

# DAY 0

Thank you for joining United Way of Washtenaw County's (UWWC) 2021 21-Day Equity Challenge. Our Challenge starts now and continues each day from June 19, 2021 through July 10, 2021. We have a vision that by 2030 your zip code will no longer predict your opportunity in life. At present in Washtenaw County, [it does](#).

Before we embark together on this Challenge, we invite you to join us in [acknowledging the traditional native lands](#) on which Washtenaw County was established as a step toward honoring the truth and correcting the stories and practices that erase Indigenous people's history and culture. Michigan, named for Michigami, the world's largest freshwater system and located in the Huron River watershed, was formed and has grown through connections with the land stewarded by the People of the Three Fires-- Chippewa, Ottawa, and Potawatomi Indians-- along with their neighbors the Seneca, Delaware, Shawnee and Wyandot nations. [Learn more about the history of our Native family locally via this interview between local writer, Mark Maynard and historian Matt Siegfried](#). We invite you to delve more deeply into this history and ask that you commit, alongside us, to repairing the harm of this erasure in our community.

We are intentionally launching this year's Challenge on June 19, 2021. Also known as [Juneteenth](#), it marks what is ostensibly [our Country's second independence day](#). Although it's been long celebrated in the Black community, this monumental event has, until recently, remained largely unknown to most Americans.

We've adapted the Challenge, updating content and topics, based on how our world has shifted over the past year. One offering we'd like to share is the addition of "Family Fridays," developed by Nuola Akinde, founder of [Kekere Freedom School](#), designed to help parents and caregivers talk about race and inequity with the children in your life.

Our hope is that as a result of the Challenge more people in our community, instead of asking "what will someone else do?" will ask "what must I do?"

People will experience the content differently and may even be triggered by some of the offerings on each day. We invite you to take care of yourself and take breaks as needed while you move through the content in the Challenge.

## **Before you get started:**

1. Complete our [pre-event survey](#) to set your intentions and share your goals for the Challenge with us.
2. Download our [Challenge Activity Log](#) – a tool to ensure you are taking full advantage of what the challenge has to offer.
3. Get familiar with the terminology we'll be using during the Challenge by **reviewing Review Racial Equity Tools' [Glossary of Racial Equity Terms](#)**. The words and

language we use hold significant meaning; staying educated on these terms can help us engage in more inclusive and respectful dialogue.

4. [RSVP to one or more lunch hour discussion groups](#) hosted by [Nonprofit Enterprise at Work](#) and UWWC to connect with others and reflect on our shared experiences.

We want to thank the [YWCA of Greater Cleveland](#) and [Food Solutions New England](#) for inspiring this challenge. Food Solutions New England was the first to adapt an exercise from Dr. Eddie Moore and Debby Irving's book into the interactive 21-Day Racial Equity Challenge, which they launched in 2014.