

2022 DaRE 90-Day Challenge

Introduction

The purpose of the DaRE 90-Day Challenge is to engage all CARB employees, introduce people to the resources, and promote racial equity awareness and education in daily life. The Challenge culminates with participants submitting a one-page summary about their experience. Completing all the tasks in this challenge and submitting a one-page summary to watchusthrive@arb.ca.gov at the end makes you eligible for one of six \$50 gift cards.

The 90-Day Challenge begins on Tuesday, February 1, 2022 and ends on Monday, May 2, 2022. You can join the Challenge at any time during the 90-day period. The one-page summary is due to watchusthrive@arb.ca.gov by Friday, May 6, 2022. Please register for the Challenge using the following link: Register for the DaRE 90-Day Challenge (link only available to CARB staff). Registration is encouraged, but not required for participation.

Engage, and Observe:

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 is taught in dominant U.S. culture.

Here are some **Engagement Tips** to consider while completing the challenge:

1. Learn and bridge knowledge gaps.
2. Practice mindful social habits.
3. Stay engaged even when your mind and body start sending you signals to shrink or walk away.
4. Ask clarifying questions.
5. Acknowledge what you don't know.
6. Validate others by listening closely and believing the truth and importance of what they are sharing.
7. Share airtime so that multiple perspectives can be expressed.
8. Step Up, Step Back. If you are generally quiet, step up and practice speaking more. If you are generally a talker, practice stepping back and listening more.
9. Notice your biases and judgments as they arise. These are "Gold" for you to excavate your subconscious!
10. Notice when you are uncomfortable.
11. Reflect on why you are uncomfortable and think about what you can do to build more emotional stamina in this area.
12. Honor confidentiality. Though you can share what you are learning in general terms, do not repeat stories in a way that can be traced back to the person who shared it.

Challenge Tasks

To participate in this challenge, please complete the following eight tasks:

1. Attend any **One** of the following trainings
(please note that some of these training options have limited seating)
 - Diversity and Inclusion: Why it Matters for Leaders (4 hours) - Offered through CalHR February 9 & April 14
 - Diversity and Inclusion: How to be an Ally (1 hour) - Offered through CalHR March 2 & 3
 - Advancing Racial Equity at CalEPA – Offered Spring 2022
 - Others (Specify)

2. Read (or listen to) any **One** of the following books:
 - Long Time Coming: Reckoning with Race in America** by Michael Eric Dyson
 - Entertaining Race: Performing Blackness in America** by Michael Eric Dyson
 - Freedom's Frontier: California and the Struggle over Unfree Labor, Emancipation and Reconstruction** by Stacey L. Smith
 - Between the World and Me** by Ta-Nehisi Coates
 - Caste: The Origins of our Discontents** by Isabel Wilkerson
 - The Warmth of Other Suns: The Epic Story of America's Great Migration** by Isabel Wilkerson
 - Unbound: My Story of Liberation and the Birth of Me Too** by Tarana Burke
 - The Hate U Give** by Angie Thomas
 - City of Segregation: 100 Years of Struggle for Housing in Los Angeles** by Andrea Gibbons
 - Things Fall Apart** by Chinua Achebe
 - Americanah** by Chimamanda Ngozi
 - Homecoming** by Yaa Gyasi
 - Parable of the Sower** by Octavia Butler
 - Others (Specify)

In-lieu of purchasing books, both the [Sacramento Library](#) and the [Los Angeles County Library](#) have books available to be checked out on a variety of platforms (e.g., hardcover, e-books, audiobooks).

3. Watch any **Two** episodes from the following series:
 - [WORLD Channel – America Reframed](#)
 - [WORLD Channel – The History of White People in America \(2021\)](#)
 - [This is Us - NBC.com](#) (e.g., Season 1, Episode 4: The Pool; Season 5, Episode 13: Brotherly Love)
 - Lovecraft Country (HBO)
 - Other Released Episodes (Specify)

4. Listen to at least one episode from any **Three** of the following podcasts.
Note that for any selection below that includes multiple podcasts, each podcast within the selection counts as one podcast.

- [Code Switch](#)
- [Access Denied: Systemic Racism in Financial Services](#)
- [Who We Are: A Chronicle of Racism in America](#)
- [White Privilege: Let's Talk](#)
- [Native Opinion: An American Indian Perspective](#)
- [Story Corps: Stonewall OutLoud](#)
- Others (Specify)

5. Watch any **Four** of the following videos/documentaries/films/talks:

- [Michael Eric Dyson: Is the US ready to truly reckon with race?](#) (YouTube)
- [Michael Eric Dyson on Race in 'Long Time Coming'](#) (MSNBC)
- [John Lewis - Get in the Way](#) (World Channel)
- [Kimberle Crenshaw - The Urgency of Intersectionality](#) (Ted Talk)
- [Bell Hooks - Speaking Freely](#) (YouTube)
- [Ta-Nehisi Coates - Between the World and Me](#) (YouTube)
- [Unincorporated California](#) (YouTube)
- [Being Black in Corporate America](#) (YouTube)
- Colin in Black and White (Netflix)
- Amend: The Fight for America (Netflix)
- [Blood On Black Wall Street: The Legacy of the Tulsa Race Massacre](#) – (YouTube)
- [We Need to Talk about Anti-Asian Hate](#) (YouTube)
- [The Power of the Single Story](#) (Ted Talk)
- Passing (Netflix)
- When They See Us (Netflix)
- I am Not Your Negro (Netflix)
- 167 Shots (Netflix)
- The Hate U Give (Netflix)
- All In – The Fight for Democracy (Prime Video)
- The Uncomfortable Truth (Prime Video)
- The Reunited States (Prime Video)
- [Fruits of Labor](#) (PBS Passport)
- [Ailey](#) (PBS Passport – American Masters)

A large selection of TV shows and movies, are available free of charge using the [OverDrive](#) and [Hoopla](#) apps.

6. Notice any **Three** of the following:

- Who is and is not represented in ads, TV, Billboards, and Print Media?
- Who are your ten closest friends? What is the racial mix in this group?
- What percentage of the day are you able to be with people of your own racial identity?
- What is the racial mix of the main characters in your favorite TV shows? Movies?
- Who do you notice on magazine covers? What roles are people of color filling in these images?
- What are the last five books you read? What is the racial mix of the authors?
- Who speaks most during meetings or public events? Who is most likely to be interrupted or talked over?

7. Explore any **Four** of the following resources from various organizations. Check the organizations, their mission, vision, and goals. Here are some ideas to get you started. A good way to widen your circle of whom you follow is to check out who these organizations follow, quote, repost, and retweet.

- [Stop AAPI Hate](#)
- [Mapping Inequality](#)
- [CARB Environmental Justice listening sessions](#)
- [2020 Environmental Justice Agency Assessment](#)
- [Racial Equity Toolkit: Implementing Greenlining's Racial Equity Framework](#)
- [Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action](#)
- [Understanding How Women Travel – LA Metro](#)
- [Manzanar Oral History Project](#)
- [Learning for Justice](#) (previously called Teaching Tolerance)
- Others (Specify)

8. Submit a one-page summary reflecting on what you have observed, experienced, and/or learned during this challenge. Was there an A-HA moment for you while performing any of the suggested activities? If yes, would you like to share? What lessons did you learn and how will you retain and/or cultivate what you have learned moving forward? Has it changed how you approach things, or has it changed your thinking?

The one-page summary has no set format in order to be as flexible as possible and encourage people to share organically. Feel free to write in any form you like as you share your experiences (e.g., conventional narrative, poetry, storytelling, song lyrics). The summary is due to watchusthrive@arb.ca.gov by Friday, May 6th, 2021.