

2026 Edition

IATSE 21 DAY HUMAN AND CIVIL RIGHTS EQUITY CHALLENGE

Welcome to the 2026 IATSE Human and Civil Rights Equity 21-Day Habit-Forming Challenge. This is the sixth version of the challenge offered by 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 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>.



DAY 1 – INTRODUCTION: BLACK HISTORY MONTH

- ☐ READ – Article “10 African American Authors Everyone Should Read” (6m).
<https://www.forbes.com/sites/jamesmarshallcrotty/2012/02/18/10-african-american-authors-everyone-should-read/>
- ☐ READ – Article “The Unseen Labor of Black Women Leaders” (8m). A reflection on the invisible and uncompensated labor carried by Black women leaders.
<https://nonprofitquarterly.org/the-unseen-labor-of-black-women-leaders/>
- ☐ LISTEN OR WATCH – Poem “I Didn’t Tell You - A Poem for My White Friends” (7m 27s). Norma J. relays unspoken daily realities she experiences, highlighting a stark difference between worlds. <https://www.youtube.com/watch?v=3UVlgjuovt8>

DAY 2 – EXPLORING IDENTITY AND POWER

- ☐ WATCH OR LISTEN – TED Talk “The Danger of a Single Story” (18m 32s). How one narrative about a person, group, or place can create incomplete or harmful ideas that shape how we see the world. https://www.ted.com/talks/chimamanda_ngozi_adichie_the_danger_of_a_single_story
- ☐ READ – Article “Got Internalized White Superiority? The Danger of Denial and the Promise of Another Way” (5m). Explores how white superiority often shows up and how to challenge it when it does. <https://www.jenwillsea.com/blog/got-internalized-white-superiority-the-danger-of-denial-and-the-promise-of-another-way>

DAY 3 – INDIGENOUS RESTITUTION AND SOVEREIGNTY

- ☐ READ – Article “The Fight to Repatriate Indigenous Students Who Died at Boarding Schools” (7m). Indigenous tribes’ efforts to recover and return the remains of children who died at U.S. Indian boarding schools. <https://www.yesmagazine.org/social-justice/2025/05/14/edward-spott-carlisle-boarding-school-journey-home>
- ☐ WATCH – IATSE Webinar “This Land is Whose Land?” (1h 22m). Learn about Native American tribal sovereignty in the U.S., how government policy shaped it, and about the past and present fight for tribes to protect and preserve it.
<https://www.gotostage.com/channel/c4ef1a236cd141f99f04171bb480c00a/recording/4db62efe04594d808d49d7768ca739ba/watch?source=CHANNEL>

DAY 4 – INTERSECTIONALITY AND MULTICULTURALISM

- ☐ WATCH – Video “Intersectionality Explained” (2m 39s). What is intersectionality?
<https://youtu.be/-S7KuX-AF58?si=tXr8-tPMnXFRsets>
- ☐ READ – Article “All Mixed Up: What Do We Call People of Multiple Backgrounds?” (18m). Explores how people of multiracial and multi-ethnic backgrounds are described in language and society. <https://www.npr.org/sections/codeswitch/2016/08/25/455470334/all-mixed-up-what-do-we-call-people-of-multiple-backgrounds>

- ☐ READ – Article “Why Imposter Syndrome Goes Deep for Multiracial People” (5m). A lack of belonging can make you question your identity and experiences, as multiracial individuals can tell you. <https://mhanational.org/blog/why-imposter-syndrome-goes-deep-for-multiracial-people/>

DAY 5 – UNDERSTANDING COLORISM

- ☐ READ – Article “Colorism and the Impact of Skin Tone Discrimination” (8m). How skin tone shapes perception and privilege. <https://www.verywellmind.com/what-is-colorism-5077380>
- ☐ WATCH – Video “Minorities Debate Colorism, Skin Bleaching and Appropriation” (43m). A diverse panel debates the roots of colorism and its impact today through candid perspectives. <https://www.youtube.com/watch?v=Nzn2f9FVuKo>

DAY 6 – LABOR HISTORY AND MODERN CENSORSHIP

- ☐ READ – Article “Organized Labor’s Complicated History with Civil Rights” (8m). Early unions often excluded Black workers, but today’s labor and social justice movements often dovetail. <https://hls.harvard.edu/today/organized-labors-complicated-history-with-civil-rights/>
- ☐ READ – Report “The Normalization of Book Banning: Banned in the USA, 2024 – 2025” (20m). Book censorship in the U.S. is rampant in 2025, often targeting diverse voices. <https://pen.org/report/the-normalization-of-book-banning/>

DAY 7 – LATINO IDENTITIES AND LATINO LABOR HISTORY

- ☐ WATCH – Video “A Conversation with Latinos on Race” (6m41s). Latinos discuss their identities. <https://www.youtube.com/watch?v=tLLCHbCgJbM>
- ☐ WATCH – IATSE Webinar “Chicano and Latino Workers: At the Heart of U.S. Labor” (1hr 4m). A look at how Mexican, Chicano, and Latino workers have shaped U.S. labor. <https://www.gotostage.com/channel/c4ef1a236cd141f99f04171bb480c00a/recording/11c028281ff41b2b2a063237dc7edd7/watch?source=CHANNEL>

DAY 8 – WEALTH INEQUALITY AND THE RACIAL WEALTH GAP

- ☐ READ – Article “A Vast Wealth Gap, Driven by Segregation, Redlining, Evictions and Exclusion Separates Black and White America” (6m). The origins of the racial wealth gap go back to the Civil War. <https://www.nytimes.com/interactive/2019/08/14/magazine/racial-wealth-gap.html>
- ☐ WATCH – Video “The Power of an Illusion: How the Racial Wealth Gap Was Created” (29m). Documentary on policies and practices that built the racial wealth gap in the U.S. <https://www.youtube.com/watch?v=YvY3Ok6YpbU>

DAY 9 – ASIAN ERASURE AND EXCLUSION

- ☐ LISTEN – Podcast “The Missing History of Asian America” (47m). Explore how Asian American history has been largely excluded from mainstream narratives. <https://www.wnycstudios.org/podcasts/anxiety/episodes/missing-history-asian-america>

- READ – Article “Exclusion of Chinese Immigrants from 1923 – 1947: National Historic Event [Canada]” (6m). Learn about the passage of the Chinese Immigration Act in Canada, repeal and apology. <https://parks.canada.ca/culture/designation/evenement-event/exclusion-chinois-chinese>

DAY 10 – LGBTQ+

- READ – Article “She Said, He Said” (14m). Canadian drag performers talk about their experiences in today’s climate. <https://humanrights.ca/story/she-said-he-said>
- LISTEN – Podcast “Dispatches from the Living Memory of Trans People of Color” (39m). Stories from trans elders of color about their lived experiences and advice for younger generations. <https://www.npr.org/2025/06/25/1254697882/dispatches-from-the-living-memory-of-trans-people-of-color>

DAY 11 – JEWISH FOOD, JEWISH CULTURE

- LISTEN – Podcast “Mayer Weiss: Why a Mexican Kid Became a Hassidic Jew” (1hr 23m). The story of how Mayer Weiss navigated from his Mexican roots to Judaism. <https://meaningfulpeoplepodcast.libsyn.com/mayer-weiss-why-a-mexican-kid-became-a-hassidic-jew-re-air>
- READ – Article “Jewish Food in Canada” (6m). Jewish food is central to the culinary identity of Canada, largely shaped by the arrival of Eastern European Ashkenazi Jewish immigrants. <https://thecanadianencyclopedia.ca/en/article/jewish-cuisine-in-canada>

DAY 12 – DISABILITY VISIBILITY & JUSTICE

- READ – List “10 Principles of Disability Justice” (2m). The 10 Principles of Disability Injustice, created by Sins Invalid, a disability justice-based performance project. <https://www.sinsinvalid.org/blog/10-principles-of-disability-justice>
- READ – Article “Racial Justice and Disability Justice: The Complex Journey” (10m). Disability remains a ground on which to segregate people from the rest of society. For change to happen, visibility is key. <https://nonprofitquarterly.org/racial-justice-and-disability-justice-the-complex-journey/>

DAY 13 – ARAB AMERICANS AND ARAB CANADIANS

- READ – Resource “Common Misconceptions and Stereotypes About the Middle East” (4m). A resource tool covering geography, people, and religion in the Middle East. <https://jsis.washington.edu/wordpress/wp-content/uploads/2015/09/mideast.pdf>
- WATCH – Video “Masters of Dabke Dance Pt. 1 (Canada)” (2m 27s). Dabke is a traditional dance, often performed at weddings, originating from middle eastern countries Lebanon, Syria, Palestine and Jordan. https://www.youtube.com/watch?v=rGN2uWS2iKs&list=PL1a6B1_cHS4-iDMEwcbvZpGcRptfLOPFJ&index=1

DAY 14 – ENVIRONMENTAL AND CLIMATE JUSTICE

- ☐ READ – Article “Puerto Rico’s Resilient History Mirrors the Mangrove” (6m). Explore the mangrove’s ecological resilience as a metaphor for Puerto Rico’s cultural and political resistance. <https://www.yesmagazine.org/environmental-justice/2025/05/15/murmurations-puerto-rico-mangroves>
- ☐ READ – Article “Court Upholds NJ’s Landmark Environmental Justice Rules” (2m). An New Jersey court upholds a law to keep pollution out of low-income areas and communities of color. <https://www.njspotlightnews.org/video/court-upholds-njs-landmark-environmental-justice-rules/>

DAY 15 – WOMEN’S AUTONOMY AND THE STORY OF BREAD AND ROSES

- ☐ LISTEN – Podcast “Abortion Before Roe” (53m). Abortion was once a routine part of American life but became criminalized through professional, political, and gendered power struggles. <https://www.npr.org/2025/06/19/1254414889/abortion-before-roe>
- ☐ WATCH – IATSE Webinar “Bread and Roses: The Women of the Lawrence Textile Strike of 1912” (1hr 2m). This webinar explores the role of the working women who played a pivotal role in the Textile Strike of 1912. <https://www.gotostage.com/channel/c4ef1a236cd141f99f04171bb480c00a/recording/acbbbdaf16f74eb2a1dacfcdf959d36f/watch?source=CHANNEL>

DAY 16 – KALEIDOSCOPE OF INTERSECTIONAL EXPERIENCE – PT 1

- ☐ READ – Article “At Quinceañeros, a Changing Culture Emerges” (5m). Learn why more Latino boys are having coming-of-age celebrations. <https://www.nytimes.com/2025/01/30/reader-center/quincenario-for-boys.html?searchResultPosition=6>
- ☐ WATCH – Documentary “Red Path” (15m 31s). At age 21, a young adopted Indigenous man from Quebec reconnects with his Atikamekw roots, learning his native language and dances. https://www.nfb.ca/film/red_path/
- ☐ WATCH – Documentary “Being Asian in America” (32m 38s). Personal stories of Asian Americans’ lived experiences in the U.S. https://www.youtube.com/watch?v=LllvqJDv6_4&list=PLZ9z-Af5lSat3hjYKvsNe8w3p0wuDUhuW

DAY 17 – KALEIDOSCOPE OF INTERSECTIONAL EXPERIENCE – PT 2

- ☐ READ – Article “What is Two-Spirit?” (10m). Before European arrival, gender and sexuality were not understood in binary “either/or” terms by Indigenous peoples. <https://humanrights.ca/story/what-two-spirit-part-one-origins>
- ☐ READ – Essay “My Life as an Undocumented Immigrant” (22m). Jose Antonio Vargas’ essay on living in the U.S. without legal immigration status for most of his life. <https://www.nytimes.com/2011/06/26/magazine/my-life-as-an-undocumented-immigrant.html>

- WATCH – Video “What is Blaccent and Why Do People Keep Using It?” (9m 41s). The pattern of white and non-Black performers using ‘Blaccent’ to gain notoriety is explored. <https://www.youtube.com/watch?v=8mXaccYFKRQ>

DAY 18 – THE NEURODIVERSITY PARADIGM

- READ – Essay “A Reflection on Being Black and Neurodivergent” (5m). An article by Aïssatou Odia Barry for the University of Toronto’s student newspaper on intersectional neurodiversity. <https://thevarsity.ca/2022/02/20/being-black-and-neurodivergent/>
- LISTEN – Podcast “Is Everyone a Little Bit ADHD?” (35m). A Divergent Conversations episode that unpacks social myths around ADHD and dangers of minimizing real challenges faced by ADHD-ers. <https://open.spotify.com/episode/6thxPjxpPHb9B2itg3Edc7>
- WATCH OR LISTEN – TEDx Talk Video “Why We Need Neurodiversity” (12m 16s). Nathaniel Hawley challenges us to examine our stereotypes, preconceptions and labels around neurodiversity. <https://www.youtube.com/watch?v=Fx2-VHDLJT0>

DAY 19 – BLACK HISTORY MONTH PT 2 – HISTORY, MUSIC, MEDIA

- READ – Article “How Black Land Became White Sand: The Racial Erosion of the US Coasts” (7m). Learn how African Americans lost 15 million acres of property through U.S. coastline development. <https://grist.org/living/how-african-americans-lost-the-coasts-and-how-we-could-make-that-right/>
- READ AND EXPLORE – Digital exhibit “Beyond the Beats and Rhymes is Life” (13m read; 30m listen). Canadian Museum for Human Rights digital exhibit and playlist curated by Mark V. Campbell (DJ Grumps). <https://humanrights.ca/story/beyond-beats-and-rhymes-life>
- READ – Article “How the Camera Sees Color: Exploring Colorism and Identity in Early Hollywood Films” (10m). Exploring colorism and identity in early Hollywood films. <https://nmaahc.si.edu/explore/stories/how-camera-sees-color>

DAY 20 – HARD TRUTHS ABOUT OUR JUSTICE SYSTEM AND LEVERAGING JOY AS A TOOL FOR SOCIAL CHANGE

- WATCH OR LISTEN – TED Talk “We Need to Talk About an Injustice” (23m 24s). TED Talk by human rights lawyer Bryan Stevenson exploring hard truths about America’s justice system. https://www.ted.com/talks/bryan_stevenson_we_need_to_talk_about_an_injustice
- LISTEN – Podcast “Is Joy an Act of Resistance?” (37m 8s). This episode discusses how ordinary experiences of happiness can be used as a tool of cultural resistance against narratives of struggle and oppression. <https://www.npr.org/2025/07/30/1256429496/code-switch-joy-as-resistance>

DAY 21 – CLOSING THOUGHTS

- ☐ WATCH OR LISTEN – TEDx talk “How Studying Privilege Systems Can Strengthen Compassion” (18m 26s). Understanding systems of privilege moves individuals beyond blame and into empathy, compassion and shared responsibility in response to inequality. <https://www.youtube.com/watch?v=e-BY9UEewHw>
- ☐ WATCH or LISTEN – TEDx talk “Belonging Over Boxes - Why We Must Rethink DEI and Reclaim Excellence” (9m 29s). Challenging the status quo of DEI initiatives by advocating for a shift from checkbox diversity to true belonging. <https://www.youtube.com/watch?v=6gXmRb0K9uc>

SELF-GUIDED RESOURCES

The IATSE Diversity, Inclusion, and Belonging LinkedIn Learning Course Collection is a group of courses recommended by the Education & 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 the IATSE Diversity, Inclusion, and Belonging LinkedIn Learning Collection.