



# DaRE 90-Day Challenge


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 at the end makes you eligible for one of five \$50 gift cards.

The 90-Day Challenge begins on Tuesday, January 19, 2021 and ends on Monday, April 19, 2021. You can join the Challenge at any time during the 90-day period. The one-page summary is due by Friday, April 23, 2021.

## **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:

- a. Learn and bridge knowledge gaps.
  - b. Practice mindful social habits.
  - c. Stay engaged even when your mind and body start sending you signals to shrink or walk away.
  - d. Ask clarifying questions.
  - e. Acknowledge what you don't know.
  - f. Validate others by listening closely and believing the truth and importance of what they are sharing.
  - g. Share airtime so that multiple perspectives can be expressed.
  - h. 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.
  - i. Notice your biases and judgments as they arise. These are gold for you to excavate your subconscious!
  - j. Notice when you are uncomfortable.
  - k. Reflect on why you are uncomfortable and think about what you can do to build more emotional stamina in this area.
  - l. 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.
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**To participate in this challenge, please complete the following eight tasks:**

1. Attend any **One** of the following trainings:

- Implicit/Unconscious Bias
- Diversity: Inclusion and Sensitivity
- Others (Specify)


2. Read (or listen to) any **One** of the following books:


- So You Want to Talk About Race** by Ijeoma Oluo
- The Color of Law** by Richard Rothstein
- White Fragility** by Robin Diangelo
- Racism without Racists** by Eduardo Bonilla-Silva
- Racist America** by Joe R. Feagin
- How to Be Less Stupid About Race** by Crystal M. Fleming
- Others (Specify)

3. Watch any **Two** of the following episodes:

- [Episode 1: WORLD Channel: The History of White People in America - How America Invented Race](#)
- [Episode 2: WORLD Channel: The History of White People in America - How America Outlawed Interracial Marriage](#)
- [Episode 3: WORLD Channel: The History of White People in America - How America Made Skin Color Power](#)
- 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.

- [Black Like Me](#)
  - [John A. Powell: Othering and Belonging - Mind & Life Podcast](#)
  - [The On Being Project](#)
  - [Claudia Rankine: How Can I Say This So We Can Stay in This Car Together? - The On Being Project](#)
  - [John A. Powell: Opening to the question of Belonging – The On Being Podcast with Krista Tippett](#)
  - [John Lewis: Love in Action – The On Being Podcast with Krista Tippett](#)
  - [The '1619' Podcast](#)
  - [High Frequency](#)
  - [High Frequency: S2 Ep 1: Olatunji Oboi Reed - Mobility Justice in Chicago](#)
  - Others (Specify)
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5. Watch any **Four** of the following videos:


- An Episode of "This is Us": [This Is Us - NBC.com](#)
- Men Who Built America: Frontiersman
- [Segregated By Design](#)
- [Honor Native Land: A Guide and Call to Acknowledgments](#)
- [Thanksgiving | Native Americans | One Word | Cut - YouTube](#)
- [Indigenous in Plain Sight](#)
- [Race - the Power of an Illusion](#)
- [Race the House we Live In](#)
- [A Thanksgiving Story that sheds light on its relationship to the genocide of Native Americans](#)
- [A conversation with Native Americans on Race](#)
- [Changing the way we see Native Americans | Matika Wilbur | TEDxTeachersCollege](#)

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. Connect with, check the website, or follow any **Four** of the following racial justice activists, educators, and organizations on social media. 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.

- [Teaching Tolerance](#)
  - [Colours of Us](#)
  - [Anti-Defamation League](#)
  - [Define American](#)
  - [Privilege to Progress Black Minds Matter](#)
  - [Teaching While White](#)
  - [White Nonsense Roundup](#)
  - [Conversations with White People: Talking about race \(Facebook Group\)](#)
  - [Race Forward Racial Equity Tools](#)
  - [Everyday Feminism](#)
  - [White Awake](#)
  - Others (Specify)
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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, story-telling, song lyrics). The summary is due by Friday, April 23, 2021.

