



Day 20 - Tools for the Racial Equity Change Process

"The reality is that the only way change comes is when you lead by example." – Anne Wojcicki

Over the past 19 days, we have learned how racial inequities permeate our communities across multiple channels and layers of institutions, government and society. We all feel the impact of systems of racism in our country and therefore hold a responsibility for dismantling the structures that allow it to persist.

Change starts with us and there are many resources available to start the process of healing today. We will list some examples below, but encourage you to explore [Racial Equity Tools](#), a comprehensive site of resources designed to support learning, planning, acting and evaluating efforts to achieve racial equity.

Creating equitable outcomes requires us to reframe the way we speak about inequity and those surmounting systematic barriers. We call this transformation asset-framing narratives to change the unconscious associations ingrained in our society. The opposite practice of deficit-framing, or defining people by their challenges, encourages continued stigmatization of groups of individuals.

Today's Challenge:

OPTION 1: There are many ways to work toward equity in our community and many reasons to do so urgently. In this most recent [United Way NCA podcast episode of The Way Forward](#), we're talking about racial equity in the age of COVID-19. How did so many structural conditions of inequity lead to a disproportionate percentage of cases and mortalities in people of color across the DMV? (20 minutes)

OPTION 2: How we talk about communities matters. On the road to equity, it is important to get in the habit of defining people by their aspirations and contributions rather than their deficits and the things they're lacking. Check out [the Power of Perception](#), a beginner's guide to asset framing! (10 minutes)

OPTION 3: One of the best ways to continue to build empathy and learn about race is to start a conversation. Read Race Forward's "[10 Ways to Start a Conversation About Race](#)" to learn more about how to start a conversation with friends, at school, at work and more. (5 minutes)