

ACTION FOR DIVERSITY

21-Week Anti-Racism Challenge

Welcome to the UC Davis Graduate School of Management's 21-Week Anti-Racism Challenge. Diversity scholar [Dr. Eddie Moore, Jr.](#) created the 21-Day Challenge concept to promote deeper understandings of race, power, privilege, supremacy, and oppression. We decided to expand the challenge to 21 weeks in order to "bake it in" to our community discussion throughout the academic year. We have adapted both Dr. Moore's 21-Day Challenge and the [UC San Diego Chancellor's 21-Day Anti-Racism Challenge](#) to create this program. We appreciate and credit Dr. Moore and UC San Diego's Office of Diversity, Equity & Inclusion for empowering communities and sharing these initiatives as tools for learning.

The 21-Week Anti-Racism Challenge grounds us individually and collectively to differing modes of learning; individual, collective, and structural change only happen by using this knowledge for positive change.

Through the GSM's 21-Week Anti-Racism Challenge we explore anti-racism as a means to help one another begin to identify and confront the structural and behavioral norms that perpetuate civil injustice and systemic racial inequality. Our goal is to assist everyone in furthering their awareness, compassion, understanding, and engagement towards anti-racism, with a focus on anti-Blackness and the experience of Black people in America.

The Challenge invites participants to complete a curriculum of 21 activities including readings, videos, and recordings, grounded in a social justice framework that situates structures of power, position, privilege, perception, and process.

Completing the GSM's 21-Week Anti-Racism Challenge:

- Join 21-Week Anti-Racism Challenge group; we will meet every Monday from 5:00 – 6:00 p.m. to share thoughts, ideas and reflections; Zoom link:
- View the calendar and activities on our webpage
- Each week, review the selections from beginning to end
- Journal impressions and observations; notice learning edges and points of discomfort; think about what the content is bringing up for you, your background, and your understanding
- Take breaks when you need them
- Participate in the community debrief for each challenge section (Mondays at 5 p.m.)
- Participate in our community-building culminating activity (date TBA)

Please join us.

Completion of the 21-Week Anti-Racism Challenge is the beginning, not the end, of our anti-racism work.