

Racial Equity 21 Day Challenge

Reflection Journal

Unity Presbyterian Church

*Originally Created and Adapted from Oakhurst Presbyterian Church, Decatur, GA

Link to Resources: <https://jsparkman7.wixsite.com/21daychallenge>

Week 1: (Day 1-7) The Basics

<p>Day 1: Who Me? Biased?</p> <p><i>1 Samuel 16:7b (CEB) God doesn't look at things like humans do. Humans see only what is visible to the eyes, but the LORD sees into the heart."</i></p>	<p>Implicit Bias: Thought processes that happen without even knowing it.</p> <p>Identify and record one of your "blind-spot" biases.</p> <p>Personal Audit: Look at your social networks (friends, co-workers, etc.) and do an audit on racial, class, religious, and gender differences. What were the general results?</p>
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<p style="text-align: center;">Day 2:</p> <p style="text-align: center;">Race, Ethnicity, Nationality, and Jelly Beans</p> <p><i>Acts 17:26 (CEB) From one person God created every human nation to live on the whole earth, having determined their appointed times and the boundaries of their lands.</i></p>	<p>What is your race? ethnicity? nationality?</p>
<p style="text-align: center;">Day 3:</p> <p style="text-align: center;">What it takes to be racially literate.</p> <p><i>Ephesians 4:23-24 (CEB) Instead, renew the thinking in your mind by the Spirit and clothe yourself with the new person created according to God's image in justice and true holiness.</i></p>	<p>Two big gaps in racial literacy:</p> <ul style="list-style-type: none"> ● Heart Gap <ul style="list-style-type: none"> ○ Inability to understand each of our experiences and be compassionate towards each other. ● Mind Gap <ul style="list-style-type: none"> ○ Inability to understand the larger, systemic ways in which racism operates. <p>As you learned about the “Heart Gap” and the “Mind Gap”, what stood out most to you?</p> <p>How racially literate do you feel you are?</p>

Day 4:
**"Ten Things
Everyone Should
Know About
Race"**

*Galatians 3:28 (CEB)
There is neither Jew nor
Greek; there is neither
slave nor free; nor is
there male and female,
for you are all one in
Christ Jesus.*

Of the 10 points listed, what 2 did you connect with the most?
Why?

Day 5:
**Color Blind or
Color Brave**

*Joshua 1:9 (CEB) I've
commanded you to be
brave and strong,
haven't I? Don't be
alarmed or terrified,
because the LORD your
God is with you
wherever you go."*

"The first step to any action is awareness."

"Colorblindness means we are ignoring the problem."

**"If we can learn to live in our discomfort, and just relax in it,
we can live a better life."**

"We have to be color brave."

Create a fictitious situation where you could be color brave and
record it below.

	<p>Record a real situation from your life where you were color brave or a situation where you know you should have been more color brave.</p>
<p>Day 6: What Does My Headscarf Mean to You?</p> <p><i>From the Parable of the Good Samaritan (Luke 10:25-37), highlighting 10:27-- He responded, "You must love the Lord your God with all your heart, with all your being, with all your strength, and with all your mind, and love your neighbor as yourself."</i></p>	<p>"Look beyond your bias."</p> <p>"Why would that surprise you?"</p> <p>"Biases. The filters through which we see the world, must be identified, acknowledged, and mitigated against."</p> <p>Think of a time when you were surprised with information you learned about a person along lines of difference (race, gender, sexuality, class, etc.).</p> <p>What was the underlying perception you had that caused your surprise?</p>

Day 7:
"Kids on Race:
The Hidden
Picture"

Proverbs 22:6 (CEB)
Train children in the way
they should go;
when they grow old,
they won't depart from it.

Looking at the picture:

White Kids- 70% thought something negative happened
Black Kids-38% thought something negative happened

Impact of the Color-Blind Myth:

"Minority families prepare their children very early on for the world of diversity and also for the world of discrimination. In contrast, white families take the view that if you talk about race you are creating the problem."

How did you feel as the children expressed their feelings?

What other aspects of the video stood out to you?

Day 9:
A Conversation with
Latinos on Race

James 2:8-9 (CEB)

You do well when you really fulfill the royal law found in scripture, Love your neighbor as yourself. But when you show favoritism, you are committing a sin, and by that same law you are exposed as a lawbreaker.

“Not from there. Not from here”

“When I leave my name, I can’t get a phone call back.”

What stood out to you most? Why?

What new perspective did you feel?

Day 10:
A Conversation with
White People on
Race

Matthew 7:5 (CEB) First take the log out of your eye, and then you'll see clearly to take the splinter out of your brother's or sister's eye.

“We don’t want to see the racism that we might be holding on to.”

“As much as there is the disadvantage piece to it, there is the advantage piece to it (racism).”

What stood out to you most? Why?

What new perspective did you feel?

Day 11:
**A Conversation with
Native Americans on
Race**

Proverbs 2:1-5 (NRSV) My child, if you accept my words and treasure up my commandments within you, making your ear attentive to wisdom and inclining your heart to understanding; if you indeed cry out for insight, and raise your voice for understanding; if you seek it like silver, and search for it as for hidden treasures—then you will understand the fear of the Lord and find the knowledge of God.

“I haven’t decided to be a part of my culture. I live it everyday.”

“People don’t even remember that you are here and that you exist.”

“The One-Drop Rule”

What stood out to you most? Why?

What new perspective did you feel?

Day 12:
A Conversation
about Growing Up
Black

1 John 4:20 (NRSV)
Those who say, "I love God,"
and hate their brothers or
sisters, are liars; for those
who do not love a brother or
sister whom they have seen,
cannot love God whom they
have not seen.

“A large part of a race feels they are superior to another race. Not only do they believe it but they act on it.”

“How can I not feel afraid, when I feel like I’m being hunted.”

What stood out to you most? Why?

What new perspective did you feel?

<p style="text-align: center;">Day 13: A Conversation with Police on Race</p> <p><i>Micah 6:8 (NRSV)</i> <i>He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?</i></p>	<p>As you listened to the officers speak, what emotions did you feel as the various opinions were expressed?</p>
<p style="text-align: center;">Day 14: Debunking Myths About Race</p> <p><i>Genesis 1:27 (NRSV)</i> <i>So God created humankind in his image, in the image of God he created them; male and female he created them.</i></p>	<p>“To be white, is to be raised functionally illiterate on the topic of race. To be outside of race. To be one special unique individual.”</p> <p>How have the myths listed impacted your life and vision of the world?</p>

Week 3: (Day 15-21) Courageous Conversations

Day 15:

The Life-Changing Magic of Hanging Out, Why We are Awkward, and Snacks & Punishment

*1 John 2:11 (CEB)
But the person who hates a
brother or sister is in the
darkness and lives in the
darkness, and doesn't know
where to go because the
darkness blinds the eyes.*

“One side isn’t even thinking about respect and the other side is hyper-aware of it.”

“The harder we try to act normal around people of other races, the more likely we’ll be weird.”

“Thinking about race might make things awkward, but knowing it might make things awkward, can make things less awkward.”

“Slow down and be aware.”

“Bias creeps in more easily the less focused and fresh we are.”

Of the three videos and/or quotes above, what surprised you? What made you think? What did you already know?

Day 16:
**Words That Don't
Belong to Everyone**

1 Corinthians 12:13 (CEB)
*We were all baptized by one
Spirit into one body, whether
Jew or Greek, or slave or free,
and we all were given one
Spirit to drink.*

“Words don’t belong to everyone.”

“When you’re white in this country, you’re taught that everything belongs to you.”

“The laws and the culture tells you this.”

“When you are black you have to watch people doing things, you cannot do.”

Which points made by Coates did you feel most connected to?

Day 17:
What We Get
Wrong About
Affirmative Action

Romans 12:2 (NRSV)
Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God—what is good and acceptable and perfect.

“Being inclusive doesn’t mean we have to be colorblind.”

“Can’t use past racial discrimination for a defense of considering race. The only thing schools can say is diversity is good... for everyone.”

Do you agree/disagree with the conclusion of the video at the end about what would happen if Affirmative Action is taken away? Record your thoughts.

Day 18:
*If You See Racism,
Say Racism*

*2 Timothy 2:25 (CEB)
And you should correct
opponents with gentleness.
Perhaps God will change their
mind and give them a
knowledge of the truth.*

“I don’t want my children confused. I want them knowledgeable.”

What was your reaction to the story at the restaurant? What emotions did you feel as the story was told?

What are your memories of the first time you became aware of race and racism?

<p style="text-align: center;">Day 19: 21 Things You Can Do to Be More Respectful of Native American Cultures</p> <p><i>Romans 12:10 (NRSV)</i> <i>Love one another with mutual affection; outdo one another in showing honor.</i></p>	<p>In reading through the 21 things to do, what will be your next steps in becoming more respectful of Native American Cultures?</p>
<p style="text-align: center;">Day 20: Being Outdoorsy When You Are Black or Brown</p> <p><i>Proverbs 24:28 (CEB)</i> <i>Don't be a witness against your neighbor without reason; don't deceive with your lips.</i></p>	<p>What aspects of the pod-cast stood out to you?</p>

Day 21:
Speak Up!
Responding to
Everyday Bigotry

Proverbs 31:8-9 (CEB)
Speak out on behalf of the voiceless, and for the rights of all who are vulnerable. Speak out in order to judge with righteousness and to defend the needy and the poor.

After reading through the various examples, what situations have you encountered yourself?

How do you feel about “Speaking Up” as you move forward?

Of the suggested steps for Speaking Up, which one do you feel the most prepared to do? Which one is a step you know you’ll have to work on?