



21 DAY EQUITY CHALLENGE

LEARN AND GROW TOGETHER

WELCOME

Welcome and thank you for participating in the Urbana School District 116 - **21 Day Equity Challenge**. In these demanding times it is imperative for our social, emotional, and cognitive health that we are comfortable in expressing our thoughts, sharing our feelings, and beliefs and being open to learning about issues and matters that we may have questions about.

For the next **21** days, it is our goal to supply you with information that may impart an understanding of the things that you may question, misunderstand, or of which you have no prior knowledge.

*"I Dream a World"
By Langston Hughes*

I dream a world where man
No other man will scorn,
Where love will bless the earth
And peace its paths adorn
I dream a world where all
Will know sweet freedom's way,
Where greed no longer saps the soul
Nor avarice blights our day.
A world I dream where black or white,
Whatever race you be,
Will share the bounties of the earth
And every man is free,
Where wretchedness will hang its head
And joy, like a pearl,
Attends the needs of all mankind-
Of such I dream, my world!



OUR WHY:

The Urbana School District acknowledges that persistent racial disparities, inequities, and academic barriers in our district are unacceptable. While efforts have been made to address the inequities between White students and students of color, these efforts have been largely unsuccessful. Equity is essential to the well-being and success of our schools, our students, and our community.

Equity is the removal of systematic barriers and strives to achieve inclusion of all students, especially those who have historically been underserved in public education settings. The concept of educational equity goes beyond equality, where all students are treated the same, to fostering a barrier-free environment in which all students, regardless of their background or personal attributes, are extended the opportunities and resources required for success.

We, Urbana School District, are committed to disrupting and transforming the current and historical systems that have been inequitable in their existence. We recognize that our students have various real-life experiences and personal characteristics that will require diverse pathways to success.

ABOUT THE CHALLENGE:

The Urbana School District (USD) is hosting a 21-Day Racial Equity Challenge that encourages participants to engage in a self-study concerning topics related to equity to gain a more in depth understanding of the impacts of racism and inequity on our school district and in our local communities. While we recognize that many areas of inequity exist, this challenge primarily explores equity issues that impacts our students and schools.

The 21-Day Racial Equity Challenge runs from February 1, 2023, to February 21, 2023. The Challenge consists of a series of daily activities that each take approximately 15 minutes. Included in this challenge is an [activity log](#) for participants to document which challenges they completed each day. We hope this tool is helpful on our collective journey to learn and grow together.

21 -DAY EQUITY CHALLENGE TOPICS AND THEMES

DAY 1: [Social Justice and Equity in Education](#)

DAY 2: [Understanding Systemic Racism](#)

DAY 3: [Understanding the Effects of Racism](#)

DAY 4: [Cultural Sensitivity](#)

DAY 5: [The Value of Lived Experiences](#)

DAY 6: [Understanding Implicit Bias](#)

DAY 7: [Understanding Microaggressions: The Words People Say Hurt](#)

DAY 8: [Understanding White Privilege](#)

DAY 9: [Culturally Responsive Teaching](#)

DAY 10: [Understanding Adverse Childhood Experiences \(ACE's\)](#)

DAY 11: [Equity in Early Childhood Education](#)

DAY 12: [Colorblindness](#)

DAY 13: [Understanding Student's with \(Dis\)abilities](#)

DAY 14: [Marginalization](#)

DAY 15: [The School to Prison Pipeline](#)

DAY 16: [Equity and Justice for LGBTQIA+ Students](#)

DAY 17: [Black / White Binary in Education](#)

DAY 18: [Black Lives Matter and White Fragility in Schools](#)

DAY 19: [Allyship and Co-Conspirators in Education](#)

DAY 20: [Equity in Action: Urbana School District 116](#)

DAY 21: [Reflection Day](#)

