The 21-DAY RACIAL EQUITY HABIT-BUILDING CHALLENGE

Dear PAUSD Families,

Beginning February 1, the Palo Alto Unified School District, the City of Palo Alto, and its partners will launch the 21-Day Racial Equity Habit Building Challenge and we hope you will join us.

For 21 days we will be engaging Palo Alto students, parents, staff, and the community at large in topics that will build our collective capacity towards racial and social justice. Participants will receive a link to the PAUSD engagement website and challenged to do one action each day to deepen community connections and further our understanding of power, privilege, supremacy, oppression, and equity and the role they play in the experiences of Black, Indigenous, and other People of Color. The challenge can be done individually, with friends and family, or organization-wide.

The 21-Day Challenge is a powerful opportunity for shared learning and growth and invites the Palo Alto Community to develop a deeper understanding of how inequity and racism affect our lives and community.

Join the Challenge by registering at https://tinyurl.com/PAEquityChallenge and post #PAEquityChallenge on your preferred social media site and challenge at least two people to join you in the journey to enlightenment. There is no cost to participate; open to anyone who is interested in building a community that is inclusive and accepting of all individuals regardless of the color of their skin or background.

OVERVIEW OF CHALLENGE: LEARN. REFLECT. ACT

Participants will be provided with one short task to complete each day for 21 straight days. Each daily activity is ~15 minutes: short, engaging & thought-provoking. Expect to:

- Use the Racial Equity Habit-Building Challenge website to read, listen, watch, notice, connect, engage, act, reflect, and stay inspired
- Use a reflection sheet to stay on course; record your journey, what you did and the impact, takeaway, or action that resulted
- Engage in discussion on the website discussion board
- Join the culminating celebration at the end of the 21-Day Challenge

The 21-Day Racial Equity Habit Building Challenge

When
**Monday, Feb. 1st, 8am to Monday, March 1st, 6pm**

**Where**

*This is an online event.*

**More information**

Registrants will receive further instructions along with the participation website before February 1st.

Registration: [https://tinyurl.com/PAEquityChallenge](https://tinyurl.com/PAEquityChallenge)

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**General Themes**

- Microaggressions
- White Privilege/Supremacy Culture
- Racial Identity
- Unconscious Bias
- Racial Justice
- Racial Trauma on BIPOC
- Income Inequality
- Redlining/Housing Inequality
- Racism and social determinants for health
- Racial Wealth Gap
- Educational Inequality
- Adverse Childhood Experiences
- Intersectionality (LGBTQ+ /Disability)
- Building a Race Equity Culture
- Being an Ally

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**Learn about Bias and how to combat it**

**Explore racism through a different lens**

**Reflect on your role in microaggressions**

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**WE ARE PALO ALTO!**

For help in getting your entire organization set up, email Yolanda “Lana” Conaway at equityhelp@pausd.org

*equityhelp@pausd.org*