There is never time in the future in which we will work out our salvation. 
The challenge is in the moment; the time is always now. 
- James Baldwin

The Community Foundation of New Jersey is pleased to share its own version of the “21-Day Racial Equity Habit-Building Challenge ©.” Diversity expert Dr. Eddie Moore, Jr. conceived of the 21-Day Challenge concept several years ago with the goal of advancing deeper understanding about the intersections of race, power, privilege, supremacy and oppression. He has shared this work publicly, and encouraged its broad dissemination, and many organizations, from the American Bar Association to YMCAs to schools have used his thoughtful approach as a powerful educational and engagement tool. This particular syllabus draws heavily from the three syllabi developed by different practice committees of the American Bar Association.

The Challenge invites participants to complete 21 short assignments (typically taking 15-30 minutes) of readings, videos or podcasts over 21 days. It focuses intentionally on the Black American experience. The assignments seek to expose participants to perspectives on elements of Black history, identity and culture, and to the Black community’s experience of racism in America. The Challenge cannot possibly highlight all of the diversity of experiences and opinions within the Black community itself, much less substitute for learnings about any other community of color. But it is meant to get its participants started on a path toward greater understanding.

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 transcends each of our respective roles in our businesses or communities. Some of the assignments may be difficult or cause concern, although that is not the intention of the Challenge. The Challenge is designed to educate and no one is being asked to agree with all or any of the offerings. Nor is there a suggestion that CFNJ takes a position on any of the offerings. Completing the Challenge is completely voluntary and participants are free to opt out along the way, although we hope you will give the Challenge a chance to open your hearts and minds to the experience of Black Americans.

We are also including a tracking tool, developed by Dr. Moore, to record your reaction and thoughts each day you participate in the 21-Day Challenge. We hope that you will take 21 different days to read, listen, watch and reflect.
CFNJ 21-Day Racial Equity Habit Building Challenge ©

Day 1


Day 2

- *Bryan Stevenson ‘85, "We can’t recover from this history until we deal with it." legacy of slavery and the vision for creating the National Memorial for Peace and Justice and The Legacy Museum*, Harvard Law School YouTube (Jan 30, 2019)

- *How to Not (Accidentally) Raise a Racist*, Longest Shortest Time Podcast (40 minutes, with ads at the beginning but you get a sense of her argument in the first 10 minutes or so)

Day 3

- Danielle Cadet, *Your Black Colleagues May Look Like They Are Okay – Chances Are They Are Not* (May 2020)


Day 4


Day 5

- Megan Ming Francis, *Let’s get to the root of racial injustice*, TEDTalks (March 21, 2016)

Day 6

- Project Implicit, *Implicit Association Test (IAT)*, (This exercise requires navigating the sign up for the tests, which includes answering a series of questions for the researchers, but it is recommended that everyone do at least these tests: Race, Skin Tone, and Weapons-Race. Also, everyone is encouraged to add these tests if you are able: Asian American, Native American, and Arab-Muslim.)
Day 7

- Kristen Rogers, *Dear anti-racist allies: Here's how to respond to microaggressions*, CNN

Day 8

- 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)

Day 9

- Karma Allen, *More than 50% of homeless families are black, government report finds* (ABC News: January 22, 2020)

Day 10

- John Biewen, Seeing White (14-part series podcast, 2017), S2 E14: *Transformation* (44 minutes, 10 seconds) or, if pressed for time:

Day 11

- "*Media portrayals of black men contribute to police violence, Rutgers study says*,“ EurekAlert! Science News (Nov. 29, 2018)
- Leigh Donaldson, “*When the media misrepresents black men, the effects are felt in the real world*,“ The Guardian (Aug. 12, 2015)

Day 12

- Peggy McIntosh, *Unpacking the Invisible Knapsack of White Privilege*
Day 13

- Rebecca Epstein, Jamilia J. Blake, and Thalia González, *Girlhood Interrupted: The Erasure of Black Girls’ Childhood*, Georgetown Law Center on Poverty and Inequality
- Britney Cooper, “*Why are Black Women and Girls Still an Afterthought in Our Outrage Over Police Violence?*” (June 4, 2020)
- Adrienne Green, *How Black Girls Aren’t Presumed to Be Innocent: A new study finds that adults view them as less child-like and less in need of protection than their white peers*, The Atlantic (June 29, 2017)

Day 14

- Perspectives in Poetry:
  - Richard Wright ([Author Bio](#)) *Between the World and Me*
  - Langston Hughes ([Author Bio](#)) *Harlem*
  - June Jordan ([Author Bio](#)) *Poem for Ms. Fannie Lou Hamer*
  - Audre Lorde ([Author Bio](#)) *Who Said it Was Simple*
  - Claudia Rankine ([Author Bio](#)) *You are in the dark, in the car...*
  - Alice Walker ([Author Bio](#)) *The World Rising*

- Perspectives on Change through Music:
  - The Beatles – *Revolution #1*
  - Nina Simone – *Revolutions 1 and 2*
  - Nina Simone - *Mississippi Goddam*

Day 15

- Taneshia Nash Laird, *Uncomplicated Formula For a More Diverse, Equitable, and Inclusive Workplace*

Day 16

- George Johnson, *White gay privilege exists all year, but it is particularly hurtful during Pride*, NBC News (June 30, 2019)
- *Laverne Cox Talks about Intersectionality at Harvard* (Video clips) (March 11, 2014)
Day 17


Day 18


Day 19

- *Hair Love*, Oscar®-Winning Short Film (Full), Sony Pictures Animation, YouTube (Dec. 5, 2019)

Day 20

- National Conference for Community and Justice, *Colorism*
- 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)

Day 21

- *Who is "Karen" and Why Does She Keep Calling the Police on Black Men?*, On the Media (Podcast) (May 29, 2020)
Additional Resources

- Eddie Moore Jr., *21-Day Plans*
- Brittnney Cooper, *Eloquent Rage* (St. Martin’s Press, 2018)
- Film: *I Am Not Your Negro* (2017), [https://www.youtube.com/watch?v=VXfzFh0eBZQ](https://www.youtube.com/watch?v=VXfzFh0eBZQ) based on the unpublished work of James Baldwin
- Film: *13th* (Ava Duvernay, director, 2016), an examination of the US prison system and the country’s history of racial inequality with archival food and testimony from activists and scholars. [https://www.youtube.com/watch?v=krfco5pF8u8](https://www.youtube.com/watch?v=krfco5pF8u8)
- Smithsonian’s National Museum of African American History and Culture, *Talking About Race*, a new online portal designed to help individuals, families, and communities talk about racism, racial identity and the way these forces shape every aspect of society, from the economy and politics to the broader American culture.
- Janice Gassam, *Your Unconscious Bias Trainings Keep Failing Because You’re Not Addressing Systemic Bias* (Forbes, Dec. 29, 2019)

*21-Day Racial Equity Habit-Building Challenge is the registered copyright of America & Moore, LLC. 2014.*