

21 DAYS OF BUILDING COMMUNITY CHANGE



CUESTA COLLEGE 21-DAY RACIAL EQUITY AND SOCIAL JUSTICE CHALLENGE

WHAT IS THE 21-DAY CHALLENGE?

The Challenge asks participants to make daily time and space to build more effective social justice habits—particularly those dealing with issues of race, power, privilege and leadership—for 21 days. Participants who have signed up for the Challenge will receive daily tasks via email to help foster their understanding and awareness, including activities such as:

- Reading an article
- Listening to a podcast
- Reflecting on personal experience

Participation in an activity like our 21-Day Challenge helps us to discover how racial inequity and social injustice impact our community, to connect with one another and identify ways to dismantle racism and other forms of discrimination.

WHAT IS RACIAL EQUITY?

It is both an outcome and a process. As a process, we apply racial equity to policies, systems, structures and institutions by analyzing data so we can identify, uncover and remove barriers that produce disparate (unfavorable) outcomes based on race.

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

ENROLL TODAY!

Visit the 21 Day Challenge Website: bit.ly/cuesta-justice-enroll to learn more and opt-in to receive the challenge emails.

PARTICIPATE IN THE CHALLENGE!

Share your comments and experiences with these hashtags on social media of your choice:

- #Cuesta4Equity
- #ShareYourAction

QUESTIONS?

Please contact que_dang@cuesta.edu.



EQUALITY

The assumption is that everyone benefits from the same supports. This is equal treatment.



EQUITY

Everyone gets the supports that they need, thus producing equity.



JUSTICE

All three can see the game without supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

WHY SHOULD CUESTA COLLEGE DO THE CHALLENGE?

We think the Challenge is one of the most powerful interventions an organization 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.
- Taking small actions alongside one another to create momentum and a sense of teamwork.
- Creating a profound, elevating experience to increase the likelihood that participants will take action.
- Participating in meaningful conversations about racism and social justice.

TIPS DURING THE CHALLENGE

- **Spend five minutes after each challenge and fill out the reflection log** provided in the program and encourage colleagues to meet weekly to discuss and reflect on the Challenge together. Informal community conversations will be held in the Cultural Center.

Questions to explore:

- 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 Courageous Agreements** (by Glen Singleton, 2005) adapted by Bailey Drechsler when discussing the Challenge.
 - **Stay Engaged:** Work towards the moral, emotional, intellectual and relationship fortitude of being present. Racial, and other injustices, are the underbelly of white privilege; as such, dismantling racial injustice can only occur when we all commit to a lifelong process of anti-racism activism, especially White Americans.
 - **Allow Emotional Discomfort to Surface:** Acknowledge the normalcy of discomfort, its inevitability, especially when discussing racism. Additionally, acknowledge the crucial importance of making the commitment to allow discomfort to arise; it is in our very openness about our discomfort that reckoning, healing, and growth begins.
 - **Speak your Truth & Be Open to Feedback:** And if you lack clarity in the moment, be willing to think out loud.
 - **Be Brave:** Showing up, speaking your truth, and being vulnerable is at the heart of courageous conversations and help create group safety. Since psychological safety is subjective and cannot ultimately be guaranteed, we acknowledge that being brave goes a long way in deepening our inquiry and building community.
 - **Strive to Stand in Humility & Embrace your Vulnerability** to the best of your ability.
 - **Expect and accept non-closure:** There are no quick fixes and solutions. Commitment to on-going dialogue is essential.

THINKING BEYOND RACISM

Although this is primarily a racial equity Challenge, we know that 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 people of color, women, immigrants, people with disabilities, the LGBTQA community, the homeless population and people from different religious communities.

All of these are detrimental to our community. In the Challenge, you will see many of these issues addressed—not just racism.

