

## Discussion Guide for Days 1-5

### **Day 1: Personal Racial Identity**

How do you think about your racial identity and its relevance to your work/volunteerism/studies?

Think about the first time you became aware of your racial identity. What is the first thing that comes to mind?

- 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**

What did you learn about your implicit biases?

How might these biases influence your daily life? How might they affect the lives of others around you?

What are some ways you can take control of these unconscious constructs?

### **Day 3: What is privilege?**

What did you learn from completing the privilege assessment?

How did this exercise make you feel?

What were your thoughts as you were doing it?

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

In what ways have you seen white fragility show up for you (guilt, denial, defensiveness)?

How do you see white fragility as being harmful to advancing racial equity and social justice?

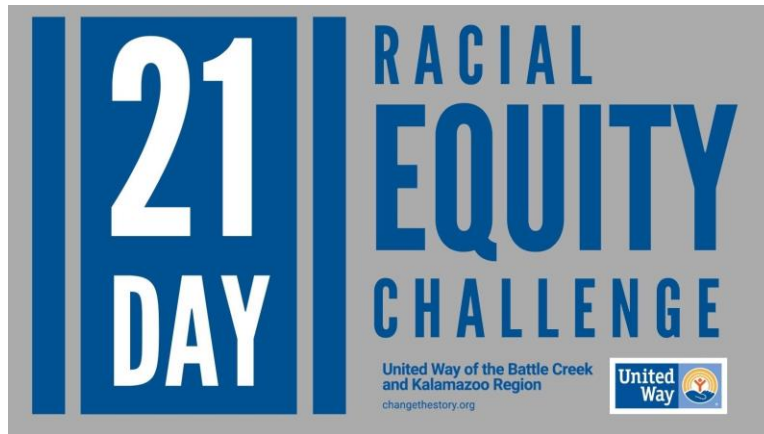
## **DAY 5: Racial Socialization**

After learning about the process of racial socialization and reflecting on the questions below, what came to mind for you?

- How are we first socialized?
- In what ways are the messages of socialization reinforced?
- How are peoples' behaviors kept in line with the goals of the socialization process?
- What are some of the results of being socialized in this way?
- What are the options, according to the diagram, that we have once we have been socialized?
- What are some of the risks of "interrupting," or stepping away from the cycle of socialization? What are some of the benefits?
- What are some "real," everyday actions that you could take to step away or interrupt this cycle?

### **More Group Discussion Prompts**

- What opened up for you?
- What's still sticking with you?
- Tell us about an "aha" or "ouch" moment, or a moment that broke you open.
- How are you going to take this information and apply it?
  - What action will you commit to?
  - What action will you drive forward within your group/organization/community?
- What's next for you? What's next for us?



## **Discussion Guide for Days 6-10**

### **Day 6: Levels of Racism**

We learned about the four levels of racism and the need for a systemic approach to seeing and addressing oppression.

Internalized– race-based beliefs and feelings within individuals

Interpersonal – bigotry and biases shown between individuals through word and action. Often the most common understanding of racism in our country.

Institutional – Discriminatory policies and practices within organizations and institutions.

Systemic– ongoing racial inequalities maintained by society.

How do these definitions compare with your personal understanding of racism?

What are some of the ways that you see racism playing out around you at various levels?

### **Day 7: Income Inequality in MI**

We learned that in Michigan, 63 percent of Black households fall below the ALICE Threshold (the minimum income needed to afford household basics), struggling to cover expenses including housing, childcare, food, transportation, health care and utilities. That is nearly double the number of white households – 39 percent – experiencing similar financial hardship.

From 2010 to 2018 — which covers the “recovery” from the Great Recession — the number of Black households below the ALICE Threshold increased by 11%, while the number of White households struggling to make ends meet increased by only 1% in Michigan.

What are the consequences of growing racial income inequality?

What significance does this have for wealth building across generations?

### **Day 8: Segregation in MI**

In what ways have historical racist policies affected cities/neighborhoods ability to thrive?

What observations most stood out to you when examining the historical and present day maps? Why?

How are we willing to address the space between us in our own lives? If we agree that segregation exacerbates stereotypes, creates social distance, and even diminishes the income and life expectancy of others, how can we rectify it?

### **Day 9: Housing Inequity**

How can housing discrimination result in a ripple effect touching other areas of society?

How do you think the housing policies we have been discussing may have either benefited or harmed your family?

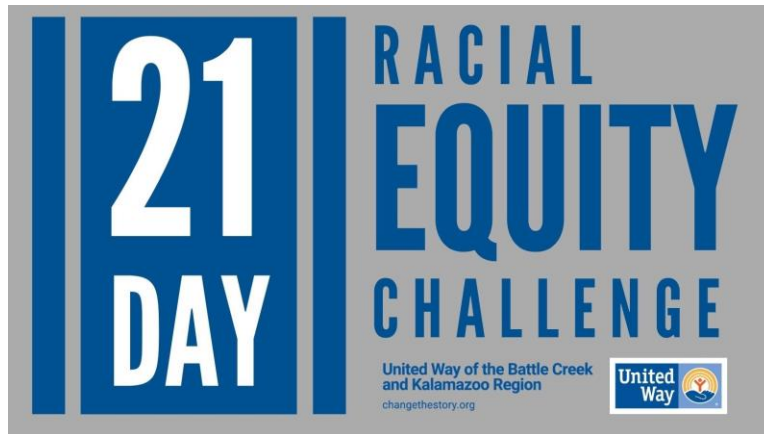
### **Day 10: How Your Race Affects Your Health?**

What did you learn about the racial health gap? What factors contribute to disparities in health among racial/ethnic and gender groups in the US?

How can training around issues of racism, and anti-racism in organizations, agencies and institutions of all levels (including healthcare) lead to better outcomes for marginalized groups?

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## **Discussion Guide for Days 11-15**

### **Day 11: Environmental Justice**

Think about your community. What source(s) of pollution exist? For example, does a major highway cut through your city or neighborhood, exposing residents to a lot of noise and fumes? Is there a landfill or a hazardous waste disposal area? Is there a power plant or industrial factory that is noisy and emits pollutants into the air? Who lives in the areas where these pollutants are concentrated? Do you notice a pattern similar to what you saw on the map of Michigan?

What would a more environmentally just situation look like in your community?

### **Day 12: Racial Wealth Gap**

After reviewing the [asset types held by the race](#), what did you learn about the race you identify with? What about with those of other race identity groups?

Which assets tend to make the biggest difference in family wealth?

How have race-based policies created economic injustice for African Americans and other communities of color?

What are the long-term effects of economic injustice?

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

What are the biggest barriers to racial justice in early education?

What can we, as individuals, do to disrupt racism within education? What does action look like?

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

What does accountability with respect to racial justice look like in education?

What is the role of relationship, community, and partnership in racial justice work?

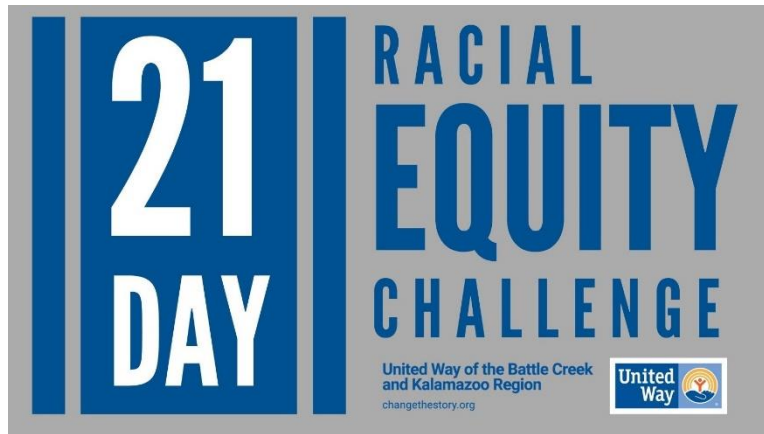
## **DAY 15: Adverse Childhood Experiences**

Why do you think educators should learn about Adverse Childhood Experiences (ACEs)?

What are some examples of policies and community supports that would help prevent ACEs and lead to more equitable communities?

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## **Discussion Guide for Days 16-20**

### **Day 16: The Impact of Racial Trauma on Black, Indigenous and all People of Color**

The term “intersectionality” gives us a way to understand the oppressions and privileges that overlap and reinforce each other. Why could this be useful when working to advance racial equity and social justice? How do you see intersectionality relating to the people in your life/the people in your community?

As Dr. Monnica Williams points out, our society needs a large-scale shift in our social consciousness to understand the toll that racism takes on the psyche of Black, Indigenous, and all people of color so that even small acts of racism become unacceptable. What did you take away from the [Empower: Coping with Racial Trauma graphic](#)?

### **Day 17: Building a Race Equity Culture**

What are some ways you can help build a race equity culture in your company or organization, neighborhood, and greater community? What are some tools that can help you get started?

What informal and formal power do you hold to shift culture? How can that power be used to change damaging norms and power dynamics within your institution?

### **Day 18: Being an Ally**

By [definition](#), an ally is someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and works in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.

Where am I on my journey to living as an ally to members of marginalized communities? Where can I use my power to elevate the voices of members of these communities? Where do I hear and see bias in my own community? How can I disrupt these narratives or norms with the knowledge I have gained?

## Day 19: Tools for the Racial Equity Change Process

*“To be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness.” – Ibram Kendi.*

However, change is possible and there are many tools we can employ as individuals and [organizations](#) to drive individual and community transformation.

Why do you want to be antiracist? Considering the breadth and depth of racism, committing to being antiracist may feel overwhelming yet small choices made daily can add up to big changes. Reflect on choices you make in your daily life (i.e., whom you build relationships with, what media you follow, where you shop). How do these choices reflect being antiracist?

Think about the policies and practices in your organization or company. Using an antiracist lens, are there changes that you might recommend making to help you organization become a more antiracist workplace?

## DAY 20: Final Reflections

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?

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?

Where have I seen evidence of inequities and systemic and structural racism in my community? 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?

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