**Instructions:**

1. Please document your reflections as you participate with the challenge. The reflection log is yours to keep as a resource for discussions and further exploration. Some individuals like to jot down notes from the daily challenges and/or reflect on the week.
2. Use the Reflection Log, to reflect on what you watch, read, notice, and act on during and after the challenge. Write a brief reflection on the day and/or week and consider including notes on your main takeaways and favorite resources. We recommend utilizing the Challenge Ladder of Engagement Chart and Reflection Log to chart your engagement and experience throughout the Challenge. At the end of each week, refer back to the Challenge Ladder of Engagement Chart to assess your level of participation. Try to climb the ladder as the weeks go on!
3. ***Tip:*** Utilize a time that works best for you to reflect. You can always revisit the additional resources if you have extra time.

**CHALLENGE LADDER OF ENGAGEMENT CHART**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 0 | **1**  **Paying Attention** | **2**  **Participating/engaging** | **3**  **Contributing** | **4**  **Committing/Doing** | **5**  **Action + Organizing** |
| Not listening or paying attention or unable to engage | Reading prompts and checking out resources | Engaging with the daily challenge resources and/or sharing with colleagues/friends or other community forums | * Sharing resources with folks * Writing in reflection log your experiences with the challenge * Engaging with the challenge discussion either internally or with CA4Health | * Initiating new conversations with new allies/accomplices * Interrupted an act or spoken word of othering, micro/macro aggression or injustice * Asked a question seeking more clarity of someone’s statement or action | * Pulling together event or action around Challenge topic areas of interest * Organize group to continue beyond the Challenge * Consider new approaches/strategies that center anti-racism/equity/justice * Join the CA4Health Same Boat Crew Monthly Discussion and/or continue dialogue around Racial Equity/Social Justice |

(Adapted from partners who developed [Food Solutions New England 21-Day Racial Habit Challenge](https://foodsolutionsne.org/21-day-racial-equity-habit-building-challenge/))

**CA4Health’s 21-Day Racial Equity & Social Justice Engagement, Learning, and Reflection Log**

|  |  |
| --- | --- |
| **DAY** | **Reflect on any main takeaways, resources that moved you, experiences, and actions.** |
| **Day 1:** Race, Ethnicity, and Nationality |  |
| **Day 2:** Levels of Racism |  |
| **Day 3:** White Supremacy & Privilege |  |
| **Day 4:** Bias and Microaggression |  |
| **Day 5:** Health Equity |  |
| **Summary Week 1** |  |
| **Day 6:** Immigration |  |
| **Day 7:** Housing |  |
| **Day 8:** Environmental Justice |  |
| **Day 9:** Food Security and Justice |  |
| **Day 10:** Health and Wealth |  |
| **Summary Week 2** |  |
| **Day 11:** Education |  |
| **Day 12:** Employment Workplace Diversity and Inclusion |  |
| **Day 13:** Criminal Justice Policing |  |
| **Day 14:** Criminal Justice Mass Incarceration |  |
| **Day 15:** Voting Suppression |  |
| **Summary Week 3** |  |
| **Day 16**: Building a Culture of Equity |  |
| **Day 17:** Courageous Conversations |  |
| **Day 18:** Changing the Narrative and Advancing Justice through Asset Framing |  |
| **Day 19:** Allies and Accomplices |  |
| **Day 20:** Taking Action |  |
| **Summary Week 4** |  |

**Day 21:** **My Commitment**

Over the past 21 days, you have participated in CA4Health’s Racial Equity & Social Justice Challenge. Now it is time for you to consider how you will continue to engage in these issues, areas for further learning and individual and/or group actions. Identify some commitments you’d like to make and maintain part of the solution!

|  |
| --- |
| *In the next 48 hours, I will:* |
| *In the next week, I will:* |
| *Over the next 1-3 months, I will:* |

**Add additional reflections, questions, comments, and notes:**