



# Lenten CHALLENGE

Taking the Next Step in Social Justice  
and Racial Reconciliation

**“Take the first step in faith.  
You don’t have to see the whole staircase, just take the first step.”  
– The Rev. Dr. Martin Luther King, Jr.**



**Christ Church Charlotte**  
CHRIST EPISCOPAL CHURCH




*With gratitude to Trinity Episcopal School, Charlotte, Office of Diversity, Equity and Belonging  
for sharing their '21-Day Challenge' model and allowing us to adapt it.*

Thank you for stepping into the sometimes difficult but always necessary task of bringing about social justice, equity, reconciliation and restoration. This work begins with ourselves, and while it may at times be difficult, we are called to lean into the discomfort (and perhaps newness) as we discover areas within ourselves that need acknowledgement, healing and growth. Some folks are already walking this path, while others are new to it. The beauty of this challenge's design is that it allows us to meet ourselves wherever we are on the journey and go one step deeper or further at a time. And because we will have 'check-ins' available weekly, it also gives us the opportunity to talk with others on the journey about what we have discovered and how it is settling with us. All are welcome to come on this journey, and really, all are needed on this journey. We come, not as individuals, but as the *people* of God, walking the Way of love, and knowing that we are ever walking in God's sight. God's blessings on your 2021 Lenten journey.

The Reverend Joan Kilian, Associate Rector for Outreach and Mission

Before you take the first step on this journey, please review the rating scale so you can determine the kind of hike you'd like to take each day.

Moving forward on our individual journeys is what will propel us to move forward collectively on our shared journey as Christ Episcopal Church.

-  Easier journey
-  Moderate journey
-  More challenging journey



## WHAT IS THE RACIAL EQUITY SOCIAL JUSTICE CHALLENGE?

This Lenten Challenge for Racial Equity and Social Justice is a personal commitment to devote a minimum of 5 minutes a day, each day of Lent up to Holy Week (February 17 – March 27, 2021), to learn about the ways that bias, prejudice, privilege, and oppression show up in our everyday lives, often in ways to which we are oblivious. With this awareness and understanding of how racism shapes each of our lived experiences, we can all become part of making positive change in our church, our community and our world.

This challenge is a journey in embracing diversity—no matter your age, where you come from, or how you identify yourself. You will choose from a number of perspectives, examples and tools to help build a more just and equitable world around us and undo racism. This compilation of resources is meant to be a means of self-reflection and growth as we commit to leaning in, growing and boldly stepping forward in the work of dismantling racism and embracing diversity.

If this feels like an interesting way for you to live into Christ Episcopal Church’s mission to Love God, Care for One Another and Serve the World, then please consider inviting at least one other person to do this challenge, as well. You may also want to consider further work through Christ Church such as enrolling in Sacred Ground or participating in a pilgrimage to Montgomery and Selma, Alabama when we are able to travel again. Or it may spur you to get involved and volunteer with any of the many organizations in Charlotte that are doing this work.

## HOW DOES IT WORK?

- Register for the [Challenge Kickoff](#), Wednesday, February 10 at 7 pm.
- Copy or download this [tracking form](#) for your own use.
- Over the course of your Lenten experience, you are invited to [join with us for half-hour gatherings](#) on Wednesday nights at 7 pm to share where your journey has led you

Each day, from Ash Wednesday (February 17) through the Saturday before Palm Sunday (March 27), participants will browse through the below list of readings, videos and podcasts and pick one or more of the “challenges” and begin their journey of discovery. Categories include:

- **Read**
- **Listen & Watch**
- **Sit on the Couch Length**
- **Notice & Engage**
- **Persist**

Feel free to note reflections and “Aha!” moments to share on the Wednesday night gatherings as we seek to grow together as a community. We want to thank Trinity Episcopal School, Charlotte – particularly Ayeola Elias, Director of Diversity, Equity and Belonging – for providing us with much of the material below. We have also added some further options for exploration.



## **HOW DOES THE STRUCTURE OF THIS CHALLENGE HELP US LEARN?**

This Lenten Challenge for Racial Equity and Social Justice Challenge provides “mirrors and windows” for us to engage in an exploratory experience. Emily Style, a co-founder and former co-director of the National SEED Project, coined this term and stressed the need for education to provide contexts for self-reflection and identity building—using mirrors.

Educational experiences should also provide opportunities to view into someone else’s experience—through windows. It is critical to understand that people cannot truly learn about themselves unless they learn about others as well. Hopefully, the following resources provide both mirrors and windows for you. While some of the options are in the context of schools, and in particular, Episcopal schools, the same things hold true for us as members of this congregation and our learning at any age. May this Challenge give you opportunities for exploration as we continue to grow on this journey together as Christ Episcopal Church.



## • Read

**At the Heart of Our Identity: Being Episcopal, Being Inclusive** *At the Heart of Our Identity* is an NAES initiative making the connections between Episcopal Identity and Diversity, Equity, and Inclusion.

**Educación inclusiva y respuesta a la diversidad** En todo acto educativo se deben contemplar dos formas de responder al hecho de la diversidad: la respuesta positiva, que tiene que ver con el derecho de todo ser humano a ser diferente, y la respuesta negativa que genera discriminación o desigualdad. La respuesta a la diversidad valiosa es la diversidad en positivo porque expresa y enriquece las posibilidades de ser humanos.

**Principles of good practice for equity and justice in Episcopal Schools** Understand the National Association of Episcopal School mandate that calls on Episcopal schools to promote values of justice, equity, service, civil discourse and moral courage.

**White Privilege: Unpacking the Invisible Knapsack and other essays,** Groundbreaking 1989 essay by Peggy McIntosh who lists the ways she's beginning to recognize the way white privilege operates in her life.

**Bishop of the Episcopal Church says love is the way,** Michael B. Curry tells us that love looks like making the long-term commitment to racial healing, justice and truth-telling — knowing that, without intentional, ongoing intervention on the part of every person of good will, America will cling to its original, racist ways of being.

**Influencia de la diversidad latina en Estados Unidos** ¿Qué es el Día Mundial de la Diversidad Cultural para el Diálogo y el Desarrollo, y cuál es su importancia?

**Talking about race, whiteness** An online portal providing research, studies, and other academic materials from the fields of history, education, psychology, and human development. Our goal in doing so was to contribute to a discussion on this vitally important subject with which millions of Americans are grappling.

**Talking about race, social identities and systems of oppression** Systems of oppression are individual, institutional, and societal and their effects on people have a long history deeply rooted in American culture.

**Confronting white privilege** Teaching Tolerance article offers case studies to help show how race and class operate in different contexts.



## • Read



**White Fragility**, Groundbreaking 2011 article by Robin DiAngelo, which led to a 2018 book of the same title, exploring why it can be so hard for white people to talk about race, and how the resulting silence and defensiveness functions to hold racial dynamics and racial oppression in place.



**Understanding the Racial Wealth Gap**, 2017 study by Amy Traub, Laura Sullivan, Tatjana Mescheded, & Tom Shapiro analyzing the racial wealth gap that exists between white, black, and Latino households.



**When White Women Cry: How White Women's Tears Oppress Women of Color** Mamta Motwani Accapadi, PhD, focuses on the tension that arises as the result of the intersection of social identities, namely gender and race.



**White Fragility in Students**, A call to action by Teaching While White founders Jenna Chandler-Ward and Elizabeth Denevi who share their experience in school where white students and adults lack the knowledge or skill to navigate racism and conversations about it and how that white deficit impacts students of color.



**21 Racial Microaggressions You Hear on a Daily Basis**, Using a series of photographs by photographer Kiyum Kim, Heben Nigatu, elaborates on the term "microaggression." Note that Ibram X. Kendi, in his recent book How To Be An Anti Racist, calls us to consider using the term "racist abuse" as a more descriptive alternative.



**Guide to Allyship**, Created by Amélie Lamont this site strives to be an ever-evolving and growing open source guide meant to provide you with the resources for becoming a more effective ally.



**Affinity Groups**, Two early childhood teachers from The Gordon School (RI) share how they expanded lower school affinity groups to include kindergartners so that students of color of all ages have a positive sense of self.



**Antiracist Baby**, Read and share this book by Ibram X. Kendi with the young children in your life. Open up the conversation on race, and plant the seeds for social transformation early.



## • Read

**Talking to Very Young Children About Race**, It's important now more than ever for parents to have these conversations with their children. Here are some suggestions for age-appropriate ways to talk with children and help form their understanding.

**The Guide for White Women Who Teach Black Boys**, Read chapter 23, "*White Teachers and the Power to Transform: Early Childhood Educators and the Potential for Lasting Harm*," in this book by Dr. Eddie Moore, Jr., Ali Michael and Marguerite W. Penick-Parks. In it is a list of ten important things for white educators who teach students of color to know in order to provide equitable learning opportunities.

**Adverse Childhood Experiences**, Learn about how they can cast a long shadow on someone's life and also how they can be prevented. View this [infographic](#) by Kaiser to understand the relationship between ACEs and well-being.

**Moving from Trauma-Informed Care to Healing Centered Engagement**, Read about how we can shift our approach to care and provide a more holistic and culturally responsive approach to trauma and historical trauma such as Adverse Childhood Experiences (ACEs)



**The Map of Native American Tribes You've Never Seen Before** (article and podcast)

**New England's Hidden History**, This article from the Boston Globe explores an often overlooked aspect of the history of slavery in this country.

**Environmental Justice Issues in North Carolina**, Learn how legislation in our own state has created great disparities in environmental pollution levels in various communities, and how those who have been affected have had limited recourse.



## • Listen and Watch




**Teaching While White**, hosted by longtime educators Jenna Chandler-Ward and Elizabeth Denevi, TWW's podcast focuses on how whiteness shows up in the education sector and what anti-racist educators are doing to challenge that. Episodes feature different nationally renowned anti-racist educator guests. (any episode - times vary)


**A Conversation with Native Americans on Race**, From the New York Times, this installment in the "Conversation on Race" series grapples with the racist contradictions of a country that, many feel, would prefer it if Native Americans didn't exist.




**Bishop Michael Curry Preaches The Power Of Love To Find 'Hope In Troubling Times'**




**Maya Angelou. We Wear The Mask** based off of the poem "We Wear the Mask," by Paul Laurence Dunbar, 1897.



**La inclusión es darle la bienvenida a la diversidad** Doris tiene formación como psicóloga con experiencia en educación con grupos regulares e inclusivos; sin embargo lo que la hace sensible ante la diversidad es su propia historia de vida como hija de madre sorda y propias dificultades de aprendizaje.




**Code Switch**, hosted by journalists Gene Demby and Shereen Marisol Meraji, both people of color, this podcast is curated by a team of NPC journalists of color who navigate the complexities of race, both professionally and personally, daily. Episodes focus on a wide range of issues overlapping race, ethnicity and culture. (any episode - times vary)



**COMO ARREBATÉ LOS DERECHOS QUE LA VIDA ME NEGÓ** Eufrosina se enfrentó a los usos y costumbres de su pueblo y asumió la responsabilidad de hacerse visible. Ingresó a la política para cambiar aquello que nos duele. En este video nos cuenta sus poderosas razones.



**"Learn to do right: seek justice. Defend the oppressed." (Isaiah 1:17)** The Most Rev. Michael B. Curry preaches at NAES Biennial Conference 2018.



**Breakdances with Wolves Podcast**, hosted by Gyasi Ross, Wesley ("Snipes Type") Roach, and Minty LongEarth, "a few Natives with opinions and a platform." Episodes report on current events through an indigenous perspective. (any episode, approx. one hour each)



**Black History for White People–Apple Podcast** American history, a focus on black experiences.





## • Listen and Watch

**CBS News Clip shows 10-year boy's reaction to police car** Video shows 10-year-old boy stopping basketball to hide from police car.

**Celebran festival latino en la Escuela Episcopal Trinity** Un artículo sobre el Festival Latinoamericano organizado por La Asociación de Padres de la Escuela Episcopal Trinity.

**Black Students More Likely to be Suspended**, Why are Black children, as young as preschoolers, so much more likely to be suspended from school? This CBS report shows how disparities start very early in the educational system.

**Nice white parents** From Serial and The New York Times: “Nice White Parents” looks at the 60-year relationship between white parents and the public school down the block.

**From invisible to visible. Maria Hinojosa** How can including diverse and inclusive images in the media inspire individuals - and even entire communities - to work together to strengthen our democracy?

**Las palabras de la discriminación** Carmen Jiménez Borja muestra cómo las palabras que usamos pueden ser la causa de mucha discriminación y prejuicios y comparte las acciones que está llevando a cabo, como mujer gitana, para luchar contra los muros de rechazo.

**The Forgotten Slavery of Our Ancestors** - 12-minute film by Teaching Tolerance on Indigenous Enslavement

**What Being Hispanic and Latinx Means in the United States**, Fernanda Ponce  
Fernanda provides a first person account of identity—addressing stereotypes and assumptions, and inviting the audience to dig deeper into the Latinx experience in the United States. Fernanda addresses the role of Latinx people in shaping the culture, politics, and economy of the USA.

**Black Like Me**, host Dr. Alex Gee “invites you to experience the world through the perspective of one Black man, one conversation, one story, or even one rant at a time.” (any episode - times vary)

**Scene on Radio - Seeing White Series**, host John Biewen and collaborator Chenjerai Kumanyika explore Whiteness over the course of 14 episodes. Where does it come from? What does it mean? Why does it exist? (Episode S2 E1: Turning the Lens)



## • Listen and Watch



**Life of Privilege Explained in a \$100 Race** Exercise helps put visual representation to racial disparities.



**On Point Radio - Oklahoma To Incorporate 1921 Tulsa Race Massacre Into Statewide School** Curriculum host David Folkenflik interviews Tulsans about the 1921 “Black Wall Street” race massacre and recent efforts to integrate it into the Oklahoma education system. (46 minutes)



**TED Radio Hour - Mary Bassett: How Does Racism Affect Your Health?** Host Guy Raz speaks with Dr. Mary T. Bassett, Director of the FXB Center for Health and Human Rights at Harvard University about how and why race affects the medical attention you receive, your baby’s chances of living, and even life expectancy. (12 minutes)



**Here & Now - Without Slavery. Would The U.S. Be The Leading Economic Power?** Host Jeremy Hobson explores with Edward Baptist, author of *The Half Has Never Been Told: Slavery and the Making of American Capitalism*, how slavery established the United States as a world economic power. (15 minutes)



**“If we have no peace, it is because we have forgotten that we belong to each other.” Mother Teresa.** Alicia Keys, “We are Here” song for reflection.



**NPR Morning Edition - You Cannot Divorce Race From Immigration** Journalist Rachel Martin talks to Pulitzer Prize-winning journalist Jose Antonio Vargas for a response to a story in *The Atlantic*, written by David Frum, proposing the U.S. cut legal immigration by half. (6 minutes)



**What I am learning from my white grandchildren** Anthony Peterson draws from current research and from conversations with his Anglo American grandchildren to address truths about race in 21st century America.



**White mother warns parents to protect their children** Joanna Schroeder has a warning for parents of teen and tween white boys: If you don’t pay attention to their online lives, the white supremacists will.



**Why, I, as a black man, attend KKK rallies** A chance encounter with members of the Ku Klux Klan led black musician Daryl Davis on a quest to determine the source of the hate. His unorthodox, yet simple approach, has wielded surprising results and just might be the solution for all racial discourse.



## • Listen and Watch



**Racism has a cost for everyone** Racism makes our economy worse – and not just in ways that harm people of color, says public policy expert Heather C. McGhee. From her research and travels across the US, McGhee shares startling insights into how racism fuels bad policymaking and drains our economic potential – and offers a crucial rethink on what we can do to create a more prosperous nation for all. “Our fates are linked,” she says. “It costs us so much to remain divided.”



**What can I do to change?** (Continued exploration related to previous video.) In a powerful exchange, a caller confesses his fears and prejudices, and Heather McGhee shares things he can do to address them.



**Hasan Kwame Jeffries why we must confront the painful parts of US History** To move forward in the United States, we must look back and confront the difficult history that has shaped widespread injustice. Revisiting a significant yet overlooked piece of the past, Hasan Kwame Jeffries emphasizes the need to weave historical context, no matter how painful, into our understanding of modern society – so we can disrupt the continuum of inequality massively affecting marginalized communities.



**The Iroquois Influence on the Constitution**, Host and producer of First Voices Indigenous Radio Tiokasin Ghosthorse explains the sequestering of two Iroquois chiefs to advise in the writing of the U.S. Constitution. (4 minutes)



**Racism is Real**, A split-screen video depicting the differential in the white and black lived experience. Scroll down after video to see data. (3 minutes)



**Confronting ‘intergroup anxiety’: Can you try too hard to be fair?** Explores why we may get tongue tied and blunder when we encounter people from groups unfamiliar to us. (5 minutes)



**I Didn’t Tell You**, Ever wonder what a day in the life of a person of color is like? Listen to this poem, written and spoken by Norma Johnson. (7 minutes)



**CBS News Analysis: 50 states, 50 different ways of teaching America’s past**, Ibram X. Kendi reviews current history curriculum production and use across the U.S. (5 minutes)



**The Disturbing History of the Suburbs**, An Adam Ruins Everything episode that quickly and humorously educates how redlining came to be. (6 minutes)



## • Listen and Watch



**New York Times Op-Docs on Race**, Multiple videos with a range of racial and ethnic perspectives on the lived experience of racism in the US. (each video about 6 minutes)



**Why “I’m not racist” is only half the story**, Robin DiAngelo explains the function of white fragility in maintaining racial hierarchy. (7 minutes)



**White Bred**, Excellent quick intro to how white supremacy shapes white lives and perception. (5 minutes)



**What Kind of Asian Are You?** Humorous two minute youtube video that illustrates the experiences of many Asian Americans. (2 minutes)



**What Would You Do: Bicycle Thief Episode?** ABC’s popular show explores the impact of racial and gender bias and prejudice at a family friendly park. Before this video, would you have anticipated this differential treatment?



**How I Learned to Stop Worrying and Love Discussing Race**, TEDx talk by Jay Smooth that suggests a new way to think about receiving feedback on our racial blindspots. (12 minutes)



**What Being Hispanic and Latinx Means in the United States**, Fernanda Ponce shares what she’s learning about the misunderstanding and related mistreatment of the incredibly diverse ethnic category people in U.S. call Hispanic. (12 minutes)



**How to deconstruct racism. one headline at a time**, TED Talk by Baratunde Thurston that explores patterns revealing our racist framing, language, and behaviors. (10 minutes)



**The urgency of intersectionality**, TED Talk by Kimberlé Crenshaw that asks us to see the ways Black women have been invisibilized in the law and in the media. (19 minutes)



**The danger of a single story**, TED Talk by Chimamanda Adiche, offers insight to the phenomenon of using small bits of information to imagine who a person is. (18 minutes)



**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)



## • Listen and Watch

**Hip hop, grit and academic success**, TEDx Talk by Dr. Bettina Love, explains how students steeped in Hip Hop culture, often seen as deficient, actually bring the very characteristics deemed necessary for 21st century success. (15 minutes)

**Are Cracker, White Trash and Redneck racist terms?** Learn the origins of these derogatory terms used to separate the socio-economic classes.

**Uncomfortable Conversations with a Black Man**, a series of videos by author Emmanuel Acho, who sits down to have these conversations with white America, in order to educate and inform on racism, systemic racism, social injustice, rioting and the hurt African Americans are feeling today.

## • Sit on the Couch Length

**James Baldwin & Nikki Giovanni—A Conversation**, (1971) (1 hour 56 minutes)

**American Creed**, (2018) What does it mean to be an American? What holds us together in turbulent times? Former Secretary of State, Condoleezza Rice, and Pulitzer Prize-winning historian and author David M. Kennedy host this stunning collage of what it means to be an American. (1 hour 26 minutes)

**Racial Equity Virtual Town Hall**. As part of United Way Charlotte's 21-Day Challenge, [register for](#) and join this virtual event with Dr. Eddie Moore, Jr., creator of the equity challenge concept. February 23, 8:30 am – 12:30 pm, with breakout sessions.

**The Truth About the Confederacy in the United States, Jeffery Robinson**, the ACLU's top racial justice expert, discusses the dark history of Confederate symbols across the country and outlines what we can do to learn from our past and combat systemic racism. (1 hour and 40 minutes)


**Hidden Figures**, The story of a team of female African-American mathematicians who served a vital role in NASA during the early years of the U.S. space program. Available on Disney+. (2 hours 7 minutes)


**13th**, Netflix documentary by Ava DuVernay about the connection between US Slavery and the present day mass incarceration system. (1 hour 40 minutes)


**Slavery by Another name**, PBS documentary challenges the idea that slavery ended with the emancipation proclamation. (90 minutes)





## • Sit on the Couch Length


 **Unnatural Causes**, Seven part documentary by California Newsreel that explores the impact of racism on health and US healthcare. (4 hours total, episodes have variable lengths)


 **Birth of a White Nation**, Keynote speech by legal scholar Jacqueline Battalora, offers a blow-by-blow description of the moment the idea of, and word for, “white” people entered U.S. legal code. (36 minutes)


 **In The White Man’s Image** PBS documentary about the Native American boarding school movement designed to “kill the Indian and save the man.” (56 minutes)

 **Race: The Power of an Illusion**, Three-part, three-hour film by California Newsreel exploring the biology of skin color, the concept of assimilation, and the history of institutional racism. (three 1-hour episodes)

 **Latino Americans**, A six-part PBS series (each episode is about an hour) that ‘chronicles the rich and varied history and experiences of Latinos, who have helped shape North America over the last 500+ years.

 **Waking Up White: and Finding Myself in the Story of Race**, this book by Debbie Irving is one of the two core books for the Episcopal curriculum of Sacred Ground.

 **Uncomfortable Conversations with a Black Man**, Listen to or read this book by Emmanuel Acho, a primer on race and racism.

 **The Black Friend: On Being a Better White Person**, Perfect for teens and young adults, author Frederick Joseph offers his own candid thoughts based on his personal experiences with racism, as well as the experiences recounted in conversations with prominent artists and activists.



## • Notice and Engage

When people start to learn about white privilege and America's systems of oppression through history, they often ask, "Why didn't I see this sooner?" It's easy to not see what we're not looking for. Once you understand the phenomenon of selective noticing, take yourself on a noticing adventure.

Start by watching the [Test Your Awareness: Do The Test](#)

[P&G video challenges biases](#) Video aspires to create a better world for everyone—a world free from bias, with equal representation, equal voices and equal opportunity.

[NATIONALITY ACT OF 1790: Immigration Laws and Enforcement](#) As the U.S. federal government undertook to restrict immigration systematically in the 1880s, it sought to work out not only what persons to target for limited entry, but also it created the rationales for making these kinds of distinctions. Review these resources to begin to understand how the process has evolved within the United States of America.

["Caste" by Isabel Wilkerson](#) In a new announcement for Oprah's Book Club, Oprah called her latest pick, "Caste" by Isabel Wilkerson, her most vital selection yet, because it shows us how to rebuild a world "in which all are truly equal and free." Watch the video to hear Oprah read an excerpt which helps us notice the thought-provoking symbolism reflected in our everyday surroundings.

Go out in the world and **change up what you notice**. Here's some of what you might look for: Who is and is not represented in ads? \* Who are your ten closest friends? \* What is the racial mix in this group? \* As you move through the day, what's the racial composition of the people around you? \* On your commute? \* At the coffee shop you go to? \* At the gym? \* At your workplace? \* At the show you go on the weekend? \* What percentage of the day are you able to be with people of your own racial identity? \* Notice how much of your day you are speaking about racism. \* Who are you engaging with on these issues? \* Who are you not? \* Why do you think this is? \* What are the last five books you read? \* What is the racial mix of the authors? \* What is the racial mix of the main characters in your favorite TV shows? \* Movies? \* What is the racial mix of people pictured in the photos and artwork in your home? \* In your friend, family, and colleagues' homes? \* Who is filling what kinds of jobs/ social roles in your world? (e.g. Who's the store manager and who's stocking the shelves? \* Who's waiting on tables and who's bussing the food?) Can you correlate any of this to racial identity? \* Who do you notice on magazine covers?



## • Notice and Engage

\* What roles are people of color filling in these images? \* If you're traveling by car, train, or air, do you notice housing patterns? \* How is housing arranged? Who lives near the downtown commerce area and who does not? Who lives near the waterfront and who does not? Who lives in industrial areas and who does not? What is the density of a given neighborhood? Can you correlate any of this to racial identity?

Prepare yourself to **interrupt racial jokes**. Click [HERE](#) for some advice about how. Interrupt the pattern of white silence by speaking openly with family, friends, and colleagues about what you're doing and learning in the Lenten Challenge.

Invite friend(s), family, and/or colleagues to **join you** for one or more of your daily "to-do's" for a low-threshold invitation into the work and introduction to the Lenten Challenge.

Find organizations such as [The Privilege Institute](#), your [local YWCA](#), and other non-profits doing racial justice work (e.g. [Race Matters for Juvenile Justice](#), [Profound Gentlemen](#), [Heal Charlotte](#), [The Racial Equity Institute in Greensboro](#)), and support them through donating your time, money, and other resources.

When the status quo is racist, **disrupt it**. No matter how big or small put yourself out there to create change. No need to wait until you are comfortable disrupting; it may never get comfortable, though you will get better at managing discomfort! Examples from participants include:

- Create your own learning communities to set goals, objectives, and action plans
- Disrupt inappropriate language by offering alternative language you yourself are learning by speaking, emailing, and posting about articles, blogs, movies, and this Lenten Challenge that you find impactful. Let people know you are not neutral!

**Give back.** Look up online wish-lists for local organizations seeking to help those who are impoverished, and help meet their needs. Check out volunteer opportunities and get involved. [SHARE Charlotte](#) is a great place to start.





# Persist

**Reflecting and Journaling** are important elements of the challenge. Over the course of your Lenten experience, plan to take time every day to reflect on what you choose to do, what you're learning, and how you are feeling. We welcome your participation in our weekly gatherings to discuss how this is going. Difficult emotions can help guide you to deeper self-awareness about how power and privilege impacts you and the people in your life. At the very least, use the "Reflect" space on the tracking tool.

## **Keep reading:**

- "Blindspot: Hidden Biases of Good People," by Mahzarin R. Banaji, Anthony G. Greenwald
- "Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations about Race," by Beverly Daniel Tatum
- "A People's History of the United States," by Howard Zinn
- "I'm Still Here: Black Dignity in a World Made for Whiteness," by Austin Channing Brown

**Stay Inspired** Create a Soundtrack4Justice playlist that fuels you and/or can serve as a conversation starter with people of all ages. You can find ours on Youtube, Apple Music, or see linked songs as possible options.



Thank you for participating  
in the 2021 Lenten  
Racial Equity & Social Justice Challenge

