

RACIAL EQUITY REFLECTIONS

Session 1 Homework

ON YOUR OWN

1. **READ:** [Why Social Constructs are Created](#) by Carol Bainbridge
2. **READ:** [What We Mean When We Say 'Race Is a Social Construct'](#) by Ta-Nehisi Coates
3. **WATCH:** [Braver Conversations: Racial Equity in the Workplace | Channdika Thayver | TEDxDelthorneWomen](#)
4. **JOURNAL:** Please reflect and journal using the following prompts after you have read the two articles and watched the TED Talk video.
 - a. What are specific challenges your organization may face when having conversations regarding race equity?
 - b. How can you strategize learning and engaging with racial equity within your organization?
 - c. What can you do to actively prepare yourself to embark on the journey of systematic and institutional change within your organization?
 - d. How will a focus on race equity impact your organization's view on its policies and practices?
 - e. Can you find any other resources for anti-oppression education that might assist you on your organization's race equity journey?

AS A TEAM

- Gather and discuss your journal reflections.
 - What thoughts do you have in common?
 - What commitments do you need from each other to hold this work together?
 - How do you anticipate navigating challenges and conflict that naturally arise in this work?