

21 DAYS UNLIMITED POSSIBILITIES

21-Day Racial Equity and Social Justice Challenge



What is the 21-Day Challenge?

YWCA Kitsap County invites you to participate in the 21-Day Racial Equity and Social Justice Challenge launching July 1st. It is an opportunity for us to learn and grow together as a community and strengthen our ability to show up and speak up. This virtual challenge will take 5-15 minutes of your day for 21 days and is designed to create dedicated time and space for education and to build more effective social justice habits concerning issues of race, racism, power, privilege, and leadership. You can take the Challenge on your own or with a team! Each day you will be presented with challenges to read an article, listen to a podcast, or watch a video. Your participation can help to discover how racial and social injustice impact our community, to connect with one another, and to identify ways to dismantle racism and other forms of discrimination.

What is racial equity?

It is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.

What is racial equality?

It occurs when institutions give equal opportunities to people of all races.

What is social justice?

It is a concept of fair and just relations between the individual and society, as measured by the distribution of wealth, opportunities for personal activity, and social privileges.

Why are we hosting the Challenge?

YWCA Kitsap County is hosting the 21-Day Challenge to further our mission of eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all. Join us along with over 700 ZIP codes across the country in this transforming challenge!

Why should I take the Challenge?

[Food Solutions New England](#) was the first to adapt this exercise from Dr. Eddie Moore and Debby Irving's book into the interactive 21-Day Racial Equity Challenge, which launched in 2014. The Challenge has proven to be one of the most educational interventions an individual can do to build community and create an inclusive culture.

The Challenge can lead to transformative results, including:

- Building new, positive habits that can change ourselves, our teams, our organizations and our communities
- Participating in meaningful conversations about racism and social justice
- Identifying ways our community can take action together



How can my team take the Challenge?

Here are some ideas to get you started:

- Encourage participants to use the reflection log provided and teams can meet to discuss and reflect on material reviewed.

Questions to explore could include:

- How did the activities make you feel?
 - What actions have you taken based on the activities?
 - What actions would you like to take?
 - What further resources (reading, research, tools, and/or strategies) do you need to take action?
- Use our conversation guidelines as a way to help people participate in brave spaces when discussing their personal experiences:
 - What you share within the context of the group is confidential, honored and respected
 - Use “I” statements; no one speaks for another or for an entire group of people
 - Avoid critiquing others’ experiences; focus on your own experiences
 - Be honest and willing to share
 - Listen with curiosity and the willingness to learn and change
 - Resist the desire to interrupt
 - Be brief and share time equally
 - Suspend judgment

How can I continue learning?

Join the 21-Day Challenge [Facebook Group](#) to discuss the challenges in a that centers learning and respect for others’ experiences.

YWCA Kitsap County and Co-host [Kitsap Strong](#) invite you to participate in the Lunch and Learn Zoom sessions. We will discuss the information reviewed and center Leaders of Color as they share their experiences with racism in Kitsap County. Participants will have an opportunity to listen and reflect with peers and come together as a community in next steps – A Call to Action.

Please complete the [pre-event survey](#) to set your intentions and share your goals for the challenge with us. Visit our [events page](#) for the launch of the 21-Day Challenge July 1.

Our work together can root out injustice, transform institutions, and create a community that sees women, girls, and people of color the way we do: **Equal. Powerful. Unstoppable.**

Contact us at: 360-470-0522 or education@ywcakitsap.org to learn more.

Thinking Beyond Racism

Systems of oppression are linked, and there are many other forms of prejudice and discrimination that affect our community.

These include, but are not limited to, discrimination against BIPOC (Black, Indigenous, People of Color) Women, Immigrants, the LGBTQIA+ Community, people experiencing homelessness, and people from different religious communities.

It’s important to remember people are often experiencing multiple layers of discrimination and intersectionality should be applied to our racial equity work.

LUNCH AND LEARN

[July 10, 12pm – 1pm](#)

[July 17, 12pm – 1pm](#)

[July 21, 12pm – 2pm](#)

Join us to listen, learn, and grow with community