

Introduction	To prepare for the Challenge, please watch or listen to the following TED Talk: Mellody Hobson: Color blind or color brave? TED Talk (14 minutes)
Day 1	Watch: Understanding Privilege (4 minutes) and reflect on the simple questions asked in the video; the faces of those on the line; and similar instances in your own life.
Day 2	Watch: Three Myths About Racism (10 minutes) Racism in the United States isn't all that it seems. While many of us like to believe that we're closer than ever to reaching a post-racial society, the research of Dr. Candis Watts Smith paints a very different picture. In her TED talk, Dr. Watts Smith dispels what we think we know about racism, and explores what we can do in order to live in a post-racist society.
Day 3	Watch: The Origin of Race in the USA (10 minutes) Do you believe that your race correlates to your skin tone? This video explains that wasn't always the case.
Day 4	For today, here are two quick reads specific to our learned, and often unconscious, behaviors: Read: Microaggressions Are a Big Deal or read: What is tone policing?
Day 5	For today, we recommend this short article: What is Systemic Racism and Institutional Racism? Spend a few minutes reflecting on how you have benefited or suffered as a result of these systems.
Day 6	Watch: Test Your Awareness (1 minute) Today's exercise only takes a minute, but if you don't have time to review the materials this weekend, don't worry. You are more than welcome to review them the next time you are at your computer.
Day 7	Watch: The Danger of a Single Story (19 minutes). This TED Talk by Chimamanda Adiche offers insight to the phenomenon of using small bits of information to imagine who a person is. Looking forward to the upcoming conversation tomorrow. I hope you will share your perspectives and thoughts, but also understand that everyone has a different comfort level with difficult conversations. We are all at different places on this journey. Showing up and listening is important too.

Week 2	If you are participating with others, we recommend spending a half hour to discuss your thoughts from Week 1. This could be over lunch, Zoom, a walk, a beer – whatever works for you!
Day 8	<p>Have you ever given thought to what you did or did not study in school?</p> <p>For today, watch: CBS News Analysis: 50 states, 50 different ways of teaching America's past (5 minutes) or read: Textbooks Taught White Supremacy.</p>
Day 9	<p>Some things are painful and upsetting, other times we might become frustrated and angry – either way, we should try our best to accept people’s experiences as they are shared with us. Today we are sharing several short stories and videos of a range of racial and ethnic perspectives on the lived experience of racism in the US. Each video is approximately 6 minutes long, but feel free to view one, many, or all.</p> <p>Watch: A Conversation on Race (6 minutes)</p>
Day 10	<p>Discovering our blind spots is an important step to an equitable work environment. Creating a harmonious, inclusive, safe, and respectful workplace encourages collaboration and a desire to put forth a best effort.</p> <p>For today, read: High Performing Teams Need Psychological Safety</p>
Day 11	<p>Can you try too hard? Can you start becoming comfortable and having more open and candid discussions? How are you feeling on day 11 of our equity challenge? More comfortable or less? What can we do to keep moving forward in our communication and sharing?</p> <p>Today, watch this quick 5-minute video: Confronting ‘Intergroup Anxiety’.</p>
Day 12	For today, watch: What is Ethnicity? (10 Minutes)
Day 13	<p>Two articles today to help further increase our awareness of our behaviors. Self-awareness is a hard practice, but with consistent intention we can unlearn stereotypes and attitudes that affect our interactions.</p> <p>Read: Don’t Talk about Implicit Bias Without Talking about Structural Racism and/or read: Prejudiced thoughts run through all our minds — the key is what we do with them.</p>
Day 14	Today, watch and reflect on the following video: How to overcome our biases - walk boldly toward them . (18 minutes)

Week 3	As we begin our final week of the Challenge, we'll shift our focus to Kansas City. What is the legacy of the systemically racist practices here in our city? What changes have we made to address these? What can we do better?
Day 15	Today, watch The Truth About Troost (8 minutes). This short video made by Race Project KC students explains why segregation in the housing industry in Kansas City has portrayed Troost as a dividing line between the middle class and poverty, white and black people, and what needs to be done to integrate communities not only surrounding Kansas City, but in other major cities dealing with racial segregation.
Day 16	<p>Today, watch and reflect on the first video in the Dividing Lines driving tour: Chapter 1: Since When is "Restricted" a Good Thing?</p> <p><i>*Note: Dividing Lines is a tour of the history of residential segregation in Kansas City and its far-reaching impacts. You can take the tour by watching three videos (25-30 minutes each) OR by driving the route using this Voicemap app. If you drive the route, the full tour will take approximately 90 minutes and is 24.3 miles. It follows the same route as the videos, but includes time spent parked along the route listening to the narrator and speakers.</i></p> <p><i>**Note on the video: If the video is blurry, you can easily improve the picture quality in the tool bar at the bottom of the screen. Select Settings, then Quality, and change the default from Auto to one of the HD or 4K settings. You should see the picture quality improve immediately.</i></p>
Day 17	<p>The events of the past year have changed not only how our society talks about social justice and racism, but also how and where those conversations take place. Recently, Polsinelli and the <i>Kansas City Business Journal</i> brought together several community leaders to discuss the role and responsibility of employers in fostering these conversations and in making their organizations more inclusive.</p> <p>Read: Table of Experts: Connecting KC — Diversity, Equity & Inclusion Initiatives in the Wake of 2020.</p> <p>Reflect: What is your company doing to further DEI initiatives? Beyond conversation, what other tangible actions or solutions should the business community consider?</p>
Day 18	<p>Today, watch and reflect on the second video in the Dividing Lines driving tour: Chapter 2: "Planning for Permanence" for Whom?</p> <p><i>*Note: Dividing Lines is a tour of the history of residential segregation in Kansas City and its far-reaching impacts. You can take the tour by watching three videos (25-30 minutes each) OR by driving the route using this Voicemap app. If you drive the route, the full tour will take approximately 90 minutes and is 24.3 miles. It follows the same route as the videos, but includes time spent parked along the route listening to the narrator and speakers.</i></p> <p><i>**Note on the video: If the video is blurry, you can easily improve the picture quality in the tool bar at the bottom of the screen. Select Settings, then Quality, and change the default from Auto to one of the HD or 4K settings. You should see the picture quality improve immediately.</i></p>

<p>Day 19</p>	<p>Two more days to go - so, two articles to consider today.</p> <p>Read: Kansas City Businesses Haunted by Redlining Legacy Amid the Pandemic and I'm a young, Black Kansas Citian planning to move – KC, why should I stay?</p> <p>Notice: While you're traveling or commuting, do you notice housing patterns? How is housing arranged? Who lives near the downtown area and who does not? Who lives in industrial areas and who does not? What is the density of a given neighborhood? Can you correlate any of this to racial identity?</p>
<p>Day 20</p>	<p>Today, watch and reflect on the third video in the Dividing Lines driving tour: Chapter 3: Two Types of Progress</p> <p><i>*Note: Dividing Lines is a tour of the history of residential segregation in Kansas City and its far-reaching impacts. You can take the tour by watching three videos (25-30 minutes each) OR by driving the route using this Voicemap app. If you drive the route, the full tour will take approximately 90 minutes and is 24.3 miles. It follows the same route as the videos, but includes time spent parked along the route listening to the narrator and speakers.</i></p> <p><i>**Note on the video: If the video is blurry, you can easily improve the picture quality in the tool bar at the bottom of the screen. Select Settings, then Quality, and change the default from Auto to one of the HD or 4K settings. You should see the picture quality improve immediately.</i></p>
<p>Day 21</p>	<p>You did it! Today may be the end of the 21-Day Challenge, but it's the beginning of our next chapter of education, change, and action.</p> <p>For your final activity, we ask you to spend a few minutes reflecting on the past few weeks. Did you learn new information? Had any shifts in perspective? What did you learn about yourself that was surprising? Are you more comfortable having difficult conversations about race, equity, and social justice?</p> <p>Thank you again for participating, reading, listening, and watching over the last three weeks.</p>