

# Equity Challenge Day 1: Personal Racial Identity

## Something to Consider:

*“Not seeing race does little to deconstruct racist structures or materially improve the conditions which people of color are subject to daily. **In order to dismantle unjust, racist structures, we must see race.** We must see who benefits from their race, who is disproportionately impacted by negative stereotypes about their race, and to who power and privilege is bestowed upon – earned or not – because of their race, their class, and their gender. Seeing race is essential to changing the system.”*

- Reni Eddo-Lodge

## 5 Day Equity Challenge

We cannot cease in confronting our country's history and relationship to identity. It is time for us to take a closer look at the inequities that are deeply rooted in our systems and institutions and work together to create an America where every individual has the opportunity to succeed regardless of race, gender, sexuality, religion, and identity.

Over the next 5 days, we will explore difficult topics. This challenge will hopefully open up dialogue on how we can be champions of equity in our personal and professional lives.

Before you get started, we encourage you to download your [Challenge Activity Log](#) – a tool to ensure you are taking full advantage of what the challenge has to offer.

## Today's Challenge

How do you think about your racial identity and its relevance to your work?

Identity matters. Who we think we are and who others think we are can have an influence on all aspects of our lives. Think about the first time you became aware of your racial identity. What is the first thing that comes to mind? Choose as many options as you'd like, and write down how you felt after reading or listening to learning resources below:

**Option 1:** [Listen to this Stateside episode with Eddie Moore, Jr., executive director of The Privilege Institute](#), about the White Privilege Conference in Grand Rapids creating a space for people to have “tough conversations.”

**Option 2:** Reference this document to [view how people of color develop their racial identity](#).

**Option 3:** [Watch one or more of the short videos](#) and reflections from the New York Times on racial identity in America.