

# 21-Day Racial Equity Habit Building Challenge<sup>©</sup>

The 21-day Challenge, as set out by Eddie Moore, Jr.,\* asks each of us to explore one resource addressing racial equity each day for 21 days. The time commitment each day is based on the materials chosen from a collection of articles, podcasts, videos, films, and books on the subject. We offer voluntary small group discussions during the 21-day period in order to explore with each other what is learned (or unlearned) in the Challenge.

We are proud of the fact that dozens of our colleagues (lawyers and staff) chose to participate in this initiative. We firmly believe that their participation in the program has enhanced their growth on this important topic of social justice. One of the constant phrases participants heard in their break-out book club groups was "I didn't know that...[pick a historical racial oppression fact that has never been taught]..."

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*"Participating in the 21-day Racial Challenge opened my eyes to the persistent and pernicious effects of systemic racial oppression in the United States, in ways I have never imagined or encountered as a white male. The insights moved me to continue to learn more, to speak out against injustice, and to take action in my community, in the hopes that I could contribute to building a better world using my training as a lawyer to help 'bend the arc of the moral universe toward justice' as each of us is called to do."*

~ William "Billy" DeClercq