

2024 Edition

IATSE 21 DAY HUMAN AND CIVIL RIGHTS EQUITY CHALLENGE

Welcome to the 2024 IATSE Human and Civil Rights Equity 21-Day Habit Forming Challenge. This is the fourth version of the challenge offered by the IATSE. These challenges offer a path to learn, discern, discuss, and take actions that promote curiosity, understanding and action that reflect our union values for all in our communities.

The original 21-day challenge was created by Dr. Eddie Moore, Jr. www.americaandmoore.com/21-day-re-challenges. During the challenge, participants read, listen, observe, or watch something every day for 21 consecutive days to further their understanding of history, context, expression, and experience. The structure is designed for individual learning, but when many union members take the challenge together, we become a stronger, more powerful Alliance. Occasionally certain articles may be restricted to subscribers, but there is always at least one free offering for each day. This version of the 21-Day Challenge uses an intersectional lens to offer the opportunity to IATSE members to expand their understanding of equity beyond particular identities to the richness of all that we are in the human family.

IATSE's previous 21-Day Challenges laid the groundwork for learning about racial justice, and we have built this collection from that foundation. If you have not experienced the previous versions, you can mesh the lists to create a challenge that suits you and your group. Download the previous challenges from the Education section of the IATSE website at iatse.net/education/#resources.

At the end of this challenge is a link to the IATSE Diversity, Inclusion, and Belonging LinkedIn Learning Course Collection, a list of recommended LIL courses for IATSE leaders and members, which is curated by the IATSE Education and Training Department. If you do not have a LinkedIn Learning membership, please click to apply for your free access <https://www.iatsetrainingtrust.org/lil>.



DAY 1

- WATCH – Improving Your Diversity IQ (9m:50s)
<https://www.youtube.com/watch?v=WuWmKDmJoPg>
- READ – McKinsey and Company Report - Diversity matters even more: The case for holistic impact www.mckinsey.com/featured-insights/diversity-and-inclusion

DAY 2

- WATCH – When More People Speak Up, More People Listen (4:04)
www.youtube.com/watch?v=b1nJqpqgzR0
- READ - 39 Types of Diversity in the Workplace <https://builtin.com/diversity-inclusion/types-of-diversity-in-the-workplace>

DAY 3

- READ - Emmett Till’s Enduring Legacy www.nytimes.com/article/who-was-emmett-till.html?hpggrp=k-abar&smid=url-share
- READ - Creating a Path for More Black Economists
www.nytimes.com/2023/06/19/opinion/black-economists.html

DAY 4

- WATCH AND EXPLORE - IATSE webinar [Land Acknowledgements: The Land We Stand On and Why We Acknowledge It](#) (1hr:12min)

Resources for learning about Native lands and culture

 - EXPLORE - Native Land Digital, map, and resource guide native-land.ca/
 - EXPLORE - Native Governance Center, a guide to Indigenous land acknowledgement nativegov.org
 - EXPLORE - National Association of Tribal Historic Preservation Officers www.nathpo.org
 - WATCH - Lakota Nation vs United States www.lakotanationvsus.movie/
- LISTEN OR READ – An ‘anti-World’s Fair’ makes its case: give land back to Native Americans (4m) www.npr.org/2023/10/09/1200465128/new-red-order-worlds-unfair-native-americans

DAY 5

- WATCH - History of Juneteenth <https://youtu.be/lq8TNKZVEWs?si=cCBZvNRbf6rsdLLL>
- READ - [Juneteenth encourages a sense of pride, community and history for Black Americans, The Baltimore Banner](#)

DAY 6

- READ - Juneteenth <https://www.washingtonpost.com/opinions/2023/06/18/juneteenth-how-to-celebrate/>
- WATCH - Juneteenth: Faith and Freedom (trailer, 2m:20s) <read.oddb.org/juneteenth/>

DAY 7

- READ - America's Black Cemeteries and Three Women Trying to Save Them www.nytimes.com/2023/09/27/us/black-cemeteries.html?smid=nytcore-android-share
- WATCH - What Kindergarteners Taught Me About Gender (12m:52s) www.youtube.com/watch?v=yvJTsrWarrw

DAY 8

- WATCH - IATSE Webinar [Equity, Diversity and Inclusion Basics](#)
- READ – The Benefits of Adaptive Clothing for Older Adults in Wheelchairs <https://eldercarealliance.org/blog/how-seniors-in-wheelchairs-can-dress-stylishly-and-comfortably/>

DAY 9

- WATCH – Fight the Power: How Hip Hop Changed the World, WETA <https://weta.org/watch/shows/fight-power-how-hip-hop-changed-world>
- READ - What Does HipHop Mean to You? www.nytimes.com/2023/09/20/learning/what-does-hip-hop-mean-to-you.html

DAY 10

- READ - Dawoud Bey, Chronicler of Black American Life
<https://www.nytimes.com/interactive/2020/10/19/t-magazine/dawoud-bey.html?smid=nytcore-ios-share&referringSource=articleShare>
- WATCH – Don't Take the Exit on People: A Diversity & Inclusion Approach, Justin Jones-Fosu, TEDxAsheville (17m:58s) <https://www.youtube.com/watch?v=MI52Brr7AeA>

DAY 11

- READ AND WATCH – Forbes Builds New Platform To Help Black Entrepreneurs, Business Leaders Thrive <https://www.bet.com/article/62gzxi/forbesblk-launch-platform-black-entrepreneurs-business-leaders>
- WATCH – Inclusion Makes the World More Vibrant (3m:06s)
<https://www.youtube.com/watch?v=QXY5TyCUTlo>

DAY 12

- READ - What I Found When I Looked Into the Fate of Anna May Wong, a Hollywood Star
www.nytimes.com/2023/03/10/opinion/oscars-asian-hollywood-history.html?hpggrp=k-abar&smid=em-share
- WATCH – DEI: Overview of Diversity, Equity, and Inclusion (2m:42s)
https://youtu.be/kGd8seSSQH8?si=7-Ont3_33eqEVblr

DAY 13

- WATCH – That Little Voice (2m:22s) <https://www.youtube.com/watch?v=LI56imVATLk>
- WATCH - IATSE Webinar [African American Women and the 157 Year Movement for Labor Rights](#) (55m:19s)

DAY 14

- READ - Ketanji Brown and her husband's ancestors
www.washingtonpost.com/history/2023/05/30/ketanji-brown-jackson-harvard-supreme-court/
- READ - Dawoud Bey, Full Frame: On Richmond's Trail of the Enslaved
<https://www.nytimes.com/2023/11/09/arts/design/dawoud-bey-slave-trail-richmond.html?hpggrp=k-abar&smid=em-share>

DAY 15

- WATCH - IATSE Webinar [Juntas En La Lucha - Together in the Struggle: Latinx Workers in the Labor Movement, Past and Present](#)
- WATCH – Latinx vs. Latino: Which one is correct? ABC7 Chicago (3m:06s)
<https://youtu.be/kOGw7cVz3OU?si=hEwebSaAtf0EiWfL>

DAY 16

- WATCH – How I Learned to Stop Worrying and Love Discussing Race (11m:56s) Jay Smooth
<https://www.youtube.com/watch?v=MbdxeFcQtaU&t=1s>
- READ – [Hulu’s ‘The 1619 Project’ Is the American History the GOP Wants Us to Forget](#), review and summary of new series on Hulu

DAY 17

- WATCH - IATSE Webinar with author Ellen Cassedy [Lessons from Working 9 to 5: A Women’s Movement, a Labor Union, and the Iconic Movie](#)
 - Book: <https://www.chicagoreviewpress.com/working-9-to-5-products-9781641608220.php>
 - Documentary: <https://www.netflix.com/title/81160953>

DAY 18

- WATCH - IATSE Webinar [Straight Talk About Gay Pride](#) (57m:33s)
- READ - Human Rights Campaign Declares a National State of Emergency for LGBTQ+ People, June 2023 www.cnn.com/2023/06/06/us/hrc-lgbtq-emergency-declared
 - READ the full report www.hrc.org/campaigns/national-state-of-emergency-for-lgbtq-americans
 - DOWNLOAD the Digital Guidebook for Action <https://hrc-prod-requests.s3-us-west-2.amazonaws.com/LGBTQ-Guidebook-for-Action.pdf>

DAY 19

- WATCH - Wedding dress shopping in a wheelchair (2m:58s)
www.tiktok.com/@briannaseewald0/video/7228994610763173126
- READ and EXPLORE- Get to Know the US Women’s Bureau which is part of the United States Department of Labor www.dol.gov/agencies/wb

DAY 20

- WATCH - IATSE Webinar with the Labor Council for Latin American Advancement LCLAA
[Hispanic Heritage Month: Celebrating Nuestra Comunidad](#)
- READ and REVIEW - The Smithsonian American Art Museum’s Latinx art collection
<https://americanart.si.edu/art/highlights/latinx>

DAY 21

- READ – Why Sherrilyn Ifill Fights for Gender Equity in Civil Rights Battles
<https://time.com/collection/women-of-the-year/6150551/sherrilyn-ifill-interview/>
- READ – Maya Angelou’s poem, Human Family, www.familyfriendpoems.com/poem/human-family-by-maya-angelou

NEW SELF-GUIDED RESOURCES

The IATSE Diversity, Inclusion, and Belonging LinkedIn Learning Course Collection is a group of courses recommended by the Education and Training Department to help IATSE leaders and members learn about the challenges and opportunities inherent in working in diverse organizations. The courses review current thinking and best practices on essential topics such as bias in all its forms; cultural competence; communication; allyship; and accountability.

If you already have a LinkedIn Learning account, [click here to access the collection](#).

To apply for your free subscription, visit <https://www.iatsetrainingtrust.org/lil>.

To download the course list with descriptions, visit <http://www.iatse.net/education>, click on “Education for IATSE Members,” and scroll down until you see IATSE Diversity, Inclusion, and Belonging LinkedIn Learning Collection.