



TALLAHASSEE 21-DAY

# Racial Equity Challenge

## ***What is the Tallahassee 21-Day Racial Equity Challenge?***

The Challenge offers participants a self-guided learning journey to examine the history and impacts of racism and inequities.

## ***Why should I participate?***

To deepen your understanding of racism. To be a leader in our community, we must understand racism and the importance of equity in our community.

## ***What exactly happens during the Tallahassee 21-Day Racial Equity Challenge?***

Participants will receive a daily email with learning objectives, supporting materials, action items and reflection questions, each covering a different topic over the course of 21 days. We encourage you to take 15-20 minutes per day to review these materials and reflect. There will also be three Zoom debriefing sessions to help participants process and debrief the experience. We encourage you to use the [Equity Habit-Building Challenge Tracking Log](#) created and published by the Food Solutions New England network to document your experience.

## ***Why 21 days?***

The Challenge is 21 days because studies suggest it takes 21 days to form a habit. However, we want to emphasize that each participant's commitment to social justice should not be confined to 21 days. The Challenge should plant seeds for a lifetime commitment to standing up for racial justice.

## ***When does it start?***

We will kick off the Tallahassee 21-Day Racial Equity Challenge on **Monday, April 5, 2021.**



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## ***Who is eligible to participate?***

This initial program pilot is being offered to select individuals at Tallahassee Memorial HealthCare, United Way of the Big Bend, Florida State University, Florida Agricultural & Mechanical University and Florida Blue. Our goal is to offer this program to the broader population over the next year.

## ***What if I cannot participate for the full 21 days?***

It is important that you commit to the full 21 days of the Challenge. We encourage you to try your best to find time each day to participate in the challenges. Maya Angelou once said, “Do the best you can until you know better. Then when you know better, do better.” Our goal is to increase your level of education on this subject to in turn equip you and your organization with the tools needed to “do better” and to make your organization more equitable.

## ***How do I sign up?***

If you are committed to participating in the Tallahassee 21-Day Racial Equity Challenge, please sign up at [TMH.ORG/EquityChallenge](https://TMH.ORG/EquityChallenge).



***Acknowledgment:*** This content was compiled from the Food Solutions New England 21-Day Racial Equity Challenge and the United Way of Washtenaw County 21-Day Challenge.