

21 Week
TOOLKIT

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Anti-Racism
CHALLENGE

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21 WEEK CHALLENGE

ANTI-RACISM

TOOLKIT

What is the 21-Week Challenge?

The 21 Week Challenge is aimed at providing an accessible opportunity for congregational members to better understanding systemic racism and to inspire local community engagement.

Inspired by similar challenges across the country, **this Challenge was developed by the YWCA Greater Cleveland.**

The Living Water Association is grateful to partner with the YWCA in hosting this Challenge.

The Challenge asks participants to make weekly time and space to build more effective social justice habits— particularly those dealing with issues of race, power, privilege and leadership— for 21 weeks.

Anyone can register to join and participate. Each participant who registers will receive daily tasks via email to help foster their understanding and awareness about racial equity.

The Challenge includes activities such as:

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

Participating in the 21-Week Challenge will help us connect with one another, discover how racial inequity and social injustice impact our communities, and identify ways to dismantle racism and other forms of discrimination.

What is racial equity?

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

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



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

Source: Center for Assessment and Policy Development

Why should a group or team at my congregation do the Challenge?

We think the Challenge is one of the most powerful interventions a congregation 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.

How can my congregation run a Challenge?

Here are some ideas to get you started:

- Encourage participants to create a reflection log using some of the questions provide below.
- Teams can meet weekly to discuss and reflect on the Challenge together.
- 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 some conversation guidelines as a way to help people feel safe 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. Be open to the kernel of truth in each person’s story.

How can my organization get support with running a Challenge?

WE CAN HELP.

The Living Water Association and YWCA Greater Cleveland have facilitators and trainers who can help support your congregation or group.

Contact us at: 330-940-2220 or office@livingwaterone.org to learn more.



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, Native Americans, 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.