

Participant Syllabus

Racial Justice Activation Circles

Fall 2020

Scope & Sequence

Because the 21-day challenge takes quite some time, we stretched the resources over the period of 5 weeks a 5 days (we all need to take breaks!).

Week 1: Introductions, the plan & the outcomes, introduce *Action Ideas* running list, share curriculum, discuss Circle Way **and** 21-Day Challenge (BELOW): **Days 1-5**

Question of the week: How do you think about your own racial identity and its relevance in your life?

Week 2: 21-Day Challenge (BELOW): **Days 6-10**

Question of the week: Where do you see racism in your community?

Week 3: 21-Day Challenge (BELOW): **Days 11-15**

Question of the week: Consider the institutions in which you participate. Where do you see institutional racism?

Week 4: 21-Day Challenge (BELOW): **Days 16-20**

Question of the week: Have you ever been criticized for being racist/ biased? How did you react? If that hasn't happened to you yet, have you ever witnessed such a situation?

Week 5: 21-Day Challenge (BELOW): **Days 21-25**

Question of the week: Is there one story that you have held onto that has informed your feelings about another person? (Need not to be a racially motivated memory.)

Week 6: Go to Running List & add to it; learn about actions taken by BIPOC-led groups and by our synod, learn about [Racial Equity Tools](#) and learn about the [Lutheran Office of Public Policy](#)

Week 7: Action Planning - Small Groups

Week 8: Sharing Out Actions & Getting Feedback, Schedule Follow-up Meeting within 2 months

Syllabus

Inspired by the [21-Day Racial Equity Habit-Building Challenge](https://www.eddiemoorej.com/21daychallenge) © By the American Bar Association and <https://www.eddiemoorej.com/21daychallenge> and mlpp.org

Intro:

- The 21-Day Challenge concept was conceived several years ago by diversity expert [Eddie Moore, Jr.](#) to advance deeper understandings of the intersections of race, power, privilege, supremacy and oppression.
- The goal of the Challenge is to assist each of us to become more aware, compassionate, constructive, engaged people in the quest for racial equity.
- It has been intentionally crafted to focus on the Black American experience.
- This is totally voluntary, you can opt out if you need to - this is an offering; this is your learning
- Participating doesn't mean you agree with all that you'll read.
- While it is not the intention of the Challenge to cause offense, some participants may be offended by some language used in the lessons.

Date	Topic	To watch/ listen to/ read
Sept 7	What is this and why are we doing this?	ELCA (if you want to read the official statement) Declaration of the ELCA to People of African Descent Dear Church (Interview with Lenny Duncan on his book) White Supremacy Culture Ways White People Defend their Good Selves
Sept 8	Locating ourselves and racial identity formation	The Myth of Race
Sept 9	...continued	A Conversation on Race Reflection: How do you think about your own racial identity and its relevance in your life?
Sept 10	The intersection of white supremacy and patriarchy	The Birth of a White Nation
Sept 11	...continued	How White People got made
Sept 14	...continued	Nikole Hannah-Jones, <i>America Wasn't a Democracy, Until Black Americans Made It One</i> , The New York Times (Aug. 14, 2019) (part of the 1619-project) 1619 podcast

Sept 15	Levels of racism: How and where do we see these operating	The Gardener (short, great video) 4 types of racism Reflection: Where do you see these levels present in our community?
Sept 16	Internalized Racism	Black Self/ White World Internalizations
Sept 17	Interpersonal Racism	Detour Spotting
Sept 18	...continued	Speak up
Sept 21	Institutional Racism	What is systemic racism? Reflection: Consider the institutions in which you participate. Where do you see institutional racism?
Sept 22	Structural Racism	The unequal opportunity race (short video) White Privilege: Unpacking the invisible knapsack (This is a classic!)
Sept 23	Structural Racism in Housing	Housing (short fun video) Race: The House we live in How to convince a white realtor you're middle class The de facto Segregation Myth (short video)
Sept 24	Structural Racism in Justice	Justice system How Black Girls aren't presumed to be innocent During your next movie night: Watch 13 th on Netflix!
Sept 25	Poverty	homelessness It's all about the men
Sept 28	What can be done?	The Case for Reparations Open Letter to the ELCA
Sept 29	Recognizing and dismantling White supremacist/ dominant culture	White fragility (video) White Fragility (article) Explaining White Privilege to a Broke White Person (excuse the language)
Sept 30	Colorism	Colorism (short article) Colorism (article with linked videos)
Oct 1	The Role of the Media	Media Representation of Black Men Black Trans Lives Matter (TED talk)
Oct 2	A day of poetry	Audre Lorde: Who said it was simple June Jordan: Poem for Ms Fannie Lou Hamer Langston Hughes: Harlem Richard Wright: Between the World and Me Claudia Rankine: You are in the dark, in the car...

		Amanda Gorman The Miracle of Morning Amanda Gorman Fury and Faith
Oct 5	Changing the narrative	Asset Framing
Oct 6	Valuing different ways of knowing	The danger of a single story For reflection: Is there one story that you have held onto that has informed your feelings about another person? (Need not to be a racially motivated memory.)
Oct 7	Being an ally	Guide to Allyship Ally mistakes
Oct 8	...continued	How to react to microaggressions What allies can say
Oct 9	How to be Anti-Racist	Interview with Ibram X Kendi and Robin DiAngelo Anti-Racism work is like beating cancer Interview with Ibram X Kendi (it's a 45 min interview that begins at 16'40)

More resources

- *How to Not (Accidentally) Raise a Racist*, Longest Shortest Time Podcast For PARENTS raising anti-racists KIDS. Mostly a book & video list w/ links.
- James McWilliams, *Bryan Stevenson On What Well Meaning White People Need To Know About Race: An interview with Harvard University-trained public defense lawyer Bryan Stevenson on racial trauma, segregation, and listening to marginalized voices*, Pacific Standard (updated Feb 18, 2019)
- Hannah Giorgis, *Black Art is dangerous because it marries the personal and the political*, The Guardian (Feb. 22, 2015)
- Reggie Ugwu, *Lena Waithe's Art of Protest: The "Queen & Slim" writer on mixing art and politics, the key to collaboration and those infamous comments about Will Smith and Denzel Washington*, The New York Times (Dec. 2, 2019)
- N. K. Jemisin, *How Long 'Til Black Future Month? The Toxins of Speculative Fiction, and the Antidote that is Janelle Monae*, Blog (Sept. 30, 2013) Jemisin: about 4 pages, plus lots of reader comments.
- Natasha S. Alford, *Why Some Black Puerto Ricans Choose 'White' on the Census: The island has a long history of encouraging residents to identify as white, but there are growing efforts to raise awareness about racism*, The New York Times (Feb. 9, 2020)
- Podcast [Nice White Parents](#)