21-Day Anti-Racism Challenge

*What is it?*

This is an invitation to develop a deeper understanding of racism so we are better equipped to champion equity and inclusion in all aspects of our lives. The format is the same as Eddie Moore’s [21-day Racial Equity Challenge](https://www.eddiemoorejr.com/21daychallenge) (US), but with more UK-focused resources. It is based on research that shows that doing something every day for three weeks is a good way to create new habits, and particularly by varying activities and using all the senses - watching, listening, reading, noticing etc.

*Why do it?*

We live in a country where marginalised groups are disadvantaged and underrepresented. Racism doesn’t have to be obvious and we may think we’re not racist ourselves, but racism can also come through unconsciously and subtly – just through things we’ve learned in our own life experience. We may not even be aware of it or intending it. This is a chance to take a positively anti-racist stance rather than a passive stance which inadvertently enables discrimination to persist. **Together and one day at a time, let's make ourselves actively anti-racist.**

*How does it work?*

The Challenge is self-guided and self-paced. Every day for 21 days, you choose an activity to watch, notice, read, listen, connect, engage, act or reflect. Some activities only take a few minutes to complete while others are more substantial. Most of the suggestions are freely available. The prices for paid content are likely to change, so those are just an indication of the prices at the time of writing.

The list of suggested activities can be continuously improved – please let us know if you think something essential is missing, and if you have things to add. We would love to hear your recommendations.

WATCH

Choose from short, coffee-break-length videos to feature-length documentaries.

Under 6 minutes

* + [You Clap for me Now](https://youtu.be/gXGIt_Y57tc) by Darren James Smith – 2 min
  + [What is Intersectionality](https://youtu.be/ViDtnfQ9FHc) by Kimberley Crenshaw – 2 min
  + [What is White Privilege?](https://www.bbc.co.uk/bitesize/articles/zrvkbqt) With John Amaechi – 3 mins
  + [Not-racist v anti-racist](https://www.bbc.co.uk/bitesize/articles/zs9n2v4) with John Amaechi- 3 mins
  + [How to be a true ally](https://twitter.com/PoliticsJOE_UK/status/1268264740171759616) with Obioma Ugoala - 4 mins.
  + [How Three Women Founded Black Lives Matter](https://www.bbc.co.uk/news/world-55123050?ns_mchannel=social&ns_source=twitter&ns_campaign=bbc_live&ns_linkname=55123050%26How%20three%20women%20founded%20Black%20Lives%20Matter%262020-11-30T00%3A02%3A55.585Z&ns_fee=0&pinned_post_locator=urn:asset:7c0e3a95-5eac-4c5d-b3c7-e5dd09a55e5b&pinned_post_asset_id=55123050&pinned_post_type=share) with Patrisse Cullors, Alicia Garza and Opal Tometi - 4 mins
  + [Where does unconscious racial prejudice come from - a personal response](https://news.sky.com/story/michael-holding-breaks-down-on-camera-discussing-racism-12025124) Michael Holding on white privilege including the depiction of Jesus. July 2020 (at the start, this references the case of the White woman who called the police after arguing with a Black man in Central Park, New York) – 4 mins 38 seconds
  + [Dave - Black (Live at The BRITS 2020)](https://www.youtube.com/watch?v=mXLS2IzZSdg) Dave performing his song Black by Santan Dave) – 5 min

10 to 20 minutes:

* + [Tales from the Frontline](https://www.youtube.com/playlist?list=PLbdL1-fPId8PPfwnUwadnqpbKbn4P2WPo) by Talawa Theatre Company – 10 to 15 mins per episode
  + What Being Hispanic and Latin Means in the US, talk by Fernanda Ponce - 12 mins
  + [Why Microaggressions Aren't So Micro](https://www.ted.com/talks/whitney_grinnage_cassidy_why_microaggressions_aren_t_so_micro), talk by Whitney Grinnage-Cassidy – 15 mins
  + [No, you Cannot Touch my Hai](https://youtu.be/OLQzz75yE5A)r, talk by Mena Fombo – 16 mins
  + [Trevor Noah On George Floyd, Amy Cooper & Racism In Society | The Daily Social Distancing Show](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3DJb4Bg8mu2aM&data=02%7C01%7C%7C440961d2890e4fb5f4df08d8639c2aaa%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C637368869665545252&sdata=pDgLAOmM3TsQt71BOSJVoMOP3UmpI0Ncw%2BjBI1fvmS0%3D&reserved=0) 18 mins
  + [The Urgency of Intersectionality](https://youtu.be/akOe5-UsQ2o) talk by Kimberley Crenshaw – 19 mins
  + [How to Recognise Your White Privilege](https://www.ted.com/talks/peggy_mcintosh_how_to_recognize_your_white_privilege_and_use_it_to_fight_inequality?utm_campaign=tedspread&utm_medium=referral&utm_source=tedcomshare) by Peggy McIntosch – 19 mins
  + [Racism wants your silence](https://youtu.be/DrAaHpoaLIc) talk by Dexter Dias – 21 mins

Longer talks and feature-length films and documentaries

* + [Unravelling Unconscious Bias](https://vimeo.com/439423349) with Dr Pragya Agarwal – 27 mins
  + [Let's Talk About Race](https://www.bbc.co.uk/programmes/m000t1cd) with Naga Munchetty – 1hour
  + [Enslaved](https://www.bbc.co.uk/programmes/m000ngf0) BBC2 series with Samuel L Jackson and Afua Hirsch – 4 episodes, 1h each
  + [Black and British - A Forgotten History](https://www.bbc.co.uk/programmes/b082x0h6/episodes/player) by David Olusoga - 4 episodes on BBC i-player – 1h each
  + [Black & British, Race & Class in the Ruins of Empire Synopsis](https://www.youtube.com/watch?v=fiYI839cr9A&ab_channel=TalksatGoogle) with Akala - 1h
  + [Revere or Remove? The battle over statues, heritage and history](https://www.youtube.com/watch?v=SoC2ioaQUQU) Panel discussion including David Olusoga, Peter Frankopan, Afua Hirsch, Tiffany Jenkins 85 mins
  + [Small Axe: Mangrove](https://www.bbc.co.uk/iplayer/episode/p08vy19b/small-axe-series-1-mangrove) True story of the Mangrove restaurant in Notting Hill, by Steve McQueen, 127 mins (other episodes in the series available on BBC i-player too).
  + [African Renaissance: When Art Meets Power](https://www.bbc.co.uk/programmes/m000lwf5/episodes/player) by Afua Hirsch, 3 episodes available on BBC i-player – 1h each
  + I am Not Negro by Raoul Peck – 1h33 - £2.99 on YouTube or Amazon
  + 13th - documentary by Ava Du Vernay – 1h40 – Netflix or [here](https://watchdocumentaries.com/13th/)
  + Da 5 Bloods by Spike Lee – 2h36 – Netflix
  + When They See Us by Ava DuVernay – Netflix – 4 episodes of 60 to 88 mins each
  + Rest in Power: The Trayvon Martin Story by Jenner Furst - on Amazon Prime – 43 mins per episode
  + Malcolm X by Spike Lee - 3H22 – £3.50 on BFI Player
  + Lilting by Hong Khaou - 1h26 - £3.50 on BFI Player
  + The Farewell by Lulu Wang - 1h40 – Amazon Prime
  + Get Out by Jordan Peele - 1h44 – Apple Play or YouTube - £2.49
  + Fruitvale Station by Ryan Coogler - 1h25 - Netflix
  + The 40-Year-Old Version by Rhada Blank - 2h09 - Netflix
  + Do the Right Thing by Spike Lee - 2h05 – Amazon Prime or Now TV
  + Foreign Moon by Zhang Zeming - 1h27- £2.50 on the BFI Player
  + 12 Years a Slave by Steve McQueen - 2h14 - Netflix
  + The Battle of Algiers by Gillo Pontecorvo - 2h01 – Amazon Prime
  + Selma by Ava Du Vernay - 2h08 - Netflix
  + Soursweet by Mike Newell -1h41 - £3.50 on BFI Player

\*Prices may not be up to date

NOTICE

It’s easy to overlook what we’re not looking for. Once you understand the phenomenon of selective noticing, it gets easier. Why not take yourself on a noticing adventure!

* Who are your ten closest friends? What is the racial mix in this group?
* Who is and is not represented in ads?
* What percentage of the day are you able to be with people of your own racial identity?
* Notice how much of your day you are speaking about racism. Who are you engaging with on these issues? Who are you not? Why do you think this is?
* What are the last five books you read? What is the racial mix of the authors?
* What is the racial mix of the main characters in your favourite TV shows? Films? Children shows?
* What is the racial mix of people pictured in the photos and artwork in your home? In your friends and family?
* Notice who you engage with: make a note of the diversity of everyone you engage with in one morning / day (emails / Zooms / calls), notice the diversity of everyone in the databases you use for your work/activities.
* Who is filling what kinds of jobs/social roles in your community and in meeting: shop workers, carers, delivery drivers, cleaners, etc.?
* Who do you notice in newspapers and on magazine covers? What roles are people of colour filling in these images?
* Take an [Implicit Association Test](https://implicit.harvard.edu/implicit/takeatest.html) (10-15 minutes)

READ

Read from the selection below, ranging from articles that take around 3 minutes to read, to books.

Short reads

* [#BAMEover](https://docs.google.com/document/d/18wcPacmMhlCb3cFk2jEhg5e_lTs9uSYzpBqse_SbeU8/edit?usp=sharing) collective statement, 3 min
* [A Kid’s Book about Racism](https://youtu.be/LnaltG5N8nE) by Jelani Memory, 4 mins
* [Diversity does not Mean Minority](https://www.yorkshirepost.co.uk/business/diversity-does-not-mean-minority-abi-adamson-3147201) by Abi Adamson, 3 min
* [Covid-19 and Black Lives Matter have shone a spotlight on the need for minority voices in theatre](https://www.independent.co.uk/independentpremium/voices/theatre-pandemic-covid19-lockdown-black-minority-arts-b1760291.html) by Suba Das - 5 mins
* [There are No Black People in Africa](https://aninjusticemag.com/there-are-no-black-people-in-africa-84fbeabb39c6) by Shourya Agarwal, 5 min
* [British East Asian actors face prejudice in theatre and TV](https://www.bbc.co.uk/news/entertainment-arts-42859476) by Helier Cheung, 5 min
* ['If we valued black art, Kendrick Lamar’s Pulitzer would have been for literature'](https://www.theguardian.com/commentisfree/2018/apr/21/black-art-kendrick-lamar-pulitzer-literature-rap) by Dotun Adebayo, 5 mins
* [For a few weeks, black lives mattered. Now what?](https://www.theguardian.com/commentisfree/2020/jun/21/black-lives-mattered-revolt-cultural-debate-hostile-establishment) By Nesrine Malik, 5 mins
* [Racial justice learning for Quakers: a reflection](https://www.quaker.org.uk/blog/racial-justice-learning-for-quakers-a-reflection) by Karen Dickson, 5 min
* [Profiles of African American Quakers](https://www.fgcquaker.org/resources/african-american-quaker-profiles) Cyrus Bustill (1732-1804), Paul Cuffe (1759-1817), Bayard Rustin (1912-1987), Vera Green (1928-1982), 5 mins each
* [Writer Paul Gilroy on Black British culture (Guardian interview)](https://www.theguardian.com/culture/2020/nov/15/paul-gilroy-i-dont-think-we-can-afford-the-luxury-of-pessimism?fbclid=IwAR2E3_ey7H2G4skpeFfUpks6G1VKLpWeSyAbLPv66HeYk2Pbcv844CvopqA) (Paul Gilroy wrote There Ain’t No Black in the Union Jack (1987)
* [Who are we? How identity politics took over the world](https://bookshop.quaker.org.uk/Who-Are-We-How-Identity-Politics-Took-Over-the-World_9780141029948) by Gary Younge (Penguin Group, 2010) £9.99 at Quaker bookshop, 256 pages

Longer articles

* [The Colour of the Climate Crisis](https://dothegreenthing.com/issue/the-colour-of-the-climate-crisis/) by Minnie Rahman, 8 minutes
* [BLM- where are we now and what can we do?](https://www.weforum.org/agenda/2020/11/black-lives-matter-where-are-we-now?utm_source=facebook&utm_medium=social_scheduler&utm_term=Systemic+Racism&utm_content=18/11/2020+03:00) By World Economic Forum 10 minutes

Books: fiction and non-fiction

* Brit-ish by Afua Hirsch, 384 pages
* Why I'm No Longer Talking to White People About Race by Reni Eddo-Lodge, 288 pages
* The Good Immigrant, edited by Nikesh Shukla, 272 pages
* Akala:  Natives: Race and Class in the Ruins of Empire, 352 pages,
* White Fragility: Why it’s so hard for white people to talk about racism by Robin Diangelo
* Me and White Supremacy: How to Recognise Your Privilege, Combat Racism and Change the World, by Layla Saad – 258 pages
* There Ain’t No Black in the Union Jack: Paul Gilroy
* Such a Fun Age by Kiley Reid, 320 pages.
* Black and British, David Olusoga 176 pages age 12+, recommended by Leeds Black History Walks
* The Mermaid of Black Conch by Monique Roffey, winner of this year's Costa Book of the Year Award, 320 pages.
* The Beekeeper of Aleppo by Christy Lefteri, 378 pages
* What White People Can Do Next: from allyship to coalition, by Emma Dabiri. 139 pages
* The Louder I Will Sing by Lee Lawrence, winner of Costa Biography prize 2020, 272 pages
* Wide Sargasso Sea, by Jean Rhys, 192 pages inspired by Jane Eyre, set in Jamaica, recommended by Leeds Black History Walks
* The Confessions of Frannie Langton by Sara Collins, 384 pages Winner of Costa First Novel 2019, recommended by Leeds Black History Walks
* The Clapback: Your Guide to Calling Out Racist Stereotypes, by Elijah Lawal – light-hearted, razor sharp wit and refreshing honesty, 320 pages

LISTEN

Listen in on honest and in-depth conversations about power, privilege, supremacy, and oppression.

* [Interconnected Voice](https://podcasts.apple.com/gb/podcast/interconnected-voices/id1512960767?uo=4) with Cherise Hamilton-Stephenson, episodes are under 10 mins
* [Natives: Race and Class in the Ruins of Empire by Akala](https://www.bbc.co.uk/sounds/play/m000wl4m) episodes are 14 mins each
* [Raising the Bar](https://www.bbc.co.uk/sounds/series/b06phflx) with Lenny Henry, episodes are 15 mins each
* [Seeing White](https://www.sceneonradio.org/episode-31-turning-the-lens-seeing-white-part-1/) with John Biewen, episodes are 15 mins each
* [Have You Heard George’s Podcast?](https://www.bbc.co.uk/sounds/play/p07mk7cx) With George the Poet, episodes are under 20 mins
* [Othering Through the Centuries](https://www.bbc.co.uk/programmes/m000lgkb) with Sabrina Mahfouz, 28 mins
* [Code Switching](https://www.bbc.co.uk/programmes/m000ls8x) with Lucrece Grehoua, 28 mins
* [Three Pounds in my Pocket](https://www.bbc.co.uk/sounds/play/b065vsdv) with Kavita Puri, 28 mins per episode
* [A Promised Land](https://www.bbc.co.uk/sounds/play/m000q50g?xtor=CS8-1000-%5BDiscovery_Cards%5D-%5BMulti_Site%5D-%5BSL05%5D-%5BPS_SOUNDS~N~~BestofBarackObama%5D) with Barack Obama and David Olusoga, 30 mins per episode
* [About Race](https://www.aboutracepodcast.com/) with Reni Eddo-Lodge, episodes between 30 and 40 mins
* [White Supremacy and Black Suffering podcast](https://www.nomadpodcast.co.uk/anthony-reddie-ravelle-sade-fairman-white-supremacy-and-black-suffering-n226/) by Anthony Reddie and Ravelle-Sadé Fairman (Nomad Podcast, 2020) - 60 minutes
* [In Search of Black History](https://www.audible.co.uk/pd/In-Search-of-Black-History-with-Bonnie-Greer-Audiobook/B08259D1PX) by Bonnie Greer, 5h30 in total

CONNECT

Follow racial justice activists, educators, and organisations on social media and keep engaged with their content. If you’re not online yourself, spread the word with friends and family and ask to be updated when there’s a campaign you can support offline

* All Black Lives UK: <https://www.instagram.com/allblacklivesuk/>
* Stand Against Racism and Inequality: <https://www.facebook.com/SARIcharity/>
* Stop Hate UK: <https://twitter.com/stophateuk>
* The Racial Justice Network: <https://twitter.com/RaceJustice>
* Stand Up to Racism: <https://twitter.com/AntiRacismDay?s=20>

ENGAGE

* Enter the process to learn and bridge knowledge gaps.
* Try to practice mindful social habits like the ones below.
  + Realise the importance of staying engaged with this anti-racism work long-term and find realistic ways to commit to it.
  + Ask clarifying questions.
  + Acknowledge what you don’t know.
  + Validate others by listening closely and acknowledging the importance of what they are sharing.
  + Share airtime so that multiple perspectives are shared.
  + If you are generally quiet, step up and practice speaking more. If you are generally a talker, practice stepping back and listening more.
  + Notice your biases and judgments as they arise as they can help you excavate your subconscious.
  + Notice when you are uncomfortable. Reflect on why you’re uncomfortable and think about what you can do to build more emotional stamina in this area.
  + Honour 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.

ACT

Here are a few actions that you might consider:

* Invite friends and family to do the 21-Day Challenge with you.
* Interrupt the pattern of white silence by speaking openly with family, friends, and colleagues about what you’re doing and learning in the 21-Day Challenge.
* Act when witnessing racial abuse. Watch this short [video](https://www.youtube.com/watch?v=jKjtfXmUFKc) made by the Racial Justice Network
* Take the [Leeds Black History Walk](https://heritagecornerleeds.wixsite.com/heritage-corner/l), which uncovers the African presence in Yorkshire going back two thousand years, exposing unseen narratives and recent history to provoke questions and inspiration. £8, [must be booked in advance.](https://www.gcfoundation.co.uk/Event/leeds-black-history-walk)
* Find organisations such as the Racial Justice Network, Stand up to Racism, Black Lives Matter UK, Stephen Lawrence Charitable Trust or Stop Hate UK and support them through donating your time, money, or other resources.
* When the status quo is blatantly racist, disrupt it. No matter how big or small put yourself out there to create change. No need to wait until you are comfortable disrupting; it may never get comfortable, though you will get better at managing discomfort. These actions are generally more successful when done in multiracial groups. For example:
  + Improving the representation of books in your local library by suggesting new titles or raising funds
  + Creating a local learning group to set goals, objectives, and action plans with your neighbours. You could create a virtual group if it’s not safe to meet in person.
  + Speaking, emailing, and posting about articles, blogs, films that you find impactful.

It’s crucial to let people know you are not neutral.

REFLECT

Reflecting is an essential part of the challenge: reflecting on what you chose to do, what you’re learning, and how you are feeling. Use the tracking tool we sent you to take notes throughout the challenge.

STAY INSPIRED

Listen to these songs and check the work of these visual artists and poets to stay inspired on this journey! You can create your own playlist / recommendations to share. We’d love to hear your suggestions.

* [Mississipi Goddam by Nina Simone](https://youtu.be/LJ25-U3jNWM)
* [Strange Fruit by Billie Holiday](https://www.youtube.com/watch?v=-DGY9HvChXk)
* [A change is gonna come by Sam Cooke](https://www.youtube.com/watch?v=fPr3yvkHYsE)
* [Don't Touch My Hair by Solange feat. Sampha](https://www.youtube.com/watch?v=YTtrnDbOQAU&ab_channel=SolangeKnowlesVEVO)
* [This Is America by Childish Gambino](https://www.youtube.com/watch?v=VYOjWnS4cMY)
* [Killing in the name by Rage Against the Machine](https://youtu.be/bWXazVhlyxQ)
* [Paper planes by M.I.A](https://youtu.be/ewRjZoRtu0Y)
* [Shell by Cassie Rytz](https://youtu.be/YKq84njxdxI)
* [Blacker the Berry by Kendrick Lamar](https://vimeo.com/119818524)
* [Sweeter by Leon Bridges](https://youtu.be/35AWgksymtA)
* [Let’s Stay Together](https://www.apollotheater.org/lets-stay-in-together-watch/)- Concert at Harlem’s Appollo Theatre featuring Dionne Warwick, Ziggy Marley and many more.
* [Amanda Gorman](https://www.youtube.com/watch?v=Wz4YuEvJ3y4&ab_channel=ABCNews)
* [Zaha Hadid](https://www.zaha-hadid.com/people/zaha-hadid/)
* [Danh Vo](https://www.youtube.com/watch?v=KdxUI_aDh6c&ab_channel=LouisianaChannel)
* [Adam Pendleton](http://adampendleton.net/image)
* [Black British Sculptors](https://artuk.org/discover/curations/take-five-sculptures-by-black-british-artists)
* [Whiskey Chow](https://www.whiskeychow.com/)
* [Jo Clement](https://www.youtube.com/watch?v=Ol_zmO0JUGc&ab_channel=JoClement)
* [Raymond Antrobus](http://www.raymondantrobus.com/gallery)