



THE OFFICE OF DIVERSITY AND INCLUSION PRESENTS

21 – DAY INCLUSIVE EXCELLENCE CHALLENGE

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21 Day Inclusive Excellence Challenge

Inclusive Excellence encompasses the processes within Millersville University that purposefully values differences for the ultimate purpose of promoting the learning, critical thinking, and personal enrichment of students, faculty, and staff. It aims to build “a welcoming campus community” for all its students, faculty, and staff.

Racism, sexism, and ableism can include interpersonal acts of discrimination, which is not limited to individual acts of bias.

Racism, sexism, ableism, and other “isms” go beyond individual attitudes or interpersonal exchanges and extends to structural and systemic factors such as institution policies and societal norms.

How is individual, structural, and systemic institution racism, sexism, and ableism operating here? In each of our settings? How do we examine structures, policies, practices, norms, and values? What are strategies to address and dismantle oppression do we have? We acknowledge that there are many questions. However, let’s start by each person taking one step at a time to dismantle racism, sexism, and ableism. We have the responsibility to acknowledge racism, sexism, and ableism, and advocate for equitable policies and inform the public discourse.

Think about the time and attention you dedicated to the process. A lot, right? Change is hard. Creating effective social justice habits, particularly those dealing with issues of power, privilege, supremacy, and leadership, is like any lifestyle change. The good news is there is an abundance of resources just waiting to empower you to be a more effective player in the quest for equity and justice. Please use this plan just as it is, or adapt it to a sector, an ethnic/racial group, or an area of interest.

About the 21-Day Inclusive Excellence Challenge

For 21 days, do one action to further your understanding of power, privilege, supremacy, racism, oppression, and equity as an individual, group, unit, or department.

The challenge includes suggestions for readings, podcasts, videos, observations, and ways to form and deepen community connections. Suggestions are in the following categories:

- [Read](#)
- [Listen](#)
- [Watch](#)
- [Notice](#)
- [Connect](#)
- [Engage](#)
- [Act](#)

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- Reflect
- Stay Inspired

Use the 21-Day Inclusive Excellence Challenge Chart provided at the end of this document to track your progress on the category of your choice and to stay on course.

Day	Read	Watch	Connect	Engage	Act	Notes
1						
2						
3						

We think that understanding, acknowledging, and relearning our American history of racism, sexism and ableism is critical step to understanding privilege, white supremacy, racism, and health disparities. Since this is such a powerful lens into the complexities of our journey to becoming inclusive excellent, we have focused our resources on these issues.

While we challenge ourselves to learn and grow as inclusive excellent individuals, it's imperative for us not to leave our colleagues or classmates of marginalized identities to face or try to solve the problem of oppression alone. We can work together in unity to stand against racism, sexism, ableism, and other forms of oppression by taking this challenge as a group with friends and family, units, departments, colleges, or organization wide.

Here are just a few ideas to get you started. Please be sure to use the chart.

Inclusive Excellence Readings

How White People Got Made, by Quinn Norton explores where the term “white people” comes from, and which ethnic groups have and have not been able to become “white” throughout U.S. history.

Explaining White Privilege to a Broke White Person, by Gina Crosley-Corcoran, who was raised “the kind of poor that people don’t want to believe still exists in this country,” explores where race and class do and don’t intersect and how she has come to understand her own white privilege.

The Injustice of This Moment Is Not an ‘Aberration,’ by Michelle Alexander, contextualizes the United States’ 2020 state of racism/white supremacy as an inevitable outcome of a collective narrative steeped in denial.

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

Understanding the Racial Wealth Gap, by Amy Traub, Laura Sullivan, Tatjana Meschede and Tom Shapiro, a 2017 study that analyzed the racial wealth gap that exists between white, Black, and Latino households.

White Mom to Racists: 'Don't use my child to further your hate-filled ignorance,' by the Rev. Edith Love, models allyship in an article written in response to online racial abuse arising from her white teen son's recent attack by a group of young teens who were Black.

White Fragility in Students, by Teaching While White founders Jenna Chandler-Ward and Elizabeth Denevi, is a call to action in which the authors share their experiences in school and after 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, by photographer Kiyun Kim, uses a series of photographs to elaborate 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, by Amélie Lamont, who created this site to be an ever-evolving and growing open source guide meant to provide you with the resources for becoming a more effective ally.

From Alt-Right to Groyper, White Nationalists Rebrand for 2020 and Beyond, by the Institute for Research and Education on Human Rights (IREHR), is a report on white nationalist marketing strategy known as "groyper."

People of Colour Have to 'Code-Switch' to Fit in with White Norms, from a longer series taking an in-depth look at racism in the UK in 2020, this article focuses on the double bind of code-switching. What is it? What toll does it take? What is the cost of not code switching?

The Coronavirus Was an Emergency Until Trump Found Out Who Was Dying, The Atlantic (May 8, 2020), the pandemic has exposed the bitter terms of our racial contract, which deems certain lives of greater value than others.

Ella Baker and the Black Freedom Movement (Mentoring a New Generation of Activists), by Barbara Ransby. If it takes a community to raise a child, it certainly takes a community to produce a book. Many people contributed to this book directly and indirectly.

My Life as an Undocumented Immigrant, by Jose Antonio Vargas in *The New York Times*

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Magazine (June 22, 2011). Vargas recounts his life as an undocumented immigrant.

[The 1619 Project \(all the articles\)](#) in *The New York Times Magazine*, is an ongoing project developed in 2019 with the goal of re-examining the legacy of slavery in the United States and timed for the 400th anniversary of the arrival of the first Africans in Virginia.

[The Combahee River Collective Statement](#) is committed to fighting race, sex and class oppression, and recognizing oppression based on sexuality. These issues were analyzed not just as separate forces, but interacting forces.

[The Intersectionality Wars](#), by Jane Coaston on Vox (May 28, 2019). When Kimberlé Crenshaw coined the term 30 years ago, it was a relatively obscure legal concept. Then it went viral.

[Tips for Creating Effective White Caucus Groups](#) developed by Craig Elliott, PhD. White caucuses are an important mechanism for people who identify as white and/or have whiteness privilege to do their own work. It provides them with an environment and intention to authentically and critically engage in whiteness and white privilege, and hold each other accountable for change.

[Answering White People's Most Commonly Asked Questions About the Black Lives Matter Movement](#) by Courtney Martin (June 1, 2020). An ally will mostly engage in activism by standing with an individual or group in a marginalized community. An accomplice will focus more on dismantling the structures that oppress that individual.

[White Privilege: Unpacking the Invisible Knapsack](#), by Peggy McIntosh. A personal journey identifying some of the daily effects of white privilege.

[Who Gets to Be Afraid in America?](#) by Ibram X. Kendi, PhD, *The Atlantic* (May 12, 2020). Dr. Kendi says, “Americans do not see me, or Ahmaud Arbery, running down the road—they see their fear.”

[103 Things White People Can Do for Racial Justice](#), by Corinne Shutack. Achieving racial justice is a marathon, not a sprint. Our work to fix what we broke and left broken is not done until Blackfolks tell us it's done.

[Resources for White People to Learn and Talk About Race and Racism](#), a jumping-off point for white people to teach themselves about race and racism, and to get a sense for the kinds of things the Fractured Atlas White Caucus has been reading/watching/listening.

[6 Questions to Stop Asking Your Black Friends and Colleagues Right Now](#). This list is just a start and, again, it's important to check with friends to ask if it resonates with what they need.

[Some Do's and Don'ts for White People Who Want to Discuss Racism at Work](#). A quick guide of do's and don'ts and ideas on how to approach every day at work during this time by DynastiHunt.

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How to Confront Your Implicit Bias, an interview by Katie Couric with Jennifer L. Eberhardt, PhD, psychology professor at Stanford University, examines how racial bias infiltrates every level of society based on her book *Biased*.

Racism in Medicine: Shifting the Power, published by J. Nwando Olayiwola, MD, shares a personal experience in which a racist rant by a patient seemingly reverses the power dynamic.

White Privilege in Health Care: Following Recognition With Action, published by Joseph Hobbs, describes one of many places to start on the path of self-realization and active interventions to address the racial disparities in health care and society as a whole.

There Is Still Bias in Patient Satisfaction Data, published in the Journal of the National Medical Association by Kenneth G. Poole, MD, and Leon McDougle, MD, questions whether the discrimination and bias experienced by women and African American physicians play out routinely and systemically in patient encounters, manifesting as unequal patient satisfaction ratings, or alternatively, if discrimination from patients accounts for “occasional,” anecdotal circumstances.

You Want a Confederate Monument? My Body Is a Confederate Monument, an opinion piece written by poet Caroline Randall Williams in the *The New York Times* as she explores the truth of oppression in a living testament to the rules, the practices and the causes of the Old South.

Caste: the Origin of our Discontents, Isabel Wilkerson, in the American caste system, and the signal of rank is what we call race...race is the primary tool and the visible decoy, the front man, for caste. She examines the ties between the ties between the American caste system and those in India and Nazi Germany, and points to ways America can move beyond our artificial and destructive human divisions, toward hope in our common humanity.

LGBTQ+ Readings

Thirty Names of Night, Zeyn Joukhadar's novel, is an intimate, intergenerational saga centered on a trans artist in search of himself, his community and answers to the questions his mother left behind. This is a story about becoming, of the fraught, unwieldy processes of many migrations.

The Death of Vivek Oji, Akwaeke Emezi, What follows is the tumultuous, heart-wrenching story of one family's struggle to understand a child whose spirit is both gentle and mysterious. Raised by a distant father and an understanding but

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overprotective mother, Vivek suffers disorienting blackouts, moments of disconnection between self and surroundings.

Cantoras, Carolina de Robertis, A genre-defining novel and De Robertis's masterpiece, *Cantoras* is a breathtaking portrait of queer love, community, forgotten history, and the strength of the human spirit. At once timeless and groundbreaking, *Cantoras* is a tale about the fire in all our souls and those who make it burn.

On Earth We're Briefly Gorgeous, By Ocean Vuong, Ocean Vuong's debut novel is a painful but extraordinary coming-of-age story, about a young Vietnamese American writer whose fractured family was torn by their experiences during the Vietnam War.

The Great Believers, Rebecca Makkai, is a page turner about illness and mortality. The novel tells, in alternating chapters, about a group of friends, most of them gay men, in Chicago in the mid-to-late 1980s, and about a woman in 2015 who has gone to Paris in search of her estranged daughter.

Desert Boys, A luminous debut by Chris McCormick, traces the development of towns into cities, of boys into men, and the haunting effects produced when the two transformations overlap. Both a bildungsroman and a portrait of a changing place, the book mines the terrain between the desire to escape and the hunger to belong.

Beetle & The Hollowbones, Aliza Layne, Though bustling with goblins, witches, ghosts, and skeletons, this beautifully drawn graphic novel addresses important questions facing even mortal kids. It tells the story of Beetle, a young goblin and aspiring witch who is torn between hanging out at the mall with pal Blob Ghost and serious study.

Luisa: now and then, Carole Maurel, a graphic novel about 33-year-old Luisa who is not living the life that she imagined she would as a teenager. Then, 15-year-old Luisa appears at her apartment, and the two have a lot of things to work through regarding what Luisa wants out of life.

XOXY: A Memoir, Kimberly Zieselman, makes clear how binary notions of gender and sex embedded in U.S. health care contribute to life-long harms of intersex persons. This candid personal narrative shows us an intersex woman who refuses to be erased and chronicles the flourishing of an intersex movement that she helped build.

Gender Queer: A Memoir, Maia Kobabe, Maia's intensely cathartic autobiography that charts eir journey of self-identity, including the mortification and confusion of adolescent crushes, grappling with how to come out to family and society, bonding

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with friends over erotic gay fanfiction, facing the trauma of pap smears, and eir very brief Tinder Journey.

In the Dream House: A Memoir, Carmen Maria Machado, Specifically, *In the Dream House* is a memoir of Machado's abusive relationship with an ex-girlfriend. Over the course of the memoir, Machado meets her girlfriend — referred to only as “the woman in the Dream House” — and finds herself rapidly infatuated, wooed, love bombed. And then, eventually, the abuse starts.

Beyond the Gender Binary, Alok Von Menon, in this installment, Alok challenges the world to see gender not in black and white, but in full color. Taking from their own experiences as a gender-nonconforming artist, they show us that gender is a malleable and creative form of expression. The only limit is your imagination.

Queer Games Avant-Garde, Bonnie Ruberg presents twenty interviews with twenty-two queer video game developers whose radical, experimental, vibrant, and deeply queer work is driving a momentous shift in the medium of video games.

Paper Bullets, Jeffrey H. Jackson, prompts us to explore the boundaries of art, love, gender, and politics—and to question the true meaning of courage.” “Cataloguing everything from their small but fearless acts of resistance to their harrowing stints in prison cells.

How We Fight for Our Lives, Saeed Jones, a stunning coming-of-age memoir. Jones tells the story of a young, black, gay man from the South as he fights to carve out a place for himself, within his family, within his country, within his own hopes, desires, and fears.

I Hope We Choose Love: A Trans Girl's Notes from the End of the World, Kai Chang Thom, In a heartbreaking yet hopeful collection of personal essays and prose poems, blending the confessional, political, and literary, Kai Cheng Thom dives deep into the questions that haunt social movements today. With the author's characteristic eloquence and honesty, *I Hope We Choose Love* proposes heartfelt solutions on the topics of violence, complicity, family, vengeance, and forgiveness.

She/He/They/Me: For the Sisters, Misters, and Binary Resisters, Robyn Ryle, An accessible guide for learning about gender identity for those questioning their own genders, generally curious about gender, or interested in better understanding someone else's identity. Written in a choose-your-own path style, you'll explore over one hundred different scenarios that embrace nearly every definition of gender around the globe and

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throughout history in a refreshingly creative exploration of the ways gender colors and shapes our world.

Go the way your blood beats: on truth, bisexuality, and desire, Michael Amherst, questions the division of sexuality into straight and gay, in a timely exploration of the complex histories and psychologies of human desire.

Raising Rosie: our story of parenting an intersex child, Eric Lohman, When their daughter Rosie was born, Eric and Stephani Lohman found themselves thrust into a situation they were not prepared for. Rosie was born intersex, a term that describes people who are born with a variety of physical characteristics that do not fit neatly into traditional conceptions about male and female bodies. Rosie's parents were pressured to consent to normalizing surgery on Rosie, without being offered any alternatives despite their concerns.

Tinderbox: the untold story of the Up Stairs Lounge fire and the rise of gay liberation, Robert W. Fieseler, An essential work of American civil rights history, *Tinderbox* mesmerizingly reconstructs the 1973 fire that devastated New Orleans' subterranean gay community.

The world only spins forward: the ascent of Angels in America, Isaac Butler, Expanded from a popular *Slate* cover story and built from nearly 250 interviews, *The World Only Spins Forward* is both a rollicking theater saga and an uplifting testament to one of the great works of American art of the past century, from its gritty San Francisco premiere to its starry, much-anticipated Broadway revival in 2018.

How to survive a plague: the inside story of how citizens and science tamed AIDS, David France, A riveting, powerful telling of the story of the grassroots movement of activists, many of them in a life-or-death struggle, who seized upon scientific research to help develop the drugs that turned HIV from a mostly fatal infection to a manageable disease.

Femme in Public, Alok Von Menon, a collection of poetry by nonbinary artist Alok Vaid-Menon. In the author's words it "is a dream of what it could look like to celebrate trans. At what point does femininity become synonymous with apology? Who hurt the people who hurt you? Let's figure it out.

More than Organs, Kay Ulanday Barrett, These poems remix people of color as earth-benders, replay "the choreography of loss" after the 2015 Pulse shooting, and till joy from the cosmic sweetness of a family's culinary history. Barrett works "to build / a shelter // of / everyone / [they] meet," from aunties to the legendary Princess Urduja to their favorite air sign. *More Than Organs* tattoos *grief* across the knuckles of its left hand and *love* across the knuckles of its right, leaving the reader physically

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changed by the intensity of experience, longing, strength, desire, and the need, above all else, to survive.

Felix Ever After, Kacen Callender, a revelatory YA novel about a transgender teen grappling with identity and self-discovery while falling in love for the first time. Felix Love has never been in love—and, yes, he's painfully aware of the irony.

You Should See Me in a Crown, Leah Johnson, Liz Lighty has always believed she's too black, too poor, too awkward to shine in her small, rich, prom-obsessed midwestern town. But it's okay -- Liz has a plan that will get her out of Campbell, Indiana, forever: attend the uber-elite Pennington College, play in their world-famous orchestra, and become a doctor.

100 Boyfriends, Brontez Purnell, Transgressive, foulmouthed, and brutally funny, Brontez Purnell's 100 Boyfriends is a revelatory spiral into the imperfect lives of queer men desperately fighting the urge to self-sabotage.

¡Hola Papi!: How to Come Out in a Walmart Parking Lot and Other Life Lessons, John Paul Brammer, From popular LGBTQ advice columnist and writer John Paul Brammer comes a hilarious, heartwarming memoir-in-essays chronicling his journey growing up as a queer, mixed-race kid in America's heartland to becoming the “Chicano Carrie Bradshaw” of his generation.

Disability Rights Readings

Haben: The Deafblind Woman Who Conquered Harvard Law, Haben Girma, Born with deaf-blindness, Girma grew up with enough vision to know when someone was in front of her and enough hearing to know when someone close to her was talking. However, she had difficulty reading facial features or distinguishing people in group conversations. Relying on her own problem-solving skills, Girma overcame roadblocks while simultaneously obtaining her undergraduate and then law degree.

Sitting Pretty: The View from My Ordinary Resilient Disabled Body by Rebekah Taussig, A memoir-in-essays from disability advocate and creator of the Instagram account @sitting_pretty Rebekah Taussig, processing a lifetime of memories to paint a beautiful, nuanced portrait of a body that looks and moves differently than most. Growing up as a paralyzed girl during the 90s and early 2000s, Rebekah Taussig only saw disability depicted as something monstrous (The Hunchback of Notre Dame), inspirational (Helen Keller), or angelic (Forrest Gump).

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None of this felt right; and as she got older, she longed for more stories that allowed disability to be complex and ordinary, uncomfortable and fine, painful and fulfilling.

Care Work: Dreaming Disability Justice, by Leah Lakshmi Piepzna-Samarasinha, In this collection of essays, Lambda Literary Award-winning writer and longtime activist and performance artist Leah Lakshmi Piepzna-Samarasinha explores the politics and realities of disability justice, a movement that centers the lives and leadership of sick and disabled queer, trans, Black, and brown people, with knowledge and gifts for all.

Far from the Tree: Parents, Children, and the Search for Identity, Andrew Solomon's startling proposition in *Far from the Tree* is that being exceptional is at the core of the human condition—that difference is what unites us. He writes about families coping with deafness, dwarfism, Down's syndrome, autism, schizophrenia, or multiple severe disabilities; with children who are prodigies, who are conceived in rape, who become criminals, who are transgender. While each of these characteristics is potentially isolating, the experience of difference within families is universal, and Solomon documents triumphs of love over prejudice in every chapter.

Crippled: Austerity and the Demonization of Disabled People, by Frances Ryan, In *Crippled*, leading commentator Frances Ryan tells the story of those most affected by this devastating regime, people who have too often been silenced. This includes the tetraplegic living in a first floor flat forced to crawl down flights of stairs because the council doesn't provide accessible housing; the young girl forced to sleep in her wheelchair and admitted to hospital with malnutrition because cuts mean she no longer had a career to help her get to bed or cook; or the Londoner with schizophrenia found 'fit for work', and with nothing to live on was found dead at home three months later.

Capitalism and Disability: Selected Writings, by Marta Russell;

This series of essays by the late Marta Russell connects the ideas of how capitalism creates an environment where productivity is prized. In this dysfunctional value system, society considers disabled people as “less valuable” because we are viewed as less productive. This assumption harms disabled people in a wide range of ways, which Russell details throughout the book.

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[Exile and Pride: Disability, Queerness, and Liberation](#), by Eli Claire; In this disability justice classic, which was first published in 1999, Eli Claire shares his experience as a genderqueer disabled person, discussing the intersection of queerness and disability. At the time of its publication, *Exile and Pride* was considered a groundbreaking text that called for a more accessible and inclusive social justice movement.

[Feminist, Queer, Crip](#), by Allison Kafer; In *Feminist, Queer, Crip*, Allison Kafer examines the concept of compulsory heterosexuality and compulsory able-bodiedness and compulsory able-mindedness. Society's fundamental assumptions that everyone is straight or able-bodied until proven otherwise doubly harms disabled queer folks who sit at the intersections of those identities.

[You're Welcome, Universe](#), by Whitney Gardner; When Julia finds a slur about her best friend scrawled across the back of the Kingston School for the Deaf, she covers it up with a beautiful (albeit illegal) graffiti mural. Her supposed best friend snitches, the principal expels her, and her two mothers set Julia up with a one-way ticket to a "mainstream" school in the suburbs, where she's treated like an outcast as the only deaf student. The last thing she has left is her art, and not even Banksy himself could convince her to give that up.

[Ghost Boy: My Miraculous Escape from a Life Locked Inside My Own Body](#) by Martin Pistorius, they all thought he was gone. But he was alive and trapped inside his own body for ten years. In January 1988 Martin Pistorius, aged twelve, fell inexplicably sick. First, he lost his voice and stopped eating. Then he slept constantly and shunned human contact. Doctors were mystified. Within eighteen months he was mute, and wheelchair bound. Martin's parents were told an unknown degenerative disease left him with the mind of a baby and less than two years to live. Martin was moved to care centers for severely disabled children. The stress and heartache shook his parents' marriage and their family to the core. Their boy was gone. Or so they thought.

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Watch Inclusive Excellence

Short, Coffee Break Length

[This Is Us](#), Eddie Glaude, PhD, explains why blaming current racial tensions on President Donald Trump misses the point. (3 minutes)

[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 difference in the white and Black experience. (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](#), for those who ever wondered 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. Kendireviews 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)

[The 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 U.S. (Each video runs 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 utter silliness of the way many white Americans interact with 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

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video, would you have anticipated this differential treatment?

Medium, Lunch Break Length

[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 the U.S. call Hispanic. (12 minutes)

[Indigenous People React to Indigenous Representation in Film and TV](#), conversation with a diverse range of Indigenous people by FBE about media depictions of Indigenous people, Columbus Day and Indigenous identity. (15 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 media. (19 minutes)

[The danger of a single story](#), TED Talk by Chimamanda Ngozie 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 us to work vigorously to counterbalance bias by connecting with and learning about and from the groups we fear. (19 minutes)

[Hip-hop, grit, and academic success](#), TEDx Talk by Bettina Love, PhD, explains how students steeped in hip-hop culture, often seen as deficient, bring the very characteristics deemed necessary for 21st century success. (15 minutes)

[Getting Uncomfortable and Learning to Speak](#), Luvvie Ajayi (11 minutes)

[Let's Get to the Root of Racial Injustice](#), by Professor Megan Ming Francis (20 minutes)

[Economic Impact on Racism](#), by Heather McGhee (14 minutes)

[Impacts](#), by David R. Williams, PhD (17 minutes)

[Interview with the founders of Black Life Matters](#) (16 minutes)

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Long, Sit on the Couch Length

[When They See Us](#), four-part Netflix series by Ava DuVernay about the wrongful incarceration and ultimate exoneration of the “Central Park Five.” (Four one-hour episodes)

[13th](#), Netflix documentary by Ava DuVernay about the connection between U.S. slavery and the present-day mass incarceration system. (One hour 40 minutes)

[Slavery by Another Name](#), PBS documentary that challenges the idea slavery ended with the emancipation proclamation. (90 minutes)

[Unnatural Causes](#), seven-part documentary by California Newsreel that explores the impact of racism on health and U.S. health care. (Four 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 one-hour episodes)

[American Son \(Kenny Leon\)](#), time passes and tension mounts in a Florida police station as a estranged interracial couple awaits news of their missing teenage son. (Available on Netflix)

Watch LGBTQ+

[Love is love | TED Talks](#)

These moving, personal talks share stories of love and commitment in the LGBTQ community.

[The myth of the gay agenda](#), In a funny talk with an urgent message, LZ Granderson points out the absurdity in the idea that there's a "gay lifestyle," much less a "gay agenda." What's actually on his agenda? Being a good partner -- and being a good parent.

[A queer vision of love and marriage](#), Love is a tool for revolutionary change and a path toward inclusivity and understanding for the LGBTQ+ community. Married activists Tiq and Kim Katrin Milan have imagined their marriage -- as a transgender man and cis woman -- a model of possibility for people of every kind. With infectious joy, Tiq and Kim question our

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misconceptions about who they might be and offer a vision of an inclusive, challenging love that grows day by day.

[Fifty shades of gay](#), iO Tillett Wright has photographed 2,000 people who consider themselves somewhere on the LGBTQ spectrum -- and asked many of them: Can you assign a percentage to how gay or straight you are? Most people, it turns out, consider themselves to exist in the gray areas of sexuality, not 100% gay or straight. Which presents a real problem when it comes to discrimination: Where do you draw the line?

[Love, no matter what](#), What is it like to raise a child who's different from you in some fundamental way (like a prodigy, or a differently abled kid, or a criminal)? In this quietly moving talk, writer Andrew Solomon shares what he learned from talking to dozens of parents -- asking them: What's the line between unconditional love and unconditional acceptance?

[What the gay rights movement learned from the civil rights movement](#), As a member of both the African American and LGBT communities, filmmaker Yoruba Richen is fascinated with the overlaps and tensions between the gay rights and the civil rights movements. She explores how the two struggles intertwine and propel each other forward — and, in an unmissable argument, she dispels a myth about their points of conflict. A powerful reminder that we all have a stake in equality.

[My daughter, my wife, our robot, and the quest for immortality](#), The founder of Sirius XM satellite radio, Martine Rothblatt now heads up a drug company that makes life-saving medicines for rare diseases (including one drug that saved her own daughter's life). Meanwhile she is working to preserve the consciousness of the woman she loves in a digital file ... and a companion robot. In an onstage conversation with TED's Chris Anderson, Rothblatt shares her powerful story of love, identity, creativity, and limitless possibility.

[A circle of caring](#), Did you ever have a teacher who cared for you when no one else did? Jok Church tells a short, moving story of the teacher who sheltered him as a young gay teen and helped him grow -- and how, many years later, he and his partner had the privilege of returning the favor.

Watch Disability Rights

[DREAM \(Disability Rights, Education Activism, and Mentoring\)](#) is a national organization for and by college students with disabilities. Our work is supported by our sponsoring organization, the [National Center for College Students with Disabilities](#) (NCCSD), which is based at the [Association on Higher Education And Disability](#) (AHEAD).

[Radical Accessibility | SeriaShia Chatters | TEDxPSU](#)

Dr. Chatters has dedicated her life to cultivating, creating, and sustaining more equitable spaces. In her talk, Dr. Chatters will speak about growing up legally blind and the impact it has

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had on her life through her experiences with biases, bullying, and self acceptance of a disability that was to some, invisible. <https://www.youtube.com/watch?v=SovnJoCt5Ws&t=8s>

[Why I work to remove access barriers for students with disabilities | Haben Girma | TEDxBaltimore](#)

The first Deafblind person to graduate from Harvard Law School, Haben Girma advocates for equal opportunities for people with disabilities. President Obama named her a White House Champion of Change, and Forbes recognized her in Forbes 30 Under 30. Haben travels the world consulting and public speaking, teaching clients the benefits of fully accessible products and services. Haben is a talented storyteller who helps people frame difference as an asset. She resisted society's low expectations, choosing to create her own pioneering story. Because of her disability rights advocacy she has been honored by President Obama, President Clinton, and many others. Haben is also writing a memoir that will be published by Grand Central Publishing in 2019. Learn more at habengirma.com. <https://www.youtube.com/watch?v=Mvoj-ku8zk0>

[Our fight for disability rights -- and why we're not done yet](#)

Four decades ago, Judith Heumann helped to lead a groundbreaking protest called the Section 504 sit-in -- in which disabled-rights activists occupied a federal building for almost a month, demanding greater accessibility for all. In this personal, inspiring talk, Heumann tells the stories behind the protest -- and reminds us that, 40 years on, there's still work left to do.

[Why we need to make education more accessible to the deaf](#)

Model and activist Nyle DiMarco -- who was born deaf -- is often asked whether he wishes he could hear. His answer? "I've never wished that because I love who I am." In this personal talk, he emphasizes the connection between education and self esteem, arguing why we need more accessible education for the deaf.

Connect

Follow racial justice activists, educators, and organizations on social media. Here are some ideas to get you started. A good way to widen the circle of who you follow on social media is to check out and research whom these organizations follow, quote, repost and retweet.

Learning for Justice

Colors of US

Anti-Degamation League

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Define American

From Privilege to Progress

Black Minds Matter

Teaching While White

White Nonsense Roundup

Race Forward Racial Equity Tools

Engage

This can be the hardest part for people new to racial justice work. Engaging in racially mixed settings can trigger age-old power and privilege dynamics. The goal is to be a learner more than a knower, exactly the opposite of what dominant U.S. culture teaches us to be.

Here are some engagement tips to guide you:

- Enter the process to learn and bridge knowledge gaps.
- Enter the process to practice mindful social habits like the ones below.
- Stay engaged even when your mind and body start sending you signals to shrink or walk away.
- Ask clarifying questions, practice dialogue, and refrain from debating.
- Acknowledge what you don't know.
- Validate others by listening closely and believing the truth and importance of what they're sharing by actively listening to gain insight into another person's perspective.
- Share airtime so that multiple perspectives are shared and engaged.
- Step Up Step Back. If you're generally quiet, step up and practice speaking more. If you're generally a talker, practice stepping back and listening more.
- Notice your biases and judgments as they arise. These are good for you to excavate your subconscious!
- Notice when you're uncomfortable. Reflect on why you're uncomfortable and think about what you can do to build emotional stamina in this area.
- Honor confidentiality. Though you can share what you're learning in general terms, don't repeat stories in a way that can be traced back to the person who shared it.
- Find a mentor within your own racial group to support and guide your growth.

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Act

Though many people want to jump to action sooner instead of later, action without vigorous self-education and self-reflection can unexpectedly reproduce the very power and privileged dynamics we seek to interrupt. Here are a few actions that you might consider:

- Invite friend(s), family and/or colleagues to do the 21-Day Inclusive Excellence Challenge with you.
- Prepare yourself to interrupt racial jokes.
- Interrupt the pattern of white silence by speaking openly with family, friends and colleagues about what you're doing and learning in the 21-Day Inclusive Excellence Challenge.
- Invite friends, family and/or colleagues to join you for one or more of your daily "to-do" for a low-threshold invitation into the work and introduction to the 21-Day Inclusive Excellence Challenge.
- Find out if your school, workplace or faith group has an Equity Committee. What can you learn from them? Are they open to new members? Join if you can. Support in other ways if you can't.
- Find organizations such as [The Privilege Institute](#), your local YWCA and other non-profits doing racial justice work 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're comfortable disrupting; it may never get comfortable, though you will get better at managing discomfort!

Examples from participants include:

- Improving the representation of books in the library by raising funds and purchasing hundreds of new books
- Conducting an equity audit within the organization to dismantle discriminating policies and procedures in hiring, retaining, and promoting
- Creating learning communities to set goals, objectives, and action plans
- Disrupting inappropriate language by offering alternative language you yourself are learning
- Speaking, emailing, and posting about articles, blogs, movies, and the 21-Day Challenge that you find impactful. Let people know you're not neutral!

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Reflect

Reflecting and journaling are a crucial piece of the challenge. Plan to take time every day to reflect on what you choose to do, what you're learning and how you're feeling. Difficult emotions such as shame and anger, though uncomfortable to feel, can guide you to deeper self-awareness about how power and privilege affect you and the people in your life. At the very least, use the "Reflect" space on the below tracking tool.

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Use the Planning Tool Below to Stay on Track

Tip: diversify your habits by doing some of each

21-Day Inclusive Excellence Challenge Chart

Name: _____

Day	Read	Watch	Connect	Engage	Act	Notes
1						
2						
3						
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