

Winnetka Covenant Church
Summer 2023 AntiRacism Challenge

***The following guide has been adapted from the Evanston YWCA 21-Day AntiRacism Challenge^{1*}**

Thank you for joining our challenge! We begin the week of June 4th. Please plan to join us most Wednesday evenings from 7 to 8 PM beginning on June 14th for Zoom and in-person gatherings to reflect on our learning.

Note the following dates:

Zoom gatherings – June 14, July 5, August 2

In-person gatherings – June 28, July 26, August 9

All of these gatherings are optional and provided to support your learning. Please contact Pastor Jen or Pastor Lynnea with any questions – and thanks!

Week 1: Racial Identity

Race plays a big part in a person's identity and how they navigate the world. Each person's racial identity creates a different set of challenges. How do you think about your racial identity? How has your racial identity impacted you in education, work, volunteering, etc.? These tools may help you explore the notion of racial identity further.

- **Article:** [Race and Racial Identity are Social Constructs](#)
- **Video:** Joanne Nchimbi, in a breath-taking talk, lays down in complete sincerity her experience understanding and maneuvering around the idea of racial identity. Watch it [here](#).
- **(Optional) Additional resource:** Caucus or affinity groups provide spaces for people to work within their own racial/ethnic group to advance racial equity. The site [Racial Equity Tools](#), provides powerful resources to understand and use affinity groups.

¹ [21 Day Racial Equity and Social Justice Challenge - YWCA Evanston/North Shore \(ywca-ens.org\)](https://www.ywca-ens.org/21-Day-Racial-Equity-and-Social-Justice-Challenge)

Week 2: Levels of Racism

When talking about racial identity, what follows can be a system that benefits people with a specific racial identity. People often hear the words "institutionalized racism" and "systemic racism," but do not realize how these layers are entrenched in society. The tools below may help.

- **Article:** This [piece](#) presents a framework for understanding racism on three different levels.
- **Video:** Systemic racism affects every area of life in the U.S., from incarceration rates to predatory loans. This engaging, four-minute [video](#) shows how solving these problems requires changes in major parts of our system.
- **(Optional) Additional resource:** Housing is one system that has historically been racialized. [Joining Forces](#) is an organization based in Evanston that focuses and provides homelessness prevention, housing, and shelter.

Week 3: Privilege

Privilege is the special right, advantage or immunity granted to a particular group of people. Steps toward equity begin when certain privileges are recognized and people determine a way to change them.

- **Article:** For those just starting to look at privilege, this [article](#) holds the basic understandings of white privilege. "I was taught to see racism only in individual acts of meanness, not in invisible systems. . .," says the author.
- **Video:** You don't have to be racist to have white privilege. [Here's how it works.](#)
- **(Optional) Additional resource:** Peggy McIntosh is an anti-racism activist, scholar, and former senior research scientist at the [Wellesley Centers for Women](#). She is the founder of the National SEED Project (Seeking Educational Equity and Diversity). Learn more [here](#).

Week 4: Implicit Bias

These materials are about implicit bias or the attitudes and stereotypes that affect someone's understanding, actions and decisions in an unconscious manner. People's implicit biases can impact their interactions with others and they may not realize it.

It may take time to unlearn something that has been in our brains for a lifetime, but the following resources can help:

- **Article:** Journalist and commentator Nicholas Kristof shares an understanding about how early racial bias forms in this short [piece](#).
- **Video:** Watch this five-minute [conversation](#) with psychologists about what implicit bias is and how we can work to combat its effect on decision making.
- **(Optional) Additional resource:** Psychologist Jennifer Eberhardt has studied [the consequences of implicit bias](#) for many years.

Week 5: History of Racism in Healthcare

The history of the exploitation and brutalization of people of color by doctors and others in the medical field is one of America's most tragic and largely untold stories.

Thanks to the work of people like [Harriet Washington](#), author of "Medical Apartheid," there is a new willingness to grapple with the impact of this trauma. Knowing our past is the first step toward a more equitable future.

- **Article:** This [article](#) explains the many differences that Black and white Americans experience in the health care system dating back to the 1930s.
- **Podcast:** Listen to this [podcast](#) about the United States Supreme Court ruling, *Buck v. Bell*, which institutionalized the eugenics movement and led to 70,000 forced sterilizations of people of color and people with physical and mental disabilities.
- **(Optional) Additional resource:** When you have 30 minutes, listen to this [podcast](#) to discover how newly emancipated slaves were freed without access to any resources, particularly health care, and how that played a major role in building the nation's first federal health care programs.

Week 6: Racism in Healthcare

Racism has been a pervasive issue in healthcare throughout history. In the United States, this is largely due to a legacy of institutionalized racism that has resulted in disparities in health outcomes for people of color. Efforts to address racism in healthcare are ongoing, but much work remains to be done to ensure equitable and just healthcare for all.

The resources below center on the legacy of the history of racism in healthcare, and lingering disparities *today*.

- **Article:** Read this [article](#) about the dangerous racial and ethnic stereotypes that still exist in medicine and how they impact the care that people of color receive.
- **Audio:** Listen to this four-minute NPR [report](#) about how unconscious bias becomes dangerous in emergency medical situations when providers make decisions based on stereotypes.
- **(Optional) Additional resource:** How does racism make us sick? In this [TED Talk](#), David R. Williams presents evidence that racism is producing a rigged system and offers hopeful examples of programs across the U.S. working to dismantle discrimination.

Week 7: Environmental Racism

A large part of our health is determined by our environment. For generations, the impact of pollution and environmental damage has largely fallen on marginalized communities. Systemically racist policies have resulted in people of color having an increased likelihood of exposure to unsafe drinking water, lead paint in homes, and industrial waste. These resources explore the environmental justice movement and the people of color pushing for change.

- **Article:** This [article](#) discusses ten inextricable links between racial and environmental justice.
- **Video:** This [webinar](#), created by Ajiah Gilbert from the City of Evanston Office of Sustainability, addresses the historical disconnect between Black communities and agriculture. It discusses the intentional detachment from a homeland when Africans were brought as slaves; how slavery created the stereotype that farming is for slaves; Blacks reconnecting to farming and gardening; and the benefits that come from growing your own food.
- **(Optional) Additional resource:** Indigenous communities. [Read](#) about the climate crisis's disproportionate impacts on Indigenous communities and how Indigenous people have been at the forefront of the fight against the expansion of fossil fuel infrastructure and other environmental injustices.

Week 8: Disparities in Education

As individuals interested in learning more about racial equity, you've likely heard the term "school-to-prison pipeline." (If you haven't, check out this [infographic](#).) The resources below examine the school-to-prison pipeline, the discriminatory application of discipline, and other racial disparities in education.

- **Article:** Black girls are six times more likely to be suspended than white girls. Check out this [study](#) to better understand how Black girls are being pushed out of school.
- **Video:** Out-of-school suspensions have doubled since the 1970s and continue to increase even though juvenile crimes have dropped. Watch this short [video](#), which further explains the school-to-prison pipeline. Did you know it starts as early as preschool?
- **(Optional) Additional resource:** Through this interactive [database](#), you can plug in your school system or other school systems nearby to investigate whether there is racial inequality.

Week 9: Wealth Gap

The racial wealth gap in the U.S. can be seen through income inequality, earnings disparities, homeownership rates, retirement savings, student loan debt, and lopsided asset-building subsidies.

These resources take a closer look at how racism and racist policies have perpetuated persistent wealth and income gaps in the United States.

- **Article:** The U.S. exhibits wider disparities of wealth between rich and poor than any other major developed nation. This [article](#) is loaded with illuminating facts and figures.
- **Video:** This engaging, short video titled [How America Created Its Shameful Wealth Gap](#), explains how institutional racism led to the racial wealth gap.
- **(Optional) Additional resource:** Learn about wealth concentration and the need for a process of truth-telling and a redistribution of wealth [here](#).

Week 10: Racism and Trauma

From microaggressions in social settings to hate crimes, incidents of racism can impact a victim's mental state. Racial traumas can also come from systems of racism.

For a quick overview of racial trauma, check out this [infographic](#). Then deepen your understanding with the following:

- **Article:** Read this [interview](#) about how race-based trauma impacts employee well-being and how companies can support employees.
- **Audio:** How do we cope with the [collective trauma](#), and the sorrow and exhaustion from countless deaths at the hands of law enforcement? Let us remember this extended NPR [story](#) that was taped a few days after the murder of George Floyd. Also through this [article](#), we must understand this problem still exists in society.
- **(Optional) Additional resource:** [Bebe Moore Campbell](#) was an American author, journalist, teacher, and mental health advocate who worked tirelessly to shed light on the mental health needs of the Black community and other underrepresented communities.

Congratulations!! You completed the challenge!