



**THE
WINTERS
GROUP INC.**

Transformative, Sustainable Solutions
for Equity and Inclusion

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.

21 DAYS OF DIVERSITY, EQUITY, INCLUSION AND JUSTICE

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

A CALENDAR TO INSPIRE REFLECTION AND ACTION IN SERVICE OF JUSTICE

Week #1 : Self-Understanding

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



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Week #2: Other
Understanding
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SUN	MON	TUE	WED	THU	FRI	SAT
REFLECT Spent – Virtual Poverty Simulation	READ Unpacking the Conversations that Matter: “If you weren’t so ANGRY, people would listen,” and the Problem with “Tone-Policing”	REST Take time to rest. Listen to Faith's Hymn by Beautiful Chorus while you rest.	READ 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	READ 5 Reasons Why People Codeswitch – NPR	READ Why We Never Talk About Black-on-Black Crime: An Answer to White America’s Most Pressing Question	DO Talk to children in your life about Racism and Diversity! Here are some kid-friendly books and resources
READ Mali Obomsawin on the myth of Native American extinction	LISTEN Living Abroad During a Global Pandemic		WATCH Race Forward #Raceand: Disability and/or Mary-Frances Winters LinkedIn Learning: Skills for Inclusive Conversations	WATCH Alok Vaid-Menon: The Pain & Empowerment of Choosing Your Own Gender	WATCH 13th (documentary)	WATCH 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

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

