

EQUITY CHALLENGE:

Recognizing and Responding to Black Experiences

Goal: To assist each of us to become more aware, compassionate, constructive, engaged people in the quest for racial equity.

Instructions: Spend 15 to 30 minutes a day on the assignments listed. These include readings, videos, or podcasts. Reflection questions are available to help guide your learning. Two community discussions are scheduled, which include lunch for those who register. Participants can opt in or out of the challenge.

What to expect: Participation is voluntary. One need not agree with every word of the assignments. These assignments seek to expose participants to perspectives on elements of Black history, identity and culture, and to the Black community's experience of racism in America. The resources provided cannot possibly highlight all of the experiences and opinions within the Black community itself, much less substitute for learning about any other communities of color. Consider the syllabus as an introduction, and the discussion sessions as opportunities to support the learning of self and others.

	MON	TUE	WED	THU	FRI
Week 1	1/22	1/23	1/24	1/25	1/26
	<p>Equity Challenge Kickoff! Tabling in the Commons from 12noon to 2pm.</p> <p>Amanda Gorman, The Hill We Climb, PBS.org (January 20, 2021; ~6 min)</p> <p>Wilson Adam Schooley, Seeking Sankofa: Any Hope for a 'Post-Racial' Future Resides in Facing Our Racial Reality, Human Rights Magazine (May 16, 2019; ~18 min read) [UO affiliated link]</p>	<p>Isabel Wilkerson, The Great Migration and the Power of a Single Decision, TEDTalk (2017; ~18 min)</p> <p>Eddie S. Glaude, Jr., How James Baldwin Told the Truth About Racism in America, Time Magazine (June 25, 2020; ~10 min)</p> <p>Event! BE Bigger with Royal Harris, 5pm–7:30pm in EMU Ballroom.</p>	<p>Nikole Hannah-Jones, The Problem We All Live With, part 1; This American Life (July 21, 2015; ~30 min)</p>	<p>Failed Justice 100 Years After Tulsa Race Massacre, Human Rights Watch (May 21, 2021; 13 min video, ~20 min read)</p> <p>Event! Minoru Yasui Legacy Celebration, 12noon–1:15pm in room 241 at the law school.</p>	<p>Walidah Imarisha, "Why Aren't There More Black People in Oregon? A Hidden History," PDXTalks (2015; ~17 min)</p> <p>Curtis Mayfield, We the People who are Darker than Blue (1970; ~6 min)</p>

Week 2	1/29	1/30	1/31	2/1	2/2
	<p>Dorothy Roberts, The Problem with Race-based medicine, TEDTalk (~15 min)</p> <p>Rhiannon Giddens, At the Purchaser's Option (2017; ~4 min)</p>	<p>Community Discussion opportunity from 12noon to 1:30pm in room 142 at the law school. Lunch provided for those who register.</p>	<p>Tina Opaleke interview on The Pulse (February 16, 2023; ~25 min)</p>	<p>Austin Curtis, Black Panthers, White Lies, TEDx Ohio State University (April 6, 2016; ~13 mins)</p> <p>Andrew Chow, How the Black Panther Party Inspired a new Generation of Activists; Time Magazine (February 12, 2021; ~10 min video or 15 min read)</p>	<p>Racing to Change video, Lane Co. History Museum (~10:30 min)</p> <p>Museum of Natural and Cultural History interviews: Lyllye Reynolds-Parker (3:30 min); Charles Dalton (3:30 min); Herman Brame (3:30 min)</p>
Week 3	2/5	2/6	2/7	2/8	2/9
	<p>Vivek Sankaran, With Child Welfare, Racism is Hiding in the Discretion, The Imprint (June 21, 2020; ~6 min read)</p> <p>Dorothy Roberts, Racial Disparities in Child Welfare System, theGrio Politics (2021; ~10 min)</p>	<p>Octavia Butler; overview of her sci-fi social justice literature by It's Lit (2021; ~15 min)</p> <p>Octavia Butler Reading List by Book Analysis</p> <p>Alonzo Tucker, victim of lynching in Oregon, Oregon Remembrance Project (~15 min to read)</p>	<p>Megan Ming Francis, Let's get to the root of racial injustice, TEDTalk (March 21, 2016; ~19 mins)</p> <p>Suhuyini Abudulai, Winda Chan, Jasmine D. Smith, Simi Solebo, Anti-Racist Speech and Action: Where Does the Legal Profession and Model Rule 8.4(g) Go from Here?, Business Law Today (Oct. 8, 2020; ~5 min read)</p>	<p>David Douglass, The Ethical Obligation to Promote Diversity, Future Now Conference The Illinois Supreme Court Commission on Professionalism (September 2019; ~16 min)</p>	<p>Beverly Daniel Tatum on Discussing Race in the Classroom, Washington Journal interview (September 17, 2017; ~29 min)</p>

Week 4	2/12	2/13	2/14	2/15	2/16
	<p>Tsedale M. Melaku, Why Women and People of Color Still Hear ‘You Don’t Look Like a Lawyer’, Harvard Business Review (August 7, 2019; ~8 min read)</p> <p>Danielle Cadet, Your Black Colleagues May Look Like They Are Okay – Chances Are They Are Not, Refinery29 (May 2020; ~3 min read)</p> <p>Cynthia L. Cooper, Report on Women of Color Lawyers Lands During National Reckoning with Race (July 29, 2020; ~7 min read)</p>	<p>Tracey J. Coates, Eva N. Juncker, & Geoffrey Witherspoon, Law Firm Origination Policies: Climbing the Mountain to Equity, Law Practice Today (June 15, 2020; ~16 min read)</p> <p>Kira Hudson Banks & Richard Harvey, Is Your Company Actually Fighting Racism, or Just Talking About It?, Harvard Business Review (Jun. 11, 2020; ~4 min read)</p>	<p>Walking Tour! Two-mile walk starting in the Commons at 12noon. Organized by Strides for Social Justice (download the app!).</p>	<p>Arin N. Reeves, Written in Black & White: Exploring Confirmation Bias in Racialized Perceptions of Writing Skills, Nextions (2014; ~9 min read)</p> <p>Teri A. McMurty-Chubb, webinar on Teaching Strategies and Assessments to Interrupt implicit and Explicit Bias (first ~20 min)</p>	<p>Hon. Bernice B. Donald (US Court of Appeals for the Sixth Circuit), Judges on Race: Reducing Implicit Bias in Courtrooms, Law360 (December 6, 2020; ~6 min read)</p> <p>Oregon Implicit Bias Training, Judicial Department for the State of Oregon (2021; ~12 min)</p> <p>Take one or more short, visual tests from Harvard’s Implicit Association Test to learn more about how implicit associations work. For this challenge, consider focusing on Race, Race-Weapons, or Skin Tone Implicit Association Test (IAT)</p> <p>Event! "Removed by Force," film screening and discussion 12noon to 1:50pm in room 175 at the law school. Lunch provided for those who register.</p>

Week 5	2/19	2/20	2/21	2/22	2/23
	<p>Community Discussion opportunity from 12noon to 1:30pm in room 142 at the law school. Lunch provided for those who register.</p>	<p>The Case for Reparations: Interview with Ta-Nehisi Coates, Moyers & Company (May 23, 2014; ~25 min)</p> <p>Event! Derrick Bell Lecture, Dean Leonard M. Baynes from the University of Houston Law Center, at 5:30pm in room 110 at the law school.</p>	<p>Juan Thomas, Reimagining Policing, Human Rights Magazine (January 12, 2021; ~7 min read)</p> <p>Black Lives Matter at the United Nations, ABA International (January 20, 2021; ~20 min)</p>	<p>Black Joy explained by artists, ACLU (March 14, 2022; 3 short videos and descriptions)</p> <p>More from Thaddeus Coates aka Hippy Potter (~6 min)</p> <p>Alice Walker, The World Rising (2017)</p>	<p>Event! Annual BLSA Gala, [details to come]</p> <p>Also on campus ... 2/27 BE Innovative with Dr. Sonia Gipson Rankin, 5:00pm to 7:30pm in the EMU Ballroom</p>

Learn more!

- Teri A. McMurty-Chubb, "The Practical Implications of Unexamined Assumptions: Disrupting Flawed Legal Arguments to Advance the Cause of Justice," *Social Science Research Network* (July 27, 2019).
- "Better Practices: A Roundtable Discussion on Advancing Diversity and Inclusion in the Legal Profession" (watch from 0:00-21:11) (21 mins) [Submitted by the ABA Section of Real Property, Trusts, and Estates]
- Scott Winship, Richard V. Reeves, and Katherine Guyot, "The Inheritance of Black Poverty: It's All About the Men," *Brookings Institute* (March 22, 2018). [Submitted by D&I Advisory Council 21-Day Challenge Committee]
- Nina Martin and Renee Montagne, "Nothing Protects Black Women from Dying in Pregnancy and Childbirth: Not education. Not income. Not even being an expert on racial disparities in health care," *ProPublica* (December 7, 2017). [Submitted by D&I Advisory Council 21-Day Challenge Committee]
- Ibram X. Kendi, "Who Gets to Be Afraid in America?," *The Atlantic* (May 12, 2020). [Submitted by D&I Advisory Council 21-Day Challenge Committee]
- Michelle Alexander, "The New Jim Crow: How the war on drugs gave birth to a permanent American Undercaste," *The Nation* (March 9, 2010). [Submitted by D&I Advisory Council 21-Day Challenge Committee]
- Jeremy Raff, "Why Black Undocumented Immigrants Are at Greater Risk for Deportation," *The Atlantic* (December 30, 2017). [Submitted by Commission on Immigration]
- Liz Mineo, "How Textbooks Taught White Supremacy," *Harvard Gazette* (September 4, 2020). [Submitted by Franchising Forum]
- Ta-Nehisi Coates, "The Case for Reparations," *The Atlantic* (May 21, 2014). [Submitted by D&I Advisory Council 21-Day Challenge Committee]