

# 21 Day Health Equity Challenge

*Fall 2020*

Adapted from Albemarle County Office of Equity and Inclusion

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## Mission and Overview

Virginia Department of Health Mission Statement:

**To protect the health and promote the well-being of all people in Virginia.**

The goal of the 21 Day Health Equity Challenge is to expand our understanding of experiences and identities different from our own so that we may foster awareness, understanding, and collective action toward eliminating health disparities.

For 21 days, participants are asked to read, watch, or listen to one new resource each day that examines the history of inequities in the US.

There will be opportunities to reflect individually and in group discussions that will be offered through email and conference call throughout the challenge. Participation is voluntary. Challenge yourself to learn something new and share what you learn with others.

1. Reflect on what you would like to learn over the 21 days.
2. Choose a resource for each day and record it in your daily tracker. You are encouraged to choose from a variety of topic areas and can also choose to follow prompts from email updates that will allow you to best engage in the weekly reflection discussion.
3. Share your thoughts on what you watch/listen to/read in the weekly discussion and/or in this document.
4. Expand your learning by talking with other about what you've learned and continue to seek out conversations about diversity, equity, and inclusion.

## Pre-participation reflection

1. Why are you doing this challenge? What do you hope to learn?
2. What social identities and groups do you belong to? How might they color the lens through which you view the world?
3. Is there a specific area you want to know more about? Less about?
4. How will you push yourself to learn about less familiar topics?

## Tracker week 1

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5. \_\_\_\_\_

## Reflection

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## Tracker week 2

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### **Reflection**

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## Tracker week 3

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## Reflection

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## Tracker week 4 (Including Monday, August 31)

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### **Reflection**

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## Resources

### Race and Ethnicity

#### Watch

- [Black Lives / Black Lungs](#) Short film about the targeting of Black people by tobacco industry (New!)
- [How Microaggressions Are Like Mosquito Bites](#) How “little” slights build up (New!)
- [We Need to Talk about an Injustice](#) Ted Talk by Bryan Stevenson, founder, Equal Justice Initiative
- [Reel Bad Arabs: How Hollywood Vilifies a People](#) Short Documentary
- [Color Blind or Color Brave? Race in the Workplace](#) Ted Talk by Mellody Hobson
- [What I am Learning from my White Grandchildren](#) Ted Talk by Anthony Peterson
- [How I Learned to Stop Worrying and Love Discussing Race](#) Ted talk by Jay Smooth
- [Slavery by Another Name: The Re-Enslavement of Black Americans from the Civil War to WWII](#) PBS short documentary
- [What Everyday Racism Looks Like](#) Vox News
- [A Class Divided: The Brown Eyes versus Blue Eyes Experiment](#) PBS Frontline
- [What Kind of Asian are You? Deconstructing Everyday Orientalism](#)
- [Latino Rebels: What Latinos Look Like](#) Spoken Word about being Latinx in America
- [A Conversation with Latinos on Race](#) New York Times short documentary
- [A Conversation with Asian-Americans on Race](#) New York Times short documentary
- [Why the US Celebrates Columbus Day](#) Vox News
- [What Dark-Skinned People Will Never Tell You](#) BuzzFeed Video
- [The Reality of Raising Black Children in the US](#) BuzzFeed Video
- [The Real Reasons the US became Less Racist Toward Asian Americans: The Myth of the 'Model Minority'](#) Washington Post short documentary

## Listen

- [Why COVID-19 Disproportionately Impacts Latino Communities](#) NPR News
- [Race for Profit: How Banks & Real Estate Biz Undermined Black Homeowners](#) Democracy Now!
- [Code Switch](#) NPR Podcast
- [Seeing White](#) Podcast Series from Scene on Radio
- [Latino USA](#) NPR Podcast
- [They Call Us Bruce](#) Podcast about Asian representation in media
- [All My Relations](#) Podcast about representation of Native people in media

## Read

- [Privilege: Unpacking the Invisible Knapsack](#) Essay by Peggy McIntosh (New!)
- [Understanding Racial and Ethnic Differences in Health in Late Life](#) (New!)
- [Understanding the difference between Race and Ethnicity](#) (New!)
- [White Until Proven Black: Imagining Race in the Hunger Games](#) The New Yorker
- [How Universities Embolden White Nationalists](#) The Chronicle of Higher Education
- [The Racial Bias Built into Photography](#) New York Times
- [Teaching the Camera to See My Skin](#) BuzzFeed News
- [Ten Things Everyone Should Know about Race](#) PBS
- [Happy Talk about Diversity Avoids Difficult Racial Issues](#) Scholars Strategy Network
- [A New Mixed Race Generation Will Not Solve Racism](#) BuzzFeed News
- [Can my Children be Friends with White People?](#) New York Times Opinion
- [Study: White and Black children biased toward lighter skin](#) CNN
- [The Bleak Truth Behind My 'Inspiring' Path from Oakland to Yale](#) The Atlantic
- [Hidden Racism \[in the Hidden Figures movie\]](#) Sojourners
- [Beyoncé is not the Magical Negro Mammy](#) NPR
- [White People Assume Niceness is the Answer to Racial Inequality](#) The Guardian

- [How the Federal Government Built White Suburbia](#) CityLab
- [America is Failing Black Mothers](#) Harvard Public Health
- [The Peculiar Bathroom Habits of Westerners](#) BBC
- [How America is Failing Native American Students](#) The Nation
- [How Indigenous and Black Artists are Using Science Fiction to Imagine a Better Future](#) CBC
- [A Brave Space to Talk about Race \[equity in nursing\]](#) UVA School of Nursing
- [Deconstructing the Myth of “The First Thanksgiving”](#) Native Organization Oyate
- [7 Ways to be an Ally to Native Peoples this Thanksgiving](#) Teen Vogue

## Gender and Sexuality

### Watch

- [Kids Meet a Transgender Soldier](#) HiHo Kids
- [Mom, I’m not a Girl: Raising a Transgender Child](#) Cosmopolitan
- [Shrinking Women: Spoken Word Poetry about Gender and Space](#) Lily Myers
- [I Am with You \[Stanford rape survivor\]](#) Chanel Miller
- [Chanel Miller Reads her Entire Victim Impact Statement](#) 60 Minutes
- [How Can We End Sexual Harassment at Work](#) Ted Talk by Gretchen Carlson
- [The Reporting System that Sexual Assault Survivors Want](#) Ted Talk by Jessica Ladd
- [Why the ‘Born this Way’ Argument Doesn’t Advance LGBT Equality](#) Ted Talk by Dr. Lisa Diamond

### Listen

- [How Does Racism Affect Your Health?](#) Segment of interview with Mary Bassett (NEW!)
- [Nancy](#) Podcast WNYC
- [Query](#) Podcast Earwolf

### Read

- [How to Use Gender Neutral Words](#) Teen Vogue (NEW!)

- [Why we shouldn't be separating boys and girls for sex ed](#) Washington Post (NEW!)
- [A COVID-19 researcher fights back against different kind of virus; sexism and power imbalances in science](#) Stat News (NEW!)
- [I'm Trans, and I don't care if we were born this way. Neither should you](#) The Guardian
- [Study: Cold Office Temperatures are Hurting Women's Productivity](#) NY Post
- [Is Your Thermostat Sexist](#) New Yorker
- [Men's Intersectional Relationship to Male Privilege](#) Psychology Today
- [Self-Care: how a radical feminist idea was stripped of politics for the mass market](#) The Guardian
- [The Invention of Heterosexuality](#) BBC
- [Five things you can do to support LGBTQ youth](#) Human Rights Campaign
- [When Eve and Eve Bit the Apple](#) New York Times
- [How my Community Showed me I could be Both Muslim and Queer](#) Catapult

## Social Determinants of Health

### Watch

- [The Story We Don't Tell About Poverty](#) Ted Talk by Mia Birdsong
- [The Plastic Industry's Fight to Blame Pollution on You](#) The Intercept
- [Accents: Spoken Word about the Beauty of Speaking Accented English](#)  
Spoken word performance by Denice Frohman
- [When Your parents Speak Broken English](#) BuzzFeed Video
- [Rigged Game](#) Spoken word performance about language proficiency in education
- [Embracing Multilingualism and Eradicating Linguistic Bias](#) Ted Talk by Karen Leung

### Listen

- [How the systemic segregation of schools is maintained by 'individual choices'](#) NPR Fresh Air
- [Ear Hustle](#) Podcast on the daily realities of life inside prison

- [Race for Profit: How Banks & Real Estate Biz Undermined Black Homeowners](#) Democracy Now!

## Read

- [COVID-19 may not discriminate by race, but the US health care system does](#) PBS News Hour
- [US: Address impact of COVID-19 on the poor](#) Human Rights Watch
- [Protecting our most economically vulnerable neighbors during the COVID-19 Outbreak](#) Brookings Institute
- [How will COVID-19 affect equity in education?](#) American Bar Association
- [‘White Collar Quarantine’ over virus spotlights class divide](#) New York Times
- [Intersectionality and the Pay Gap](#) Live Your Dream
- [The Luxury of Telling Poor People iPhones are a Luxury](#) Washington Post
- [The Poor Can’t Afford to Not Wear Nice Clothes](#) Zora
- [Let’s Stop Pretending Travel is Accessible to Everyone](#) Matador Network
- [The Reductive Seduction of Other People’s Problems \[a critique of foreign humanitarian aid\]](#) Bright Magazine
- [How to Help Someone Who’s Being Harassed](#) New York Times

## Ability

### Watch

- [On the Quest for Rainbow the Bagel \[in a wheelchair\]](#) Cerebral Palsy Foundation
- [Living with High Functioning Anxiety](#) Ted Talk by Jordan Raskopoulos
- [The Fear of Fat – The Real Elephant in the Room](#) Ted Talk by Kelly Jean Drinkwater
- [‘Fat’ Runner Redefines what Athleticism Looks Like](#) USA Today

### Listen

- [She’s All Fat](#) Podcast
- [Rough Translation: How to Speak Addiction](#) NPR podcast – Explores our changing understanding of addiction **(NEW!)**

## Read

- [What would a truly disabled-accessible city look like?](#) The Guardian
- [Longing for the male gaze \[on disability, feminism, and social invisibility\]](#) New York Times
- [The shocking ways large women are mistreated by healthcare providers](#) Self
- [Mutual aid for the end of the world \[on Ableism and post-apocalyptic survival\]](#) Briar Patch

## Religion

### Watch

- [What it's like to be Muslim in America](#) Ted Talk by Dalia Mogahed
- [Somewhere in America #MIPSTERZ \[Muslim women representation\]](#) Vimeo

### Listen

- [See Something Say Something](#) Podcast
- [Good Muslim Bad Muslim](#) Podcast
- [Rough Translation: From Niqab to N95](#) NPR Podcast – a new French law requires face masks to be worn, but it is illegal to wear religious attire. **(NEW!)**

### Read

- [American Hijab: Why my scarf is a sociopolitical statement not a symbol of my religiosity](#) Time
- [Muslim Americans express disappointment over 2016 debate rhetoric tying Muslims to terrorism](#) NBC News
- [Elizabeth Smart is standing up for rape victims- and tearing down purity culture](#) Vice News
- [African Slaves were the first to celebrate Ramadan in America](#) The Root

Are we missing something you think should be included? Email [sally.goodquist@vdh.virginia.gov](mailto:sally.goodquist@vdh.virginia.gov) with your suggestions!

## Closing reflection

1. What did you learn through this process?
2. Which resource or topic surprised you the most? How and why?
3. How will you incorporate your new knowledge into your personal and professional life?
4. What do you want to learn more about in the future?