

SU Office of Diversity and Inclusion

The President's 21-Day Anti-Racism Challenge (DARC) Facilitation Guide

The 21DARC explores anti-racism as a means to help one another begin to identify and confront the structural and behavioral norms that perpetuate civil injustice and systemic racial inequality. Our goal with this initiative is to assist participants in furthering their awareness, compassion, understanding, and engagement towards anti-racism, with a focus on anti-Blackness and the experience of Black people in America.

Facilitating your own 21DARC provides an opportunity to engage a broad spectrum of folks in a meaningful conversation on race and how to dismantle racial inequality in their spheres of influence or from their positionality within an organization.

If you would like to facilitate the 21-Day Anti-Racism Challenge in your own environment, consider the following suggestions to guide your learning experience:

IDENTIFY THE GROUP

- **Determine who should be invited to participate in this challenge**

Will this experience be open to the entire organization? Or perhaps a department or team?

- **Establish the purpose and intended outcomes for this group**

What do you most want the group to walk away knowing or what do you want the group to do as a result of having participated in the challenge?

- **Include diverse voices**

A range of perspectives is strongly encouraged to enrich learning and discussion, think: life experience, culture and people from underrepresented backgrounds.

SET THE STAGE FOR DIALOGUE

- **Assign conversation facilitator(s)**

Identify one or more people to lead meaningful group discussion and keep everyone focused on the learning objectives. The facilitator also helps to maintain established communication guidelines.

- **Establish communication guidelines**

Discussing the history of race, disenfranchisement, bias and privilege in this country can raise a myriad of emotions. To keep dialogue productive, we recommend establishing communication guidelines to encourage open and respectful conversation. This includes not only being a safe place for people to speak of their personal experiences but a safe place to ask questions as well.

ALLOW TIME FOR REFLECTION

- **Allot time and create space to process emotions** Conversations on racism, bias, and privilege may give rise to uncomfortable feelings, and an hourlong discussion may not provide adequate time for folks to process what they are experiencing. Be sure to provide people with tips and

resources for the emotions that may arise, especially for moments of personal reflection. KEEP THE CONVERSATION GOING

- Consider ways to sustain the dialogue How will you continue discussion and reinforce learning for participants? You may consider monthly or quarterly conversations, establishing a learning community, or an accountability group to seize momentum.

For questions on the 21-Day Anti-Racism Challenge contact us directly at odi@salisbury.edu