

21  
DAY

# RACIAL EQUITY CHALLENGE

OCTOBER 23 - NOVEMBER 20

## DAY 4: TALKING ABOUT RACE

How often does a conversation about race turn a room silent, or create divisions among friends, family, and colleagues? Why does this happen?

Many people think that talking about race is “taboo” or have been taught to avoid the topic all together. Others may shy away due to lack of experience or ability to articulate their feelings on the topic. Whatever the reason, taking this Challenge may help to build the skills to participate in conversations about race to help move our community forward.

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### Here's How You Get Started

First, ask yourself if you are comfortable engaging in a conversation about race with those who are the same race as you. Now, how about a conversation about race with someone who is a different race? Either situation may feel uncomfortable, especially if you haven't been exposed to this type of dialogue or are not sure how to start. Maybe you're worried about “saying the wrong thing”, causing harm, or creating a rift in a relationship.

If this is you, you're not alone. Check out the resources below for helpful tips and supportive examples to improve conversations about race.

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### DID YOU KNOW...

64% of Black adults said that their family talked to them about challenges related to race while they were growing up (32% said that this conversation happened often).  
90% of white adults said that their families rarely had these types of conversations.

[Source: Pew Research Center](#)

## LEARN

**Option 1:** Read [3 Ways to Get Started Talking About Race at Work](#)

**Option 2:** Watch [“Intergroup Anxiety: Can You Try Too Hard to Be Fair?”](#)

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## REFLECT AND TAKE ACTION

### Questions to Consider for Self-Reflection:

- How often have you been in social settings where the majority of individuals have been of a different race or ethnicity?
- When you hear people in your circles making biased comments, do you speak up?

### Ways to Get Involved:

- Have a conversation about race with children in your life. If this is uncomfortable or you're not sure where to begin, [use these tips to get started](#).
- Think about [Ten Lessons for Talking About Race, Racism, and Racial Justice](#) from The Opportunity Agenda

### Share What You Learned:

Use the images below to share that you learned about race and equity today, and use be sure to include #ROCequity.

