



Transformative, Sustainable Solutions
for Equity and Inclusion

21 DAYS OF DIVERSITY, EQUITY, INCLUSION AND JUSTICE

From learning about your own identities, to fostering interpersonal inclusion, to interrogating our systems of injustice — there are many powerful ways that we can engage daily in service for justice.

Choose 1 or 2 of the options to engage in each day during this challenge. If you have time, do more. Set aside time to reflect. What did you feel? What did you learn? How has your perspective changed? What does this mean to you?

We have also included days of intentional REST on this journey. Rest is a sign of strength to take a break, whatever it looks like for you. We want to recognize that rest isn't a reward, but rather a necessity in the context of your industry, your home life, your mental and physical ability.

If you don't complete every option- that's okay! Diversity, Equity, Inclusion and Justice takes time, and we hope you revisit the ones you missed after the 21-days- the journey doesn't stop here: it is just the beginning.

A CALENDAR TO INSPIRE REFLECTION AND ACTION IN SERVICE OF JUSTICE

SUN	MON	TUE	WED	THU	FRI	SAT
11	12	13	14	15	16	17
WEEK 1: SELF UNDERSTANDING						
18	19	20	21	22	23	24
	WEEK 2: OTHER UNDERSTANDING					
25	26	27	28	29	30	31
WEEK 3: UNDERSTANDING & IMPACTING SYSTEMS						

DEIJ WEEKLY CALENDAR

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Week #1 : Self-
Understanding
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SUN	MON	TUE	WED	THU	FRI	SAT
DO	DO	REFLECT	REFLECT	READ	REST	WATCH
The Language of Diversity, Equity, Inclusion, Justice: Micro-Learning (Lesson 1)	Self-Understanding, Identity and Power: Micro-Learning (Lesson 2)	Unpacking the Invisible Knapsack — Peggy McIntosh	Genderbread Person Worksheet	Unpacking the Conversations that Matter: “I’m a good White Person.” “I Have a Lot of Diverse Friends.”	Take time to rest. Listen to Inner Peace by Beautiful Chorus while you rest.	“Bad White People” — TED Talk with Travis Jones
LEARN	WATCH	LISTEN OR READ	LISTEN OR READ	LISTEN		LEARN
Research the history of your neighborhood or city and the indigenous tribes that resided there	Just Do Right — Dr. Maya Angelou	Demystifying Internalized Oppression: On Being an “Angry Black Woman” (<u>article</u> and/or <u>podcast</u>)	Demystifying Internalized Oppression: How Internalizing the Model Minority Myth Does More Harm Than Good (<u>article</u> and/or <u>podcast</u>)	Living Corporate Podcast White Supremacy at Work with Tema Okun		Demystifying Internalized Oppression: “How a Women’s College Student (Re)Learns to Love Women” (<u>article</u> and/or <u>podcast</u>)
				LISTEN OR READ		
				The Pain of Internalized Oppression with Mary-Frances Winters (<u>article</u> and/or <u>podcast</u>)		



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Week #2: Other
Understanding.....

SUN	MON	TUE	WED	THU	FRI	SAT
REFLECT	READ	REST	READ	READ	READ	DO
Spent — Virtual Poverty Simulation	Unpacking the Conversations that Matter: “If you weren’t so ANGRY, people would listen,” and the Problem with “Tone-Policing”	Take time to rest. Listen to Faith's Hymn by Beautiful Chorus while you rest.	Unpacking Conversations That Matter: “I wish I could be as tan as you” and more: Deconstructing Appropriation and the Quest for Authenticity and/or Guide to Allyship	5 Reasons Why People Codeswitch — NPR	Why We Never Talk About Black-on-Black Crime: An Answer to White America’s Most Pressing Question	Talk to children in your life about Racism and Diversity! Here are some kid-friendly books and resources
READ	LISTEN		WATCH	WATCH	WATCH	WATCH
Mali Obomsawin on the myth of Native American extinction	Living Abroad During a Global Pandemic		Race Forward #Raceand: Disability and/or Mary-Frances Winters LinkedIn Learning: Skills for Inclusive Conversations	Alok Vaid-Menon: The Pain & Empowerment of Choosing Your Own Gender	13th (documentary)	TedX Sydney “I am not your inspiration, thank you very much” — Stella Young
WATCH						
Brene Brown on Empathy						



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Week #3: Understanding
& Impacting Systems
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SUN	MON	TUE	WED	THU	FRI	SAT
READ	READ	READ	READ	REST	READ	READ
"When Baltimore Awakes": An Analysis of Human and Social Services Sector in Baltimore City	Centering Justice and Anti-Racism in Our DEI Strategy: Reimagining the role of the CDO: Chief Disruptive Officer	Centering Justice and Anti-Racism in our DEI Strategy- 10 Actions to Take Now	"That Place Is 'Dangerous, Shady, Ghetto' & Paradoxical Perceptions of Our Gentrifying Cities	Take time to rest. Listen to Let Me Be Brave by Beautiful Chorus while you rest.	Decolonizing Diversity, Equity, and Inclusion Work: A Call to Action	An Open Letter to Advocates and Agents of Change – We See You.
WATCH	LISTEN	LISTEN	LISTEN		WATCH	ACT
Allegories on Race and Racism – TED Talk with Camara Jones	Saving Lives and Calling Out Racism	Black Fatigue Can Not Be Fixed With A Nap: It's Chronic	Redemption Song: A Conversation on Black Women, Justice and Incarceration		Rigged: The Voter Suppression Playbook	Reach out to your local representatives and inquire on their DEIJ priorities. Here are some tips.
ACT	ACT	ACT	WATCH		ACT	COMMIT
Support a BIPOC-owned business in your community!	Donate money, time or support to a grassroots, community organization led by and serving BIPOC.	Send an email to a leader within your organization to inquire about the organization's commitment to and progress towards DEIJ.	BEYOND EMPATHY: A Call For White Humility In Response to Black Rage and Resistance Virtual Learning Lab		Research the next city council and school board meeting in your district. Add it to your calendar and plan to attend.	to Live Inclusively®

