

2025 Edition

IATSE 21 DAY HUMAN AND CIVIL RIGHTS EQUITY CHALLENGE

Welcome to the 2025 IATSE Human and Civil Rights Equity 21-Day Habit Forming Challenge. This is the fifth 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.

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, and 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>.

**TOGETHER
WE RISE**

DAY 1 – INTRO TO BLACK HISTORY MONTH

- WATCH - [Why is Black History Month Important?](#) (2m:16s)
- READ - The Home of Carter G. Woodson, the Man Behind Black History Month
<https://www.nytimes.com/2024/02/01/realestate/black-history-month-woodson.html?bgrp=a&smid=em-share>

DAY 2 - JUNETEENTH

- READ - [Black History Milestones: Timeline | HISTORY](#) – Understand more about the roots and dynamics of Black History.
- WATCH - Rutgers University Overview and History of Juneteenth
<https://www.youtube.com/watch?v=gqVUx9PQARo&t=56s> (4m:11s)

DAY 3 – THE GREAT MIGRATION

- WATCH - The Great Migration: Crash Course Black American History:
<https://www.youtube.com/watch?v=Woh63FIFDBk> (12m:39s)
- READ - [Great Migration: Definition, Causes & Impact | HISTORY](#) – Read more on the historic and impactful events that took place throughout the Great Migration.

DAY 4 – VOTING RIGHTS

- WATCH: IATSE Webinar - Voting Rights: Know Our Past & Guide Our Future:
<https://www.gotostage.com/channel/c4ef1a236cd141f99f04171bb480c00a/recording/3d30ad1ee80451282422658b2f0edd4/watch?source=CHANNEL> (1hr:25m)
- READ or LISTEN - 100 years after Native people became citizens, voting access is still fraught
[100 years after Native people became citizens, voting access is still fraught : NPR](#) (5m)

DAY 5 – LABOR RIGHTS

- READ – Maryland Crab Picker Strike With New Historical Marker
<https://www.chesapeakebaymagazine.com/crisfields-1938-crab-picker-strike-remembered-with-new-historical-marker/> (5m)
- WATCH - Strikes! Unions! How Migrant Workers Organized for Equality (12m:39s)
<https://www.pbs.org/video/strikes-unions-how-migrant-workers-organized-for-equality-7xpi7c/>
- WATCH – IATSE Webinar Labor Rights and Voting Rights: Black Women and the 157 Year Movement for Comprehensive Labor Rights
<https://www.gotostage.com/channel/c4ef1a236cd141f99f04171bb480c00a/recording/16>

[74e19504d54027952705475606f6c5/watch](https://www.youtube.com/watch?v=74e19504d54027952705475606f6c5) (55m:19s) Learn more about the labor movement and the impact Black women had on the 1877 Ladies of Labor's Strike.

DAY 6 – LATIN AMERICAN LABOR HISTORY

- WATCH - Latinas in the Labor Movement | TIME
https://www.youtube.com/watch?v=4LNzgpZ6_J8 (8m:35s)
- READ - 5 Latino-Led Labor Strikes That Championed Rights for American Workers
<https://www.history.com/news/latino-labor-movement-strikes-cesar-chavez>
- WATCH - IATSE Webinar - What is LCLAA and Why is it important to IATSE Workers?:
<https://www.gotostage.com/channel/c4ef1a236cd141f99f04171bb480c00a/recording/1b7c14ff55ba4bc4889f6611eacd8a5a/watch?source=CHANNEL> (45m:13s)

DAY 7 – COUNTRY MUSIC'S BLACK ROOTS

- WATCH - Beyonce Video [Beyoncé brings new audience to country music and highlights the genre's Black roots - YouTube](#) (6m)
- LISTEN - Stuff You Should Know Podcast | Short Stuff - Black Cowboys
<https://www.iheart.com/podcast/1119-stuff-you-should-know-26940277/episode/short-stuff-black-cowboys-71551121/> (13m)

DAY 8 – LGBTQ+

- READ - Black Queer History is American History
<https://glaad.org/black-queer-history-is-america-history/>
- READ - Audre Lorde Essay “There is No Hierarchy of Oppressions”
https://uuliveoak.org/pdfs/worship_9-04-09_excerpts_no_hierarchy_of_oppressions.pdf

DAY 9 – AN IMMIGRANT EXPERIENCE WITH POET OCEAN VOUNG

- WATCH - PBS News Hour [PBS News Hour | Vietnamese American poet contemplates his ties to the war | Season 2016 | PBS](#) (5m:32s)
- READ - Aubade with Burning City | Poem
<https://www.poetryfoundation.org/poetrymagazine/poems/56769/aubade-with-burning-city>
- READ - Immigrating into English | Ocean Vuong
[Ocean Vuong, Immigrating Into English | The New Yorker](#)

DAY 10 – RESIDENTIAL SCHOOLS FOR NATIVE CHILDREN

- READ - [The Residential School System - Canada.ca](#)
- READ - [Nearly 1,000 Native Children Died at Boarding Schools, Interior Dept. Finds - The New York Times](#)

DAY 11 – CLIMATE JUSTICE

- LISTEN - Chilly Grits – God Willing and the Creek Don't Rise
<https://podcasts.apple.com/us/podcast/god-willing-and-the-creek-dont-rise/id1668841489?i=1000603014045> (27m)
- READ - The Environmental Justice Movement – NRDC Article
[The Environmental Justice Movement](#)
- WATCH - Earth Day | AFL-CIO Video <https://www.youtube.com/watch?v=dEANKyX6pJY>

DAY 12 – LIBRARY DAY

- READ - [As California Burns, 'Octavia Tried to Tell Us' Has New Meaning - The New York Times](#)
- READ - Black History Month: A Reading List [Black History Month: A Reading List | AFL-CIO](#)
- READ - Recommended Book “Lovely One” by Supreme Court Justice Ketanji Brown Jackson

DAY 13 - HOUSING

Learn more on the harmful effects redlining has on low-income communities and the long-lasting implications and ramifications on housing and health.

- READ - [How a New Deal Housing Program Enforced Segregation | HISTORY](#)
- READ - [50 years after being outlawed, redlining still drives neighborhood health inequities](#) (9m)
- WATCH - How Redlining Prevented Black and Brown Families from Becoming Home Owners
<https://www.youtube.com/watch?v=cUI3l4w5CYw> (4m:28s)

DAY 14 – CIVIL RIGHTS LEADERS

- READ - [Civil Rights Leaders | NAACP](#)
- READ – African American Heritage: Women in Black Power
<https://www.archives.gov/research/african-americans/black-power/women>

DAY 15 – BLACK HISTORY AND ROCK MUSIC

- LISTEN - Black women recorded famous rock 'n' rolls songs but few remember their names
[Black women recorded famous rock 'n' rolls songs but few remember their names : NPR](#) (6m)
- READ AND LISTEN - Omaha Music Conservatory – Music Education, “Black Origins of Rock and Roll:” Included is a Spotify playlist titled, “Black Pioneers of Rock and Roll”
<https://omahacm.org/black-origins-of-rock-and-roll/>
- WATCH - Honoring Black History: Rock & Roll Hall of Fame. Learn more about the pioneering of Rock Music and the impact it had on the evolution of the genre itself.
<https://www.youtube.com/watch?v=mnpvIMglOCw> (3m:01s)

DAY 16 – FREEDOM SEEKERS

- WATCH - What Happened to Freedom Seekers After Escaping Slavery?
<https://www.pbs.org/video/what-happened-to-freedom-seekers-after-escaping-slavery-keqw1r/> (12m:55s)
- WATCH – Unearthing Lost Gravestones from Freedom Seekers who Fled Slavery
[Unearthing lost gravestones of freedom seekers who fled slavery - YouTube](#) (8m:58s)
- WATCH – Uncovering Black cemeteries paved over in Florida.
[Uncovering Black cemeteries paved over in Florida | 60 Minutes](#) (12m:59s)

DAY 17 – ASIAN AMERICAN/PACIFIC ISLANDERS AND LABOR

- READ - AFL-CIO Article [The Enduring Legacy of Asian American Pacific Islander Workers and Union Leaders | AFL-CIO](#)
- READ – Chinese Labor and The Iron Road
<https://www.nps.gov/gosp/learn/historyculture/chinese-labor-and-the-iron-road.htm>

DAY 18 – MUSIC AND THEATER

- READ & LISTEN - Carnegie Hall Timeline of African American Music: Get ready to browse through a large selection of great music. <https://timeline.carnegiehall.org/genres/rock-n-roll>
- READ - [Opinion | Audra McDonald Was Right. I’ve Changed My Mind. - The New York Times](#) (Behind a firewall.)

DAY 19 – MIXED RACIAL IDENTITIES

- WATCH - CBS Sunday Morning – Michelle Zauner Crying in Hmart
[Michelle Zauner on "Crying in H Mart"](#) (4m:44s)
- WATCH – ‘What it Means to be Biracial: ‘I am Human’
https://youtu.be/TBQbTrDqdF0?si=7_APogV4V-6flmpR (3m:38s)

DAY 20 – 1963 MARCH ON WASHINGTON

- WATCH - For Jobs and Freedom: A Black Nouveau Special | Milwaukee PBS. Although this special is from 2013, it highlights the March on Washington’s roots as a labor march.
<https://www.pbs.org/articles/learn-about-the-1963-march-on-washington-for-jobs-and-freedom#who-organized-the-1963-march-on-washington-for-jobs-and-freedom> (27m:15s)
- WATCH - Martin Luther King, Jr.’s “I Have a Dream” speech
<https://www.youtube.com/watch?v=vP4iY1TtS3s> (6m:46s)

DAY 21 - CLOSING

- READ - Together, You Can Redeem the Soul of Our Nation [Opinion | John Lewis: Together, You Can Redeem the Soul of Our Nation - The New York Times](#)
- READ - National Education Association article on 5 Black Leaders that Shaped the Labor Movement <https://www.nea.org/professional-excellence/student-engagement/tools-tips/5-black-leaders-shaped-labor-movement>

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.