

Why should a group or team at my organization do The Challenge?

We think The Challenge is one of the most powerful interventions an organization can do to build community and create an inclusive culture.

The Challenge can lead to transformative results, including:

- Building new, positive habits that can change ourselves, our teams, our organizations and our communities.
- Taking small actions alongside one another to create momentum and a sense of teamwork.
- Creating a profound, elevating experience to increase the likelihood that participants will take action.
- Participating in meaningful conversations about racism and social justice.

How can my organization run The Challenge?

Here are some ideas to get you started:

- Host a launch event to generate excitement and introduce participants to the benefits and goals of The Challenge.
- Encourage participants to keep their own reflection logs and/or meet weekly to discuss and reflect on The Challenge together. Questions to explore could include:
 - How did the activities make you feel?
 - What actions have you taken based on the activities?
 - What actions would you like to take?
 - What further resources (reading, research, tools, and/or strategies) do you need to take action?
- Use our conversation guidelines as a way to help people feel safe when discussing their personal experiences:
 - What you share within the context of the group is confidential, honored and respected.
 - Use “I” statements; no one speaks for another or for an entire group of people.
 - Avoid critiquing others’ experiences; focus on your own experiences.
 - Be honest and willing to share.
 - Listen with curiosity and the willingness to learn and change.
 - Resist the desire to interrupt.
 - Be brief and share time equally.
 - Suspend judgment. Be open to the kernel of truth in each person’s story.

How can my organization get support with running The Challenge?

WE CAN HELP.

YWCA Nashville & Middle Tennessee has a facilitator who can guide discussions with your organization or group.

Contact us at: 615-479-7700 or email Hannah Cornfield at hannah.cornfield@ywcanaashville.com.



Thinking Beyond Racism

Although this is primarily a racial equity challenge, we know that systems of oppression are linked, and there are many other forms of prejudice and discrimination that affect our community.

These include, but are not limited to, discrimination against people of color, women, immigrants, Native Americans, the LGBTQA community, the homeless population and people from different religious communities.

All of these are detrimental to our community. In The 21 Day Challenge, you will see many of these issues addressed—not just racism.

eliminating racism
empowering women
ywca

