

Messiah Lutheran Church's 21-Day Racial Equity Challenge

Day 1 (June 4): Fighting racism isn't a discrete event, it's an ongoing process—watch [this 12-minute talk by Jay Smooth](#), who compares it to the daily practice of dental hygiene. Conventional wisdom says it takes about three weeks to form a new habit, so Dr. Eddie Moore, Dr. Marguerite Penick-Parks and Debby Irving developed the 21-Day Racial Equity Challenge to help all of us cultivate self-awareness and intentionality to effect social change.

Whether you're a new ally in the racial equity movement or a seasoned veteran, we invite you to join us for this exercise in self-reflection, learning and connection. Don't feel pressured to participate every day. We've presented a variety of options so you can engage based on your learning style and the time you have available. This isn't a formal homework assignment; the point is simply to make a habit of doing something every day to broaden your perspective, identify topics for deeper learning on your own, and better equip yourself to combat White supremacy.

Day 2 (June 5): In the winter, we began a book conversation about Debby Irving's book "Waking Up White." Here you'll find her TEDx talk about her journey in understanding race and racism. <https://www.youtube.com/watch?v=oD5Ox5XNEpg>

Day 3 (June 6): Human rights lawyer Bryan Stevenson, founder of the Equal Justice Initiative, has written a best-selling book, "Just Mercy, that was adapted into a film of the same name. That film is currently free to watch (<https://www.justmercyfilm.com/>). It's an excellent and challenging movie. If you'd like to watch a shorter video, Stevenson gave a TED talk: (<https://youtu.be/c2tOp7OxyQ8>). In the feature film and the TED talk we learn some hard truths about America's justice system, starting with a massive imbalance along racial lines: a third of the country's black male population has been incarcerated at some point in their lives.

Day 4 (June 7): REFLECTION: Join us for a zoom video conversation about how the challenge is impacting your life. The link to the zoom conversation is here: <https://us02web.zoom.us/j/88297360463>

Day 5 (June 8): In 1989, Peggy McIntosh wrote an article titled, "White Privilege: Unpacking the Invisible Knapsack." Even thirty years later it is still considered a primer in understanding white privilege. Here's a link to the article: https://nationalseedproject.org/images/documents/Knapsack_plus_Notes-Peggy_McIntosh.pdf

Day 6 (June 9): These short videos from the organization Race Forward unpack the realities of systemic racism and how it impacts communities of color. They can be found here:

<https://www.raceforward.org/videos/systemic-racism>

Day 7 (June 10): What does our church body have to say about race and racism? Please read the ELCA's social statement condemning White Supremacy and Racist Rhetoric. Here is a link to the document:

https://download.elca.org/ELCA%20Resource%20Repository/Condemnation_of_White_Supremacy_and_Racist_Rhetoric.pdf?_ga=2.168277281.1052699656.1591210685-469479016.1563895541

Day 8 (June 11): How do we as a community of Christ talk about the ELCA's social statement condemning White Supremacy? Please watch this webinar: Becoming the Body of Christ – Condemning White Supremacy where over 450 participants joined Bishop Kevin Strickland of the Southeastern Synod - ELCA, and several panelists on Thursday, May 21st 2020 at 7-8:30pm EDT for a conversation around “Becoming the body of Christ where all bodies are valued: A conversation around the ELCA's resolution to condemn White Supremacy.” Bishop Strickland was joined by Presiding Bishop Elizabeth Eaton. Other speakers joining our bishops included: Pastor Tiffany Chaney, Pastor Ron Bonner, Ms. Roxann Thompson, Ms. Judith Roberts, Pastor Matt Steinhauer, and more. Watch here: <https://www.youtube.com/watch?v=LAtEgZrSnA>

Day 9 (June 12): ABC's show “What Would You Do? Bicycle Thief Edition” explores the impact of racial and gender bias and prejudice at a family friendly park. Before this video, would you have anticipated differential treatment? <https://youtu.be/ge7i60GuNRg>

Day 10 (June 13): The title of Ava DuVernay's extraordinary and galvanizing documentary 13TH refers to the 13th Amendment to the Constitution, which reads “Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States.” The progression from that second qualifying clause to the horrors of mass criminalization and the sprawling American prison industry is laid out by DuVernay with bracing lucidity. With a potent mixture of archival footage and testimony from a dazzling array of activists, politicians, historians, and formerly incarcerated women and men, DuVernay creates a work of grand historical synthesis. Watch it on Netflix. If you do not have access to Netflix, consider reading [The Injustice of This Moment Is not an ‘Aberration.’](#) Michelle Alexander

Day 11 (June 14): REFLECTION: Join us for a zoom video conversation about how the challenge is impacting your life. The link to the zoom conversation is here:

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Day 12 (June 15): How do we preach a word that challenges racism and addresses the pain that communities of color are experiencing? Rev. Dr. Otis Moss offers a sermon entitled “We Shall Overcome...Someday?” on the killing of George Floyd for his congregation: Trinity United Church of Christ in CHicago. You can watch it here: https://www.youtube.com/watch?v=J_dNzYifsow

Day 13 (June 16): Listen to the first podcast “The Fight for a True Democracy” in the powerful series “1619” by the New York Times Magazine. There are also accompanying essays (if you have NY Times access). All the podcasts and essays are worth listening to and reading (if you have the time to do so). <https://nyti.ms/37yMFWQ> or here <https://www.iheart.com/podcast/326-1619-48877024/>

Day 14 (June 17): Read the recent article by Angela Denker: “Paternalistic Racism of Nice White People.” Denker is a white Christian living in Minneapolis. Her article looks at the outpouring of food after the murder of George Floyd in Minneapolis and the ways she had to step back and look at how charity was reinforcing racist stereotypes of black people. Read the article here: <https://day1.org/articles/5ed944cc6615fb5022000103/angela-denker-paternalistic-racism-of-nice-white-people>

Day 15 (June 18): Have you heard the term microaggressions? This is a blog series that seeks to provide a visual representation of everyday "microaggressions." Each event, observation and experience posted is not necessarily particularly striking in and of themselves. Often, they are never meant to hurt - acts done with little conscious awareness of their meanings and effects. Instead, their slow accumulation during a childhood and over a lifetime is in part what defines a marginalized experience, making explanation and communication with someone who does not share this identity particularly difficult. https://www.buzzfeed.com/hnigatu/racial-microaggressions-you-hear-on-a-daily-basis?utm_term=.ni4bRwobgw#.gwyda5vde5

Day 16 (June 19): Watch **How to deconstruct racism, one headline at a time**, TED Talk by Baratunde Thurston that explores patterns revealing our racist framing, language, and behaviors. https://www.ted.com/talks/baratunde_thurston_how_to_deconstruct_racism_one_headline_at_a_time/transcript?utm_source=newsletter_weekly_2019-05-31&utm_campaign=newsletter_weekly&utm_medium=email&utm_content=talk_of_the_week_button

Day 17 (June 20): Watch the powerful feature film “The Hate U Give”, based on the [YA novel](#) by Angie Thomas. It tells the story of Starr Carter, who lives in two worlds: the poor, black

neighborhood where she resides and the mostly white prep school she attends. This uneasy balance is shattered when she witnesses the fatal shooting of her childhood friend by a policeman. Facing pressures from all sides, Starr must find her voice and stand up for what's right. The movie is currently available to rent for free at YouTube

(<https://www.youtube.com/watch?v=NXy0H-EZR5s>), Amazon

(https://www.amazon.com/gp/video/detail/amzn1.dv.gti.60b31e2f-cbfe-052d-6640-02d79a4f4b68?autoplay=1&ref=atv_cf_strg_wb), or Google Play

(<https://play.google.com/store/movies/details?id=NXy0H-EZR5s>).

Day 18 (June 21): REFLECTION: Join us for a zoom video conversation about how the challenge is impacting your life. The link to the zoom conversation is here:

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Day 19 (June 22): Robin DiAngelo writes and teaches about what it means to be white in a society that proclaims race meaningless, yet remains deeply divided by race. Her essay, [White Fragility](#), is a precursor to her best-selling book by the same name.

Day 20 (June 23): [How to overcome our biases? Walk boldly toward them](#), TED Talk by Vernā Myers, encourages work vigorously to counter balance bias by connecting with and learning about and from the groups we fear. (19 minutes)

Day 21 (June 24): Take a test to find out your implicit associations about race, gender, sexual orientation, and other topics. Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet. <https://implicit.harvard.edu/implicit/?fbclid=IwAR12GsjosdI310YHS4IuVwvOwBEQkGgla2dGtrnoqBAgrkHh4Y7T3txe94>

June 28th: FINAL REFLECTION: Join us for a zoom video conversation about how the challenge is impacting your life. The link to the zoom conversation is here:

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