

# WEEK 1

## Racial Identity

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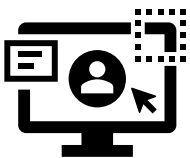


*“Not seeing race does little to deconstruct racist structure or materially improve the conditions which people of color are subject to daily. In order to dismantle unjust, racist structures, we must see race. We must see who benefits from their race, who is disproportionately impacted by negative stereotypes about their race, and to who power and privilege is bestowed upon – earned or not – because of their race, their class, and their gender. Seeing race is essential to changing the system.” – Reni Eddo-Lodge*

We cannot cease in confronting our country’s history and relationship to identity. It is time for us to take a closer look at the inequities that are deeply rooted in our systems and institutions and work together to create an America where every individual has the opportunity to succeed, regardless of race, gender, sexuality, religion, and identity. Over the next 21 weeks, we will explore a variety of topics to open a dialogue on how we can be champions of equity in our personal and professional lives.

### This Week’s Challenge:

How do you think about your racial identity and its relevance to your work/volunteerism/studies? Identity matters. Who we think we are and who others think we are can have an influence on all aspects of our lives. Think about the first time you became aware of your racial identity. What comes up for you?



### Watch

**[Reframing Racial Identity \(2:47\)](#)** Watch this video to see an alternative way of looking at racial identity based on varying cultures.

**[The Origin of Race in the USA \(10:15\)](#)** A PBS video on the history of racial identity in the USA.

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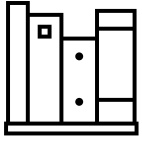
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## Reference

Reference this document to view how people of color [develop their racial identity](#)



## Read

[Race and Racial Identity are Social Constructs](#) (3-minute read) Read this article on how race is not a proven concept, but instead a social construct

[Racial Identity Development – Key to Building Relationships of Understanding](#) (2 minute read) Read this article to get a better understanding on how to develop effective relationships.

[Racial Equity](#) (2 minute read; additional resources range in length) Read a definition of racial equity and find a list of resources about the concept.



## Journal

Journal about your own racial identity. You might consider

- ✓ When did you first become aware of your racial identity?
- ✓ What messages did you learn about race from your school and family?
  - Did they align with what you've seen in your life?
- ✓ Think of a time when the way others perceived your racial identity affected how they treated you?

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