



Day 1 – Personal Racial Identity

Today, we will define race as a concept. However, before sharing this definition, we ask that you reflect on your personal understanding of race by answering the following questions:

- What is race to you?
- Is race science based or a social construct?
- How does your race impact you on a day-to-day basis?
- Are there any unique events that have occurred exclusively because of your race?

We recommend taking a few notes during each day of the journey in order to have talking points for the reflection at end of this first section (Definitions & General Concepts).

After thinking on the questions above, feel free to utilize the resources below to learn more about racial equity and the role that it can play in the lives of not only yourself, but your peers and co-workers as well.

Remember, we have a surplus of content to provide multiple perspectives. Try to keep your learning to 10 to 15 minutes a day, unless you are REALLY intrigued by the day's content. We would also like to bring up the idea of additional learning over the weekend. This is all to say that we want everyone to digest this content slowly to avoid burnout and losing interest over the duration of the challenge. Please find our shared definition of race below.

Race: A socially constructed way of grouping people based on skin color and other apparent physical differences, which has no genetic or scientific basis. The ideology of race has become embedded in our identities, institutions and culture and is used as a basis for discrimination and domination.

Today's Challenge:

OPTION 1: Read this article on how race is not a proven concept, but instead a social construct: [Race and Racial Identity are Social Constructs \(3 minutes\)](#)

OPTION 2: Read this article to get a better understanding on how to develop effective relationships: [Key to Building Relationships of Understanding \(2 minutes\)](#)

OPTION 3: Read the article below that describes what racial equity is: [What is Racial Equity? \(2 minutes\)](#)