

21-Day Racial Equity Habit Building Challenge

2016 Daily Prompts

1. Reflect on why you signed up for the 21 Day Racial Equity Habit Building Challenge. Name at least 3 reasons why. What are you hoping to gain from this experience? What are you hoping to give to this experience by participating?
2. What do race and racism have to do with the food system, from your perspective? Read through some of the article, "[Collected Commentaries on Race and Ethnicity](http://www.agdevjournal.com/component/content/article/584.html)," in the *Journal of Agriculture, Food Systems, and Community Development*. If your perspective shifted from reading the article, include those reflections.
<http://www.agdevjournal.com/component/content/article/584.html>
3. Read through "[Making the Case for Racial Equity in the Food System](http://www.centerforsocialinclusion.org/wp-content/uploads/2014/07/Building-the-Case-for-Racial-Equity-in-the-Food-System.pdf)" from the Center for Social Inclusion, paying attention especially to the graphs and images disaggregating food system data by race. Also look at disaggregated food system related data from "[The Color of Food](https://thesocietypages.org/socimages/2011/03/13/the-color-of-food-production-processing-distribution-and-service/)." Take time to disaggregate data by race in your own local, state, regional food system. You might explore this by consulting the [National Equity Atlas](http://nationalequityatlas.org) and searching by your city, state and/or region. Do this for income, home ownership, unemployment, wealth, obesity, diabetes, access to financing and start-up capital. What are the results? What do you make of these results? <http://www.centerforsocialinclusion.org/wp-content/uploads/2014/07/Building-the-Case-for-Racial-Equity-in-the-Food-System.pdf> • <https://thesocietypages.org/socimages/2011/03/13/the-color-of-food-production-processing-distribution-and-service/> • <http://nationalequityatlas.org>
4. Watch the [Jay Smooth TED Talk](https://www.youtube.com/watch?v=MbdxeFcQtaU) - "How I learned to stop worrying and love discussing race." On a scale of 0-5, rate how comfortable you are talking about race and racism.
 - 0 = I would rather not talk about race/racism.
 - 1 = I am very uncomfortable talking about race/racism.
 - 2 = I am usually uncomfortable talking about race/racism.
 - 3 = I am sometimes uncomfortable talking about race/racism.
 - 4 = I am usually comfortable talking about race/racism.
 - 5 = I am very comfortable talking about race/racism.

How comfortable are you talking about race with those with whom you work most closely in the food system? What are the implications? How might you and others become more comfortable talking about race and racism?
<https://www.youtube.com/watch?v=MbdxeFcQtaU>
5. Spend some time observing meetings (or classes) and conversations during your day. Whose voices are loudest? Who tends to shape the agenda?

6. Look at [this graphic](#) and accompanying text that explains the difference between equity and equality. As you think about addressing racism, are you thinking in terms of equality (everyone getting the same) or equity (everyone getting what they need to succeed)? How might a shift from equality to equity make a difference in your work? <http://interactioninstitute.org/illustrating-equality-vs-equity/>
7. Watch [this short video](#) (4 minutes long) that explains “the four levels of racism.” Where do you see examples of *internalized* and *interpersonal* racism in the food system? From your perspective and work, what if anything is being done to address these levels? Start a list of what might be done. https://www.youtube.com/watch?time_continue=1&v=LjGQaz1u3V4
8. Rewatch [the short video](#) from yesterday and/or read this short blog post “[Undoing Racism by Design](#),” which further explains how racism operates at different levels. Where do you see examples of *institutional* and *structural* racism in the food system? What if anything is being done to address these levels? What (else) might be done? https://www.youtube.com/watch?time_continue=1&v=LjGQaz1u3V4 <http://interactioninstitute.org/undoing-racism-by-design/>
9. Watch [this short video clip](#) about “selective attention.” The clip illustrates that we tend to see only what we’re “primed” to see. Stereotypes operate in a similar way in forming implicit biases. Stereotypes can operate as primers and prevent us from accurately perceiving situations and people. What does it mean that our perception can be so easily fooled? Name some moments where this has shown up in your work and food systems. <http://www.theinvisiblegorilla.com/videos.html>
10. Watch [this video](#) on implicit associations. Take the [implicit bias test](#). What did you learn about yourself? Describe how implicit bias shows up in your food system-related work and life. <https://www.youtube.com/watch?v=XHmM7gJhscU> <https://implicit.harvard.edu/implicit/takeatest.html>
11. Read [this short blog post](#) on implicit bias and de-biasing strategies, and/or [watch this short video](#) which includes de-biasing strategies. Choose some de-biasing strategies you can start using now in your work and life. <http://interactioninstitute.org/got-bias/> • <http://interactioninstitute.org/race-talk/>
12. Read [this blog post on “micro-inclusions”](#) as a counter to micro-aggressions, and/or check out [this brief interview](#) (8 minutes) with Dr. Derald Wing Sue, who put the term “micro-aggressions” into the lexicon. Practice 5 micro-inclusions today and share any comments. <http://interactioninstitute.org/micro-inclusion-a-small-step-to-include-someone/> <http://www.npr.org/2014/04/03/298736678/microaggressions-be-careful-what-you-say>
13. Skim the WKKF report - “[The Business Case for Racial Equity](#)” or read [this article](#) What are the costs of racism in our food system? How are you seeing these costs reflected in your community, state, and/or region? <https://www.wkkf.org/news-and-media/article/2013/10/the-business-case-for-racial-equity-quantifies-the-cost->

[of-racism-in-the-us • http://www.yesmagazine.org/commonomics/race-and-the-new-economy](http://www.yesmagazine.org/commonomics/race-and-the-new-economy)

14. Watch [john powell's brief talk](https://vimeo.com/126012097) (7 minutes) on "opportunity structures." How do you see these structures playing out in your community/state/region? How can we shift efforts to "fix people," in the direction of "fixing structures" that create more opportunities for more people, and especially those who lack opportunity?
<https://vimeo.com/126012097>
15. Read or skim through [The Ultimate White Privilege Statistics and Data Post](http://www.jbw Tucker.com/ultimate-white-privilege-statistics/). How do you see privilege playing out across different dimensions of identity in your community? What can you do to challenge "white privilege" on a personal level? How about on a communal level? A national level?
<http://www.jbw Tucker.com/ultimate-white-privilege-statistics/>
16. Watch [this short video segment](https://www.youtube.com/watch?v=GTvU7uUgjUI) (4 minutes) from "Cracking the Codes: The System of Racial Inequity." What are some other examples where white people receive certain advantages in our food system – either unconsciously or consciously – that people of color do not receive? How can privilege be leveraged appropriately for racial equity? <https://www.youtube.com/watch?v=GTvU7uUgjUI>
17. Read [this article](http://www.nwp.org/cs/public/print/resource/3464) about *The Storytelling Curriculum*, which talks about different kinds of stories - stock, concealed, and transformative. Write down as many stock stories, concealed stories, and resistance stories about your community as you can think of. Develop a plan for shining a light on these stories in your work.
<http://www.nwp.org/cs/public/print/resource/3464>
18. Read [these slides](http://grenetwork.org/wp/wp-content/uploads/2014/04/An-Introduction-to-Racial-Equity-Assessment-Tools.pdf) about racial equity assessment tools. How might you implement such a tool in your group, organization, or community?
<http://grenetwork.org/wp/wp-content/uploads/2014/04/An-Introduction-to-Racial-Equity-Assessment-Tools.pdf>
19. Consult the website of [Government Alliance on Race and Equity](http://racialequityalliance.org). How might racial equity be more formally incorporated in town/municipal, county, state, or national government? What impacts would that have on your local, state, and regional food systems? <http://racialequityalliance.org>
20. Trace the origins of one item from each meal you eat today -- where is it grown? Who is involved in the growing, processing, preparing, etc.? What are their working conditions like? Is there a more just alternative you might use?
21. Watch this short video - [We Must Talk About Race to Fix Economic Inequality](https://www.youtube.com/watch?v=caarVAS40jQ). Also consider reading Ian Haney Lopez's paper on "[Race & Economic Jeopardy for All.](http://diversity.berkeley.edu/sites/default/files/15234_racepoliticspaper_bug.pdf)" Scan the media, including local media, for examples of racist framing or commentary, whether subtle or overt. Consider how you might better connect race to class, and class to race—and build a more inclusive food movement.
<https://www.youtube.com/watch?v=caarVAS40jQ>
http://diversity.berkeley.edu/sites/default/files/15234_racepoliticspaper_bug.pdf