



21-Day Racial Equity Habit Building Challenge[®]

An Anti-Racism Resource

Pastor's Guide

Groups have permission to use the material for the 21 Day Challenge as long as proper credit is given to the author, Dr. Eddie Moore. The initial introductions will use the full name of the challenge: 21 Day Racial Equity Habit Building Challenge®, however in references can shorten the name.

The DSC RACE Coalition was formed to promote racially-focused education and dialogue with emphasis on Reflection, Action, Courageous Dialogue and Engagement." For more information, check out dsc-race.org.

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Much of this challenge has been intentionally crafted to focus on the Black American experience. The activities seek to expose participants to perspectives on elements of Black history, identity and culture and to the Black community's experience of racism in the United States of America. You will be exposed to voices and perspectives that may be different than your own through articles, videos, and podcasts.

However, even this focus on Black Americans cannot possibly highlight all of the diversity of experiences and opinions within the Black community itself, much less substitute for learnings about any other community of color.

“We have a lot of work to do in regards to racial equity, both individually and collectively.”

This 21-Day Challenge will by no means be the end of the things we need to do, instead it is a humble beginning on a long and important journey. And accepting the challenge is a first step in confessing wrongs and moving toward justice.

In this leader's guide, you will find materials to begin the 21-Day Racial Equity Habit Building Challenge in your ministry setting:

- **How to Participate**
- **What To Look For in a Leader**
- **Responsibilities and Time Commitments**
- **Resources for Leading**

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Dear Pastor,

As Christians, we are called to think deeply, pray fervently and work unceasingly for the betterment of our society and world. We have a lot of work to do in regards to racial equity, both individually and collectively. The sharp inequity that divides us is a part of our history as a people that we cannot hide from and the recent killings of George Floyd, Ahmaud Arbery, Breonna Taylor, Elijah McClain, and so many others, have only highlighted the immediacy and need of this work.

The DSC RACE Coalition was formed for the purpose of promoting racially-focused education and dialogue within the DSC, as well as eliminate all forms of racism within the conference. Focusing on **Reflection, Action, Courageous Dialogue, and Engagement**, one of the first steps in this direction is the introduction of the **21-Day Racial Equity Habit Building Challenge**®, created by Dr. Eddie Moore, a diversity educator. It is a starting point for individuals to advance deeper understandings of the intersections of race, power, privilege, supremacy and oppression. We are grateful to Dr. Moore for publicly sharing and encouraging others to use this concept as an educational tool.

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How to Participate

All members of the DSC are actively encouraged to participate in this 21-Day Challenge – either individually or in small groups. As the pastor, there are a variety of ways that you can participate.

1 You are invited to experience the challenge individually starting on October 1 and join the DSC RACE Coalition in virtual small group discussions about the materials.

2 You can offer the challenge to your congregation starting on October 1, simultaneously with the DSC Race Coalition. You can invite your congregation to join the DSC Race Coalition virtual meetings or you may choose to host your own virtual meetings.

3 You may choose to begin the challenge as an individual on October 1 and after completing the challenge, choose to offer the challenge to your congregation.

What to Look for in a Leader

The most successful facilitators are persons who do not function as the group's expert on race but rather are passionate about having conversation, open to new ideas, careful listeners, attentive to nonverbal communication, and comfortable with the complexity and tensions that surface when discussing race. While having one facilitator is adequate, having two group facilitators is ideal. Co-facilitators often feel more confident and are able to accent one another's leadership strengths as well as offer wider insights as conversation unfolds. You may choose to empower others who are passionate about racial justice work to lead or co-lead this challenge with you or with others in your congregation.

- *Have an ability to respect various perspectives on race, knowing that each person comes from a different place*
- *Have a willingness to engage and help others engage in respectful dialogue with a spirit of openness*
- *Are able to adhere to the time commitments and responsibilities (see below) for leading this challenge*
- *Encourage and challenge each participant to examine the parts of their lives impacted by race and to seek God's transforming love and grace in their call to action*

*(Please refer to the **White Privilege: let's talk Facilitators Guide** produced by the United Church of Christ for additional suggestions.)*



Tasks and Time Commitments

In order to lead this challenge, it is important to consider the tasks and time commitment needed. The following is an outline of these things and feel free to adapt to your ministry setting.

Preparation/Publicity

Identify Leader(s) for the Challenge. Review the tasks and time commitment needed to lead the challenge. If there are co-leaders, decide who will be responsible for the various tasks. Keep in regular communication with one another. Discuss hopes and expectations for the challenge, both individual and collective. At the end of the challenge, what do you want to see happen?

Determine when to start the Challenge and have conversation with the pastor(s) if they are not the leaders.

Establish a plan for communicating the Challenge within the church through the newsletter, social media, email communication, weekly bulletin and/or announcements, depending on your church processes.

Plan for hosting weekly zoom conversations and how to include persons who may not be able to access the materials or participate in the conversation.

Consider extending personal invitations to various leaders in the church ie youth group, UMW, UMM, church & society/justice groups, and others.

Determine what kind, if any, reporting will be important to capture throughout the challenge and how and with whom this information will be could be shared.



During the Challenge

The leader(s) should be familiar with all of the materials of the challenge. Make notes of key points and questions to raise during the weekly conversation.

Be sure to make notes of feedback that will be helpful in the reporting after the challenge concludes.

Send reminders of the weekly conversation date/time.

Work with church leaders responsible for email or social media communication to send reminders to the group.

After the Challenge

Encourage the participants to imagine next steps both individual and collective. Are there any next steps or action items that the group would like to implement? If so, what is needed to make these happen?

Capture and summarize any reporting done during the challenge. Share with pastors and other leaders what might benefit.

Resources for Leading the 21 Day Challenge

Accompanying this letter are resources to help as you prepare for leading the 21-Day Challenge in your congregation. **You are invited to adapt and modify these materials as you see appropriate to your setting.** The resources include:

Sample Getting Started Article

Sample Newsletter Article

Sample Clips for using in Social Media or Email Blasts

Sample Tracking Tool

Sample Outline for Weekly Zoom Conversation

Sample 21-Day Challenge Assignment List

Tips for Facilitation – an excerpt taken from the *Facilitation Guide from White Privilege Conversations* by the United Church of Christ

Included in the email that leaders have received, you will receive a link to download all of these documents through Hightail.

Fully editable Microsoft Word copies of these documents will be available to the public on the dsc-race.org website as of October 1, 2020.



Questions

The DSC RACE Coalition hopes this packet of information for the 21-Day Racial Equity Habit Building Challenge will be helpful to you. The churches below have completed or are about to complete the 21-Day Challenge. Please feel free to reach out to these people if you want to know more about how the process went in these congregations. If you have done the 21-Day Challenge and want to share feedback/insights or if you have any questions, please contact us.

Crossroads UMC – Rev. Kimberly Scott - pastorkimberly@crossroadsphx.com

Dayspring UMC – Julie O'Neal – julieo2008@gmail.com

Grace UMC – Rev. Javier Olivares - pastor@graceumcmesa.org

Payson UMC – Pastor Sarah Allen – pastor@paysonumc.org

We look forward to hearing how God is at work in your ministry settings as perspectives and personal awareness of racism will grow and be challenged. This work is hard. Thank you for taking the courageous steps forward.