings activates our brain’s braking system - this means that naming our emotions can allow us to better control our stress and increase our control over our emotions and feelings.

#### **Set Some Intentions for Yourself**

What brings you to the Challenge? Where do you want to be by the end of the challenge in your understanding of and commitment/capacity to address racism? To help you answer this question, you may want to take a few moments to get quiet, perhaps close your eyes, take a few breaths and ask yourself what would you most want to come from your participation in this year’s Challenge. What do you want for yourself? What do you want for others to whom you are connected and with whom you may be interacting over the course of and after Challenge? And what are you willing and able to give to this year’s Challenge in terms of time and commitment so that you get the most out of it?

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## Day 1: *Racial Identity Formation*

*“Not seeing race does little to deconstruct racist structures or materially improve the conditions which people of colour are subject to daily. In order to dismantle unjust, racist structures, we must see race. We must see who benefits from their race, who is disproportionately impacted by negative stereotypes about their race, and to who power and privilege is bestowed upon – earned or not – because of their race, their class, and their gender. Seeing race is essential to changing the system.” - Reni Eddo-Lodge*

We cannot cease in confronting our country's history and relationship to identity. It is time for us to take a closer look at the inequities that are deeply rooted in our systems and institutions and work together to create an America where every individual has the opportunity to succeed, regardless of race, gender, sexuality, religion, and identity. Over the next 21 days, we will explore difficult topics, like structural racism, segregation, and privilege, to open up dialogue on how we can be champions of equity in our personal and professional lives.

### *Today's Challenge:*

- Watch one or more of the [short videos and reflections from the New York Times](#) on racial identity in America,
- Listen to this short 3-minute segment on “[Why All Parents Should Talk to Their Kids About Social Identity](#)” (the transcript is provided as well).
- *Bonus for parents:* Watch the [Town Hall by CNN and Sesame Street](#) about race in America with your children.

### *Reflection:*

Journal about your own racial identity. You might consider:

- When did you first become aware of your racial identity?
- What messages did you learn about race from your school and family? Did they align with what you've seen in your life?
- When has how others perceived your racial identity affected how they treat you?

## Day 2: *Understanding and Reflecting on Our Bias*

“Worse than being less than you, is if you are perceived as a threat” - [john a. powell](#)

[We all have biases](#) - it is a function of the brain. Our brain sorts information into categories both to keep us safe and to help sort through the level of external stimuli we receive each day. For many of us, though, those biases are completely unconscious and are activated involuntarily.

Research shows that years of structural and cultural constructs have deeply embedded stereotypes into our culture, and consequently into our own subconscious. For example, [according to a recent study](#), companies are more than twice as likely to call minority applicants for interviews if they submit “whitened” resumes than candidates who reveal their race.

But, [research also shows](#) that we can actively rewire these neural associations by being more intentional about acknowledging our biases. Today’s focus is on personal reflection - taking the time to uncover some of our own biases and reflecting on how we take control of these unconscious constructs.

### *Today’s Challenge:*

- Take [Project Implicit's Hidden Bias tests](#), created by psychologists at top universities, to uncover some of your own unconscious biases. Remember, having biases doesn’t make you a bad person—it only makes you human. *TIP: Proceed as a guest to access their library of tests and find out your implicit associations about race, gender, sexual orientation, skin tone, and other topics.*
- Watch [Verna Myers’ TED talk](#) about unconscious bias entitled “How to overcome your biases? Walk boldly towards them.”

### *Reflection:*

Journal about your own biases. You might consider:

- What are your thoughts about unconscious bias?
- Do you have an idea of what your bias(es) might be?
- How do you think bias has impacted your decision making in the past? What do you think you can do moving forward to help decrease making biased-based decisions?

## Day 3: *What is Privilege?*

“Positive affirmations of whiteness are so widespread that the average white person doesn’t even notice them” - [Renni Eddo-Lodge](#)

Privilege is the unearned social, political, economic, and psychological benefits of membership in a group that has institutional and structural power ([source](#)). There are many types of privilege that different groups have in the US. We commonly hear about privilege because of race or gender, but privilege also exists for different groups based on religion, sexuality, ability, class, education level. Read more about [5 common types of privilege](#). Having privilege can give you advantages in life, but having privilege is not a guarantee of success.

### *Today’s Challenge:*

- Take this eye-opening [privilege self-assessment](#) by BuzzFeed to discover where you are on the spectrum.
- Watch this short, powerful BuzzFeed [video featuring a privilege walk](#). See how privilege shows up differently for this group of co-workers. *Note: this video may be triggering for some people of color.*
- Watch this short [video from Robin DiAngelo and Ibram X. Kendi](#), both bestselling authors about issues of race, as they discuss privilege, why it persists and how it impacts African Americans.

### *Reflection:*

Journal about your own privilege. You might consider:

- What are your thoughts about privilege?
- What did you think while you were completing the self-assessment? Did it change how you viewed the concept of privilege?
- How do you think privilege impacts your life? What about the lives of those you serve?

## *Day 4: Talking About Race Is Challenging for Some. Here's Why.*

Have you heard of the term “White Fragility”? For white people, “White Fragility” refers to their discomfort and avoidance of racially charged stress, which perpetuates racial inequity. Many people of color, multiracial, and Indigenous people are familiar with this concept, but may not be familiar with the term.

[Dr. Robin DiAngelo](#) describes white fragility as a state of being for white people in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves can include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors shut down conversations, and inhibit actions which, in turn, function to reinstate white racial equilibrium.

### *Today's Challenge:*

- [Take a quick quiz](#) from the publisher of “White Fragility: Why It's So Hard for White People to Talk about Racism,” Robin DiAngelo, PhD, to see if you exhibit “White Fragility” traits. *Want to dive in further? Read a [short article by Dr. DiAngelo](#) that unpacks how we continue to reproduce racist outcomes and live segregated lives.*
- Review this list of [28 common racist attitudes](#) and behaviors that indicate a detour or wrong turn into white guilt, denial or defensiveness.

### *Reflection:*

Journal about white fragility and why it is challenging to talk about race. You might consider:

- Has it been challenging for you to talk about race? Think about a specific time - why do you think it was challenging? What feelings came up for you? How did you navigate the conversation?
- How can you make these conversations easier to have? Do you think it is important to have these conversations? Why or why not?
- How can you facilitate having these conversations in your circles or organization?

## *Day 5: The Impact of Racial Trauma on Black, Indigenous and other People of Color*

*“It took many years of vomiting up all the filth I’d been taught about myself, and half-believed, before I was able to walk on the earth as though I had a right to be here.” - [James Baldwin](#)*

On October 12, 2019, [Atatiana Jefferson](#), a black woman, was murdered by a police officer in her home and in front of her nephew, while playing video games with him. A welfare check up, requested by her Black neighbor, was the impetus for the call to police. Weeks after her death, her father died of a massive heart attack.

Whether you agree or disagree with the actions of the responding police officer, news like this is traumatizing and re-traumatizing to people of color. It is like a wound that never heals. Research has linked racism to psychological distress, physical health problems, depression, anxiety, and trauma. The internalization of bias and oppression can cause great distress to minds, bodies, and spirits.

As Dr. Monnica Williams of the University of Connecticut has written: “What we really need is a large-scale shift in our social consciousness to understand the toll this takes on the psyche of victims so that even small acts of racism become unacceptable. We need those who witness racism to speak out and victims to be believed”.

### *Challenge:*

- Read this [short article by Dr. Williams](#) to better understand the effects that racism can have on your mental health.
- Read this list of [8 ways to practice self-care](#) to support you and your loved ones when you are personally affected by racism.
- Read this blog from Greenville’s own Alrinthea Carter entitled “[Daily Itinerary of your Black Friend this Week](#)”.

### *Reflection:*

Journal about the impact of trauma on Black, Indigenous, and other People of Color. You might consider:

- Regardless of your race, what does it feel like to think about issues regarding racial inequity for you?

- How can you consider the impact of trauma on your work? Do you think any of your program participants/clients experience this trauma?



## Day 6: Levels of Racism

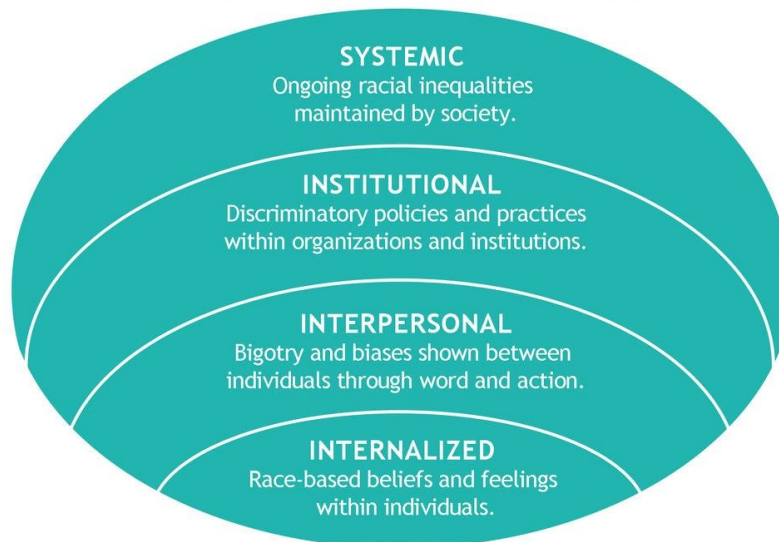
*“Americans believe in the reality of ‘race’ as a defined, indubitable feature of the natural world. Racism—the need to ascribe bone-deep features to people and then humiliate, reduce, and destroy them—inevitably follows from this inalterable condition. In this way, racism is rendered as the innocent daughter of Mother Nature, and one is left to deplore the Middle Passage or Trail of Tears the way one deplores an earthquake, a tornado, or any other phenomenon that can be cast as beyond the handiwork of men. But race is the child of racism, not the father.” -*

[Ta-Nehisi Coates](#)

As our first week comes to an end, we hope you have taken the opportunity to look inside yourself and expand your mind through the different challenges offered. As we move into week two, prepare to shift your focus from the personal reflection that we have been exploring to a broader view of racial equity and social justice.

Are you seeing and addressing how racism operates at different levels? [Dr. Camara Jones](#), Senior Fellow at the Morehouse School of Medicine, says that in order to address racism effectively, we have to understand how it operates at multiple levels. Often what people think of first and foremost is interpersonal racism. Only seeing this level means that we fail to see the full picture that keeps the system of racism in place. The graphic below illustrates all [the domains in which racism operates](#).

### LEVELS ON WHICH RACISM EXISTS



*Challenge:*

- Watch Dr. Jones' TED talk on the [“Allegories on Race and Racism”](#) where she shares four short stories to help us understand privilege and racism.
- Read this [article](#) about the impact of institutional racism versus individual racism.

*Reflection:*

Journal about the various levels of racism. You might consider:

- Think about the area(s) you work in - how does racism impact the systems you work with?
- Do you think your program participants/clients experience racism? How does that make you feel?

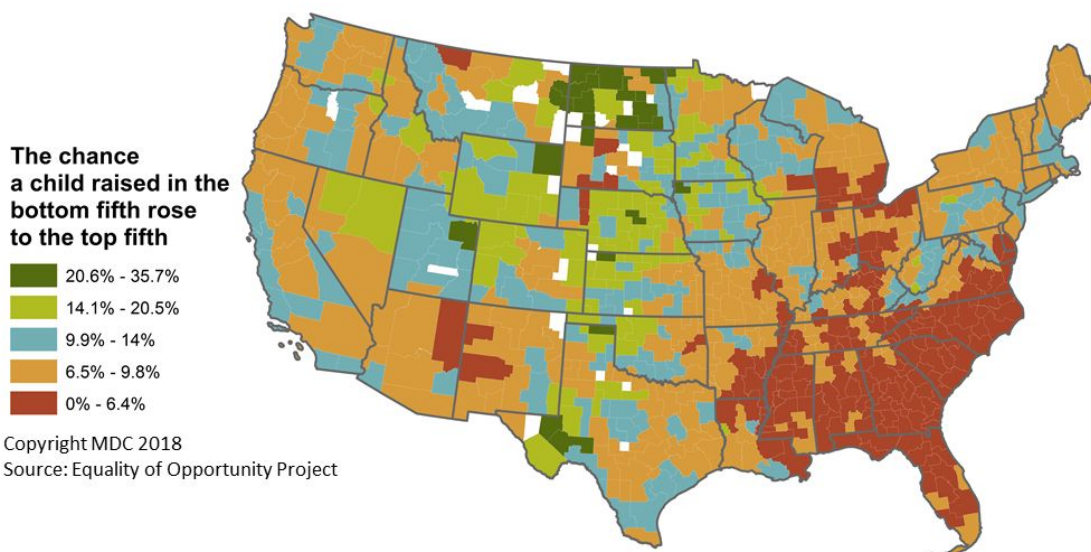
## Day 7: Opportunity in Greenville County

In Greenville County, over 55,000 residents are living in poverty. Poverty is concentrated in communities of color with 19% of black residents and 24% of Hispanic residents living in poverty compared to 9% of white residents. Approximately 16% of Greenville County children are food insecure and 51% of Greenville County students receive free or reduced lunch ([data from the United Way of Greenville County](#)).

According to data from [Children’s Trust of South Carolina](#), there are further discrepancies:

	Children who live in communities with income at or above 200% of poverty	Children who live in low-poverty areas (poverty <20%)
White	65%	74%
Hispanic/Latino	30%	58%
Black/African-American	29%	45%

Economic mobility is the ability of an individual, family or some other group to improve (or lower) their economic status—usually measured in income. It is the concept of the American Dream. The following map shows how hard it is to move up the income ladder in various parts of the country.



We know that where you live and where children are raised can have a strong influence on opportunity. In Greenville, children born in the bottom 20% of the income bracket have a 4.9% chance of moving to the top 20%. Black children born in the bottom 20% of the income bracket have a 2.6% chance of moving to the top 20%. Finally, black boys born in the bottom 20% of the income bracket have a 1.9% chance of moving to the top 20%. It is harder to move out of poverty if you are black or a black male in Greenville.

We also know that when these factors are combined with race, people of color are disproportionately impacted. Over the next few days, we will be exploring how race and other factors impact a person's housing, health, education, financial stability, and more.

*Challenge:*

- [More about economic mobility and Greenville](#). This article provides additional information about economic mobility in Greenville and the factors that make it challenging to move up the income ladder.
- Read this [NY Times article](#) debunking widely held beliefs about income inequality and exploring the disproportionate impact race has on black boys.

*Reflection:*

Journal about how the data and stories in today's challenge compare with the commonly told story that the United States is a land of opportunity. You might consider:

- When you think about the American Dream, what comes to mind? Prior to today, how easy did you think it was to achieve?
- Why do you think it is so challenging for our black neighbors to move out of poverty in Greenville?
- What do you think your organization can do to help improve opportunity in Greenville and for your program participants/clients?

## *Day 8: Segregation in Greenville*

Institutional Racism is defined as “the systematic distribution of resources, power and opportunity in our society to the benefit of people who are white and the exclusion of people of color.” -- [Solid Ground](#)

Present-day racism was built on a long history of racially distributed resources and ideas that shape our view of ourselves and others. It is a hierarchical system that comes with a broad range of policies and institutions that keep it in place. Policies shaped by institutional racism that enforce segregation include redlining, predatory lending, the exclusion of black veterans from the G.I. bill, and the forced segregation of neighborhoods by the Federal Housing Authority. As a result of institutional racism, racial stratification and inequities persist in employment, housing, education, healthcare, government, and other sectors. ([Source](#))

### *Challenge:*

- Why are cities still so segregated? Watch this [quick video where NPR’s Code Switch](#) looks at the factors contributing to modern-day segregation.
- The United Way of Greenville County & Furman’s 2017 [Focused Needs & Assets Assessment](#). This report focused on the ten neighborhoods that were chosen based on census data and because of their high poverty rates.
- Browse the [Equal Justice Initiative’s Segregation in America website](#).

### *Reflection:*

Journal about segregation. You might consider:

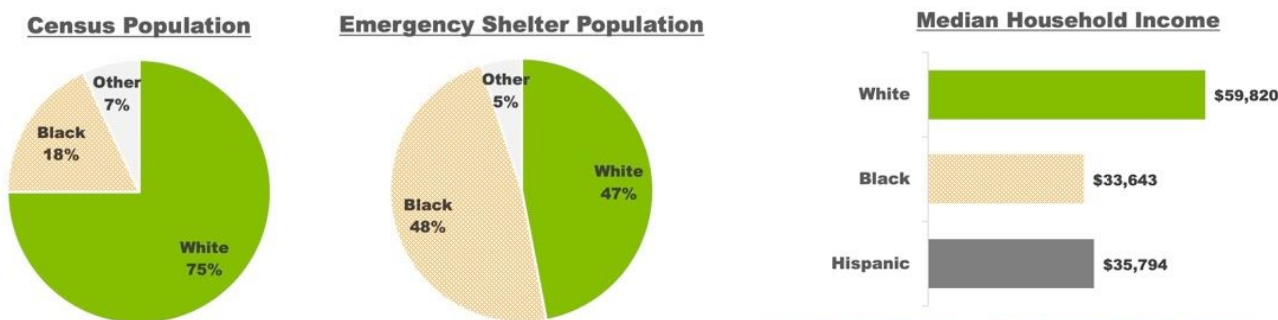
- How does it feel to know that Greenville and the US is still segregated?
- What do you think you or your organization can do to help Greenville be less segregated? Do you think it is important? Why or why not?

## Day 9: Housing Inequity in Greenville

You may be wondering what housing has to do with racial equity. The reality is that housing affordability and who experiences homelessness is largely influenced by our country’s history of racism, and Greenville County is no exception. According to the [Center for Global Policy Solutions](#), the homeownership rate for communities of color nationally is 25.8% lower than the homeownership rate for White families.

### Homelessness in Greenville

In 2018-2019, at least 3,633 men, women, and children experienced homelessness in our County. Of that number, 1,106 were school-aged children. Greenville County has 1,015 beds (emergency shelter, transitional and supportive housing) that are creating a pathway to exit homelessness. Also of note, our emergency shelters are geared towards men. We cite that because of federal funding streams and different definitions of homelessness, 90% of our children and their families do not have access to any resources to end their homelessness.



Data from 2019 SC State of Homelessness Report and 2013-2017 American Community Survey 5-Year Estimates, US Census Bureau

### Affordable Housing in Greenville

Affordability is defined as paying no more than 30% of gross household income. In 2018, a Greenville County study documented a 9,500-unit housing shortage exclusive of the City of Greenville for those earning \$25,000 or less a year.

### Challenge:

- Watch the short [Segregated by Design](#) video. ‘Segregated By Design’ examines the forgotten history of how our federal, state and local governments unconstitutionally segregated every major metropolitan area in America through law and policy.
- Review the [Report on Homelessness in Greenville County](#) report created by the Greenville Homeless Alliance last year.

- Read this [article](#) by Reveal News about a specific barrier to black homeownership - banks.

*Reflection:*

Journal about housing and homelessness. You might consider:

- What are some of the preconceived notions or biases you have towards people experiencing homelessness?
- Did you realize that black people are over-represented in emergency shelters? Did you realize the severity of the gap in housing? How do all of these things make you feel? What do you think causes this gap?
- If you are not working with an organization connected to housing, are any of your program participants/clients experiencing homelessness or have challenges regarding housing? Do you think you can have an impact on housing in Greenville? Why or why not?

## *Day 10: How Your Race Affects Your Health*

You may have heard about the wealth gap, but have you heard about the wealth-health gap? According to the NY Times 1619 Project, “[racial health disparities are foundational as democracy itself](#).” Socioeconomic status and institutional racism lead to disparities across living conditions, limit access to quality health care, and contribute to chronic stress. The factors lead to shorter life spans and a higher likelihood of adverse health outcomes for people living in poverty and people of color. The infant mortality rate for black babies is twice as high as the rate for white babies. A black woman with an advanced degree is more likely to lose her baby within the first year than a white woman with less than an eighth-grade education. <sup>1</sup>

Healthcare costs also make up a significant portion of a household’s annual budget, placing additional stress on families that may or may not have insurance and access to quality care. In Greenville, over 62,000 people under the age of 65 do not have health insurance. <sup>1</sup>

- Published in the journal, Nature, a recent study found that [millions of black people have been affected by racial bias in health-care algorithms used by many U.S. hospitals](#), resulting in black people being less likely than white people who were equally sick being referred to programs.
- A study by the American Bar Association notes that “[the poverty in which black people disproportionately live cannot account for the fact that black people are sicker and have shorter life spans than their white complements](#) . . . racial and ethnic minorities receive lower-quality health care than white people - even when insurance status, income, age, and severity of conditions are comparable.”

### *Challenge:*

- Watch [David. R Williams, a public health sociologist, on the TED stage](#) as he discusses why race and deep-rooted systemic racism have such a profound impact on health.
- Check out this [Fact Sheet from the American Psychological Association](#) exploring the compounding impact of socioeconomic status and race on health.
- Review the Robert Wood Johnson Foundation’s [race, racism and health webpage](#).

### *Reflection:*

Journal about race and health. You might consider:



- Think about your last interaction with the healthcare system. Did you feel seen, heard and valued by the clinical staff? What do you think it would feel like to have a different experience?
- How do you think this particular discrepancy impacts your program participants/clients?

<sup>1</sup> [United Way of Greenville County](#)

## *Day 11: What is Environmental Racism?*

Despite wanting the best for their families, people with limited means are often less geographically mobile and have fewer affordable choices when deciding where to live. This has led to residents with low incomes, and often also people of color, to live in areas with high rates of air and water pollution, such as in industrial areas, near highways, or in close proximity to toxic waste sites. Additionally, because people of color in poverty tend to have less power, their neighborhoods often become places where unsafe or unclean businesses are located.

### *Challenge:*

- Have you heard of environmental racism? [Watch this 3-minute video](#) on how numerous systemic issues contribute to differences in exposure to potentially harmful environmental conditions.
- Read [American Progress's article](#) about Communities of Color and Environmental Justice.
- Check out the [Principles of Environmental Justice](#) developed at the National People of Color Environmental Leadership Summit with help from [Dr. Dorceta E. Taylor](#), University of Michigan professor and Director of Diversity, Equity and Inclusion for The School for Environment and Sustainability.

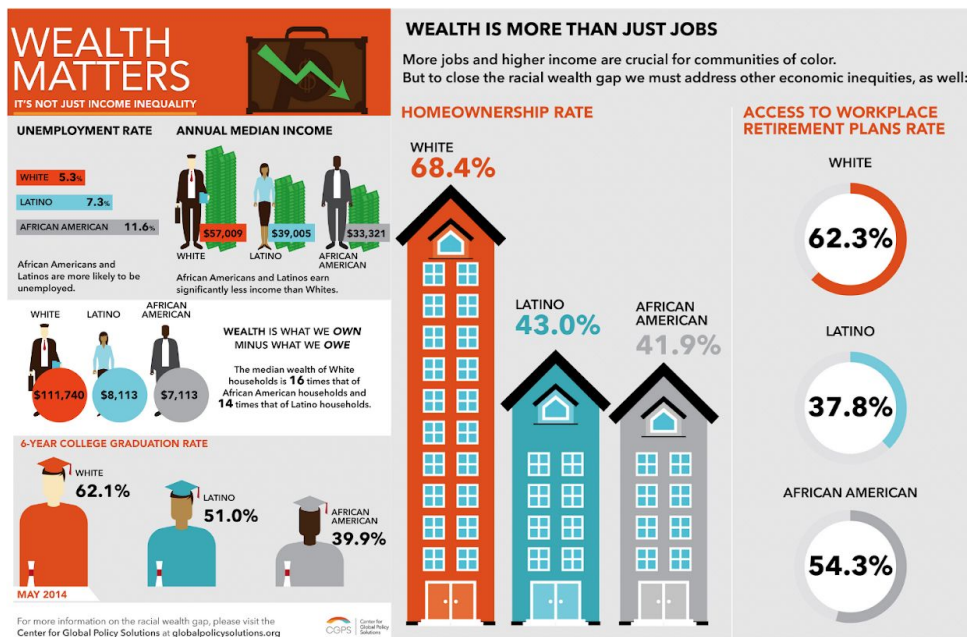
### *Reflection:*

Journal about environmental racism. You might consider:

- Think about your house and neighborhood - what images come to mind? Do you live in an area that is more or less safe or clean than other places in our area? How does it feel to have neighbors whose living experiences are potentially different and less safe?
- Do you have any program participants/clients who may be living in an area impacted by environmental racism? How do you think that impacts them and their day to day life?

## Day 12: The Racial Wealth Gap

In Greenville County, Black household income is 56% of white household income. This is worse than the state and U.S. averages, and the trend is not improving. The gap is wider in the City of Greenville. Furthermore, there is a persistent gender-based and race-based pay gap in Greenville County, with black males earning 51% of white males. Earned income for top-tier earners has increased over the past 30 years, while earned income for lower- and middle-class workers has declined. <sup>1</sup> As the [income gap](#) continues to grow in America, working households are struggling to meet their daily needs and find it difficult to build wealth through savings, investments, or homeownership.



### Challenge:

- Watch the first episode of [Netflix's Explained series](#) from Vox, dives into the Racial Wealth Gap. In just 15 minutes, it is able to break down an incredibly complex topic.
- Review the [Global Policy Solutions website](#). We recommend viewing the [Racial Wealth Gap within the African American Community Report](#).

### Reflection:

Journal on your and your family's experiences of work and money. You might consider:

- What career do you have? What did your parents have? Do you or they work in a historically segregated industry? If so, how was that segregation maintained? How does that affect your family's earning power?

<sup>1</sup> [United Way of Greenville County](#)

## *Day 13: Behind the Starting Line - Racialized Outcomes in Early Childhood*

*“We must acknowledge the broader diversity in and of the African American experience and celebrate that all Black children are born geniuses. Black students continue to pursue educational excellence despite the many unnecessary obstacles they face due to constructions and perceptions of race, class, gender, and sexual orientations in America”. - [David J. Johns](#)*

From infancy through high school, children's educational outcomes are dependent on the quality of their learning experience. Quality [early childhood education](#), in particular, has been shown to have a significant positive effect on future success, because brain circuits are developing actively then. In fact, 85% of the brain's development happens before a child enters kindergarten.

Social and emotional health are also key to children's development, and we know that poverty, trauma, and other [adverse childhood experiences \(ACES\)](#) can have sustained, negative impacts on children's ability to succeed. [Dr. Roy Wade](#) notes that “We see higher levels of childhood adversity among minority populations, but we need to acknowledge the role that historical inequities and disenfranchisement play in creating the environment in which such traumatic experiences are more likely to occur.”

### *Challenge:*

- Read [this article](#) on how ‘Education Inequality Starts Early’ for children in households with low incomes.
- Watch this [2-minute CBS News report](#) on how systemic racism persists in early childhood education, where black preschool students are disproportionately facing harsh punishments, like suspension.
- Read the [Institute for Child Success's article](#) on race & education entitled: The Failed Equalizer: Thoughts on Race and Education.

### *Reflection:*

Journal about early childhood education. You might consider:

- Do you think early childhood is an important time? Why or why not?
- How do you think decreasing the racial differences in early childhood education and experiences can help black children? How can it help white children and other students of color?

## *Day 14: Education & School-Aged Children*

Earlier this week, we explored how segregation persists in American communities. Our economically and racially divided neighborhoods are leading to inequitable educational environments and adverse academic outcomes for our youth. [Studies show that children from families with low incomes](#) enter high school with literacy skills 5 years behind and are over 4 times more likely to drop out than those from high-income families. Students of color, who are more likely to attend under-resourced schools than their white counterparts, suffer because of teachers working in under-resourced school environments and large class sizes, which when controlling for socioeconomic status, almost entirely explain [disparities in academic achievement](#) according to the Brookings Institute.

According to data from [Children’s Trust of South Carolina](#), there are stark differences regarding race and education:

	4th-grade students who scored at or above proficient in reading	8th-grade students who scored at or above proficient in math	Young adults ages 25-29 who have completed an associate’s degree or higher
White	46%	36%	42%
Hispanic/Latinx	21%	22%	15%
Black/African-American	15%	8%	23%

*Challenge:*

- Watch [Boston teacher Kandice Sumner on the TED stage](#) discuss the disparities she sees in her classroom every day because of segregation in our school systems.
- *If you have more time*, listen to the [This American Life two-part podcast special](#) on how integration is needed to close the achievement gap.

*Reflection:*

Journal on your own early childhood. You might consider:

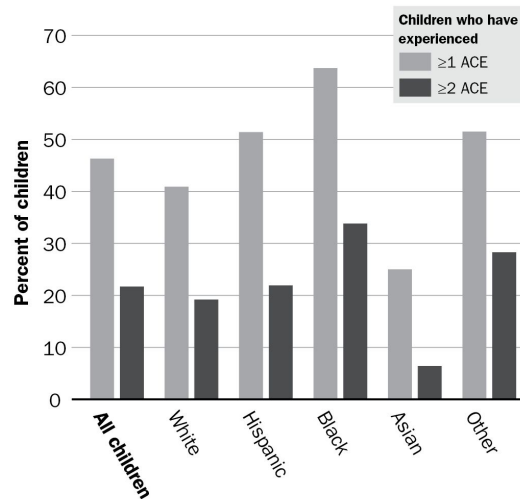
- Did you have teachers who looked like you? Did you have toys and books that looked like you? What messages were you taught about race? How did those messages compare to what you saw around you?

## Day 15: Adverse Childhood Experiences

In order for children to meet developmental milestones, learn, grow and lead productive lives, it is critical that they be healthy. Good social-emotional and mental health is a key component of children’s healthy development. Poverty, trauma and inadequate treatment are three factors that have been shown to have a sustained, negative impact on children’s social, emotional and mental health. We know that [ACEs disproportionately impact children of color](#). [Learn more about ACES in South Carolina](#).

### Adverse Childhood Experiences show race/ethnicity disparity

Adverse Childhood Experiences (ACE) happen most frequently among black children, according to The Child and Adolescent Health Measurement Initiative.



Source: THE CHILD AND ADOLESCENT HEALTH MEASUREMENT INITIATIVE ZECHANG FU/Missourian

Source: *Missourian*; Original Data from *The Child and Adolescent Health Measurement Initiative*

#### Challenge:

- Go deeper and [assess your ACEs score](#) to see how childhood trauma may be impacting your life. Then, assess your resilience score and explore resources on how to support yourself and others by [building resilience](#).
- View this [info-graphic that explains how ACEs affect our lives](#) and society and summarizes findings from a landmark Kaiser study that looks at the link between ACEs and long-term well-being.

- [On the TED stage, Pediatrician Nadine Burke Harris](#) explains that the repeated stress of abuse, neglect and parents struggling with mental health or substance abuse issues has real, tangible effects on the development of the brain.

*Reflection:*

Journal about adverse childhood experiences and your childhood. You might consider:

- When thinking about your own ACE score, what thoughts and feelings come up for you?
- Do you know the ACE score of your participants/clients? Do you think childhood trauma impacts them?



## *Day 16: Race & the Criminal Justice System*

According to the [Equal Justice Initiative](#), Black men are nearly six times more likely to be incarcerated than white men and Latino men are nearly three times as likely. Native Americans are incarcerated at more than twice the rate of white Americans. The Bureau of Justice Statistics projected in 2001 that one of every three black boys and one of six Latino boys born that year would go to jail or prison if trends continued.

[The Post and Courier reported about racial disparities in the South Carolina criminal justice system](#). Black South Carolinians are over four times more likely to be imprisoned than white residents, researchers said in a recent analysis. South Carolina is one of 12 states in which more than half of the prison population is black, the report found. The state's population in 2014 was 27.4 percent black, but the prison population was 64.7 percent black. The study suggests several factors in the criminal justice system that might explain why blacks are disproportionately represented in the prisons:

- Police are more likely to stop and frisk blacks and to arrest them for drug offenses, especially for minor offenses.
- Prosecutors are more likely to charge black offenders under state habitual offender laws.
- Judges are more likely to give blacks longer sentences because they are perceived as threats to society who need to be locked away.

### *Challenge:*

- Watch [Bryan Stevenson's TED Talk](#): We need to talk about an injustice. *If you have more time, watch the movie based on his book, Just Mercy, which is currently streaming for free on Amazon Video.*
- Read more about [racial bias in the criminal justice system](#) via the Washington Post.
- In 2018, [the Sentencing Project submitted a report to the United Nations](#) about the racial disparities in the US criminal justice system.

### *Reflection:*

Journal about the criminal justice system. You might consider:

- When Bryan Stevenson said that our system treats you better if you are rich and guilty than poor and innocent, what came up for you? What did you think? How did it make you feel?
- How do you think the criminal justice system impacts your work and the lives of your program participants?

## *Day 17: Equity & The LGBTQIA Community*

Imagine not feeling accepted at home, in your community or at school because of your gender identity or sexual orientation. Like race and socioeconomic status, inequities for people identifying as lesbian, gay, bisexual, or transgender, queer or questioning, intersex, and asexual (LGBTQIA) can be seen across many dimensions, including healthcare, education, and in the workplace. Research from the [American Progress Institute](#) shows that LGBTQIA individuals experience widespread discrimination, often manifesting itself as getting passed over for promotions, being bullied in schools, being refused healthcare, or being denied equal treatment at a store or hotel.

The intersection of race and sexual orientation and gender identity also has compounding effects on individuals' well-being: [black transgender and gender non-conforming individuals experience some of the highest levels of discrimination](#) and threats on their personal safety.

[Pride Link](#)'s Founder, Ethan Johnstone, co-created an [upstate LGBTQ community needs](#) and assets assessment. The data outlines the experiences of members of the LGBTQ community:

- 1/3 of participants were told they were going to hell after coming out to their family members.
- 9% were completely disowned from their families.
- 46% of participants said they felt unaccepted by their family members regarding their sexual orientation and/or gender identity.
- 85% of the sample had health insurance.

### *Challenge:*

- Watch this quick video to [learn why using correct pronouns is so important](#). Add your pronouns to your [email signature](#), to show your advocacy for LGBTQI+ individuals.
- Watch Ashlee Marie Preston on the [TEDx stage discuss effective allyship](#) and intersectionality from her perspective as a black transgender woman. She discusses when and how to speak up, and what it truly means to be an ally.
- Read this [article exploring how schools are struggling to support LGBT students](#) and how we can work to create safe spaces for youth to thrive.

### *Reflection:*

Journal on your own experience of feeling safe or unsafe based on your sexual orientation and gender identity. You might consider:

- What were you taught about gender and sex - either directly or indirectly? Have your views changed over time?
- If you are getting married, can you easily find someone to officiate your wedding? Can you hold hands or kiss in public? Can you find clothes that match your gender identity and body type? Can you openly display photos or talk about your spouse at work?
- What can equity regarding the LGBTQIA community look like in your organization?

## Day 18: Building a Race Equity Culture

*“And I saw that what divided me from the world was not anything intrinsic to us but the actual injury done by people intent on naming us, intent on believing that what they have named us matters more than anything we could ever actually do.” - [Ta-Nahesi Coates](#).*

Every day in the workplace, individuals face challenges being their authentic selves. As leaders and colleagues, we each have a role to play in creating inclusive workspaces. Diverse perspectives enrich our workplaces, and [studies are showing](#) that involving diverse voices improves performance, problem-solving and decision making. Yet, [people of color and women are underrepresented](#) in C-Suite, upper management, and Board roles compared to their representation in the overall working population. The culture of an organization provides insight into the racial dynamics and racial equity/parity within the organization. Today we will focus on how you can create a race equity culture at work.

### Challenge:

- Read the Building a Race Equity Culture in the Social Sector [2-pager](#) or download the full report entitled [Awake to Woke to Work: Building a Race Equity Culture](#) to read one or both of these excerpts:
  - Read the explanation of dominant culture in the context of building a race equity culture, found in the box on top of page 10.
  - Read the two-page executive summary on pages 2-3.
- Listen to this podcast featuring Harvard Business Review co-hosts Alison Beard and Dan McGinn responding to some [common challenges faced by businesses in promoting diversity and inclusion](#) in their workplace (transcript included).
- Review Racial Equity Tools’ new [Glossary of Racial Equity Terms](#), with over 60 terms and definitions. The words and language we use hold significant meaning; staying educated on these terms can help us engage in more inclusive and respectful dialogue.
- Watch this [3-minute video](#) shedding light on common struggles people face bringing their authentic selves to the workplace.

### Reflection:

Journal about equity and your organizational culture. You might consider:

- How would you rate the racial equity of your organization’s culture currently? Are you happy with the current state of equity within your culture?

- What are two to three steps you can take to make your organization more equitable in regard to race?
- What are the barriers holding your organization back from achieving racial equity? Are any of these barriers able to be overcome? What role do you plan in creating, maintaining or eliminating these barriers?

## Day 19: Being an Ally

*“The Circle of Human Concern should include everyone, including those with whom we disagree,” he said. “We are all a part of each other. We don’t like it, but we’re connected.” - [john a. powell](#)*

In a time when it feels like the world is becoming increasingly polarized, john a. powell asks, “How can we build bridges?” In his keynote at the [Othering & Belonging Conference](#), he says “We must hear other people’s suffering and stories. Compassion means to suffer with others.”

What does it mean to be an ally? An ally seeks to understand what it feels like for another person or group to be oppressed, and despite knowing you will never fully understand how it feels, is committed to valuing and supporting people who are marginalized.

Remember, being an ally is not an identity, it is a continual *process* – something that you have to work at, be intentional about, and commit to day in and day out. Explore what active support looks like as an ally in Race Equity Tools’ [Guidelines for Being a Strong White Ally](#).

### Challenge:

- Read the [Do’s and Don’ts](#) of Allyship that are important to know as you practice and evolve your role in supporting equity and inclusion.
- Read about how to be a better [ally in the workplace](#). Looking for a place to start? Take time to really listen to the experiences of those around you.
- Watch this [short video](#) on empathy narrated by Brene Brown. Empathy can be a critical step in truly understanding the experience of those in marginalized communities.
- *If you have more time, listen to NPR’s Code Switch explore the complexities of allyship on this [30-minute podcast](#).*

### Reflection:

Journal about allyship in your organization. You might consider:

- Do you currently consider yourself an ally within your organization? Why or why not?
- What are two to three steps you can take to be more of an ally within your organization?
- What are the barriers holding your organization back from being an ally or being a more effective ally? Are any of these barriers able to be overcome?

## *Day 20: Tools for the Racial Equity Change Process*

Over the past 19 days, we have learned how racial inequities permeate our community on individual, institutional, and systemic levels. We are all impacted by the system of racism in Greenville and therefore all responsible for dismantling the structures that allow it to persist. Change is possible and there are many tools we can employ as individuals and organizations to drive individual and community transformation. We will highlight a few of these tools below, but encourage you to explore [Racial Equity Tools](#), a comprehensive site of resources designed to support learning, planning, acting, and evaluating efforts to achieve racial equity.

Creating equitable outcomes also requires that we change the way we talk about members of our community, focusing on their aspirations rather than their challenges. In practice, this is called asset-framing and uses narratives to change the unconscious associations ingrained in our society. The opposite practice of deficit-framing, or defining people by their challenges, encourages continued stigmatization of groups of individuals.

### *Challenge:*

- Read this [Beginner's Guide to Asset Framing](#), to learn more about why how we communicate impacts our ability to achieve racial equity.
- One of the best ways to continue to build empathy and learn about race is to start a conversation. Read Race Forward's [10 Ways to Start a Conversation About Race](#) to learn more about how to start a conversation with friends, at school, at work, and more.

### *Reflection:*

Journal about making change. You might consider:

- What are two to three steps you can take to change the narrative and begin using asset framing when discussing your program participants/clients?
- What are the barriers holding your organization back from changing the language you use? Are any of these barriers able to be overcome?

## *Day 21: Final Reflections*

Today's challenge is to take time to reflect on your experience. Research shows that a critical component to learning is taking time to reflect or being intentional about processing the lessons being taught by your experiences.

### *Final Reflection:*

1. What are my identities and in what ways have my identities impacted my life? Are there identities of mine that have provided me higher social capital or privilege in certain environments, or vice versa?
2. What were some of my assumptions about race and racial inequity before I started this 21 Day challenge? In what ways have these assumptions been challenged? In what ways have they been reinforced?
3. Where have I seen evidence of inequities and systemic and structural racism in my community?
4. What two to three shifts, changes or actions, can I take to create a more inclusive and equitable environment in my home, workplace, and community?
- 5.

As you prepare to complete the 21-Day Equity Challenge, we encourage you to **write down a goal** you have moving forward. Research shows that when you write down your goals, you are more likely to commit to them and achieve them.

Congratulations on completing the first Greenville County Equity Challenge! We are incredibly thankful you have come along this journey with us and made time to learn and reflect on topics of equity within our county. We know these conversations and the feelings they evoke are not always easy but making more space for brave dialogue is one of many steps we can take towards achieving equity in Greenville County. We look forward to learning more about what each of you and your organizations do in the future to build a more equitable Greenville.