



# Taking Action on Racial Equity and Justice

Learning Challenge Series—Discussion Guide and Workbook

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Create Opportunities for Meaningful Conversations About Race



Click or tap [here](#) to watch a special message from Lisa Jackson, Apple's vice president of Environment, Policy, and Social Initiatives and lead of the Racial Equity and Justice Initiative.



# Be a part of the movement

How will you create opportunities for ongoing conversations about racial equity and justice in your community?

Classrooms around the world are subsets of the broader communities that they serve. One of the best ways to make an immediate impact on those communities is to expand the perspective of their students. And listening to different perspectives helps us pause and reflect on our own views.

To begin the journey of making lasting change, we've created this guide that helps you explore ways to have courageous conversations around issues of racial injustice and to design solutions that lead to lasting social change.

As you take on this first challenge, **Create Opportunities for Meaningful Conversations About Race**, be prepared to be uncomfortable, and lean into your vulnerability.

# Establishing a Common Vocabulary

It's important to have shared language that leads to shared understanding. Below are a few key vocabulary words to help you get started. Visit the [ADL glossary](#) to learn more.

**Equity** recognizes that the same thing for everyone (*equality*) doesn't truly address needs, and therefore, specific solutions and remedies—which may be different for different people—are necessary.

**Equality** means that everyone has the same rights, opportunities, and resources. It stresses fairness and parity in access to social goods and services.

**Race** is a category into which society places individuals on the basis of physical characteristics—such as skin color, hair type, facial form, and eye shape.

Updated

**Racism** occurs when individuals or institutions show more favorable evaluation or treatment of an individual or group based on race or ethnicity.

**Bias** is an inclination or preference either for or against an individual or a group that interferes with impartial judgment.

**Microaggressions** are the everyday slights, indignities, put-downs, and insults that people of color, women, LGBTQ populations, and other marginalized people experience in their day-to-day interactions. Microaggressions can appear to be compliments but often contain a “metacommunication” or hidden insult to the target group.

**Inclusion** is a commitment to respecting, representing, and accepting diverse social groups and identities. It creates an environment where all people can feel like they belong.

# Resources About Race and Racism

Many important resources about racism are available that can help you generate thoughts, inspire questions, and provide a good foundational knowledge for this challenge. You can return to these resources anytime to further explore concepts and ideas.

## Build your knowledge base and supplement your curriculum

- [Equal Justice Initiative](#)
- [Teaching Tolerance](#)
- [Helping Students Make Sense of News Stories about Bias and Injustice](#)
- [ADL Education Glossary Terms](#)
- [Common Sense Media Resources About Race and Racism](#)
- [Greater Good in Education Resources to Support Anti-Racist Learning](#)
- [epic!—Start a Conversation About Race](#)

## Scaffold courageous conversations

- [Stanford SPARQtools RaceWorks Toolkit](#)
- [Kirwan Institute Talking About Race: Toward a Transformative Agenda](#)



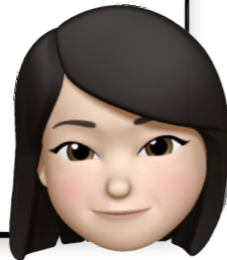
# Framework

Use the Challenge Based Learning framework to help organize your thoughts, ask questions, and conduct and synthesize research in order to design your solution.

## 1. Engage

Connect with the big idea, consider the impact on you personally, consider new viewpoints, and focus on the challenge's call to action.

Why is this something I should care about?  
Why does it matter to me, or my community?



## 2. Investigate

Find ways to research these questions, and analyze your findings to help define your solution.

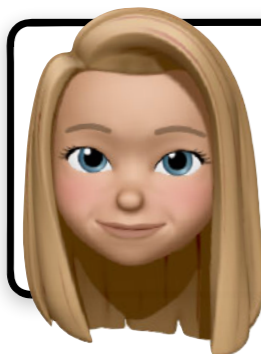
What do I need to know to help me (or us) better understand this so I can evaluate what I can do?



## 3. Act

Your investigation will help you define your solution. It may be personal or something that impacts your broader community. Don't stop at defining your solution—make sure to put it into action!

Based on what I've learned, what specific actions can I (or we) take to make a difference?





# Engage

For Step 1, you'll identify and connect to the big idea, personalize it by creating key questions known as *Essential Questions*, and then formulate your challenge, which is a call to action. Explore the detailed descriptions below to better understand this step.



**Big Idea:** The universal theme or concept that can be explored in multiple ways and is important to you and your community.



**Essential Questions:** These questions help guide your thinking to inform possible solutions. Choose one question that you connect with the most.



**Challenge:** The essential question that becomes the call to action.



**Applying Engage:** Let's apply Step 1 to our first challenge in the learning series, **Create Opportunities for Meaningful Conversations About Race.** The remainder of this workbook will guide you through the framework so that you can design and implement your own unique solutions to this challenge.



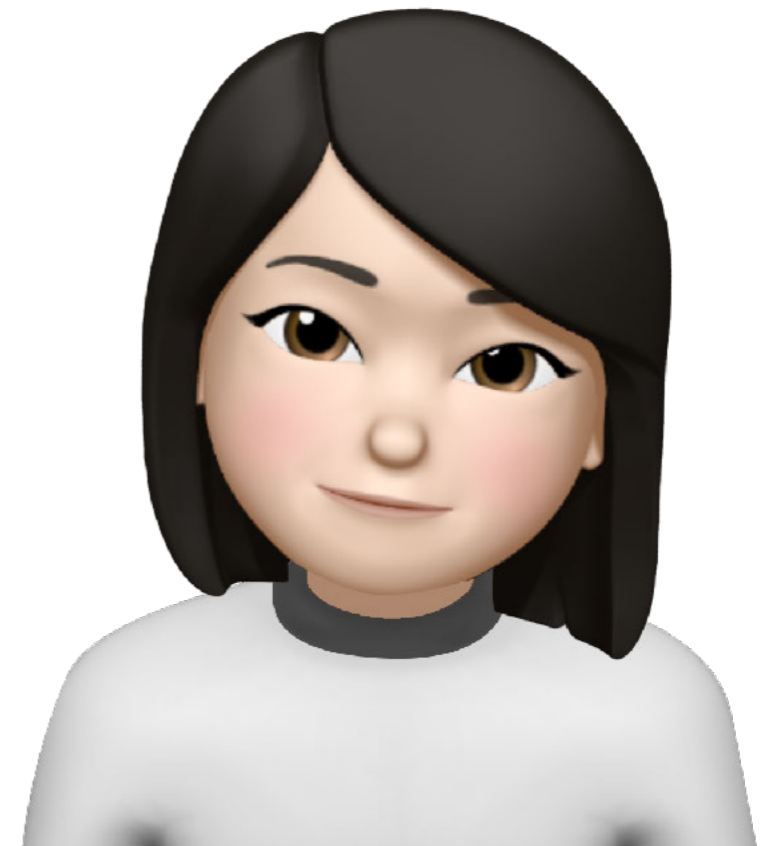
**Big Idea:** Gather courage to begin a conversation about racial equity and justice.



**Essential Question:** How do we participate in open and honest conversations about racial equity and justice?



**Challenge:** Create Opportunities for Meaningful Conversations About Race

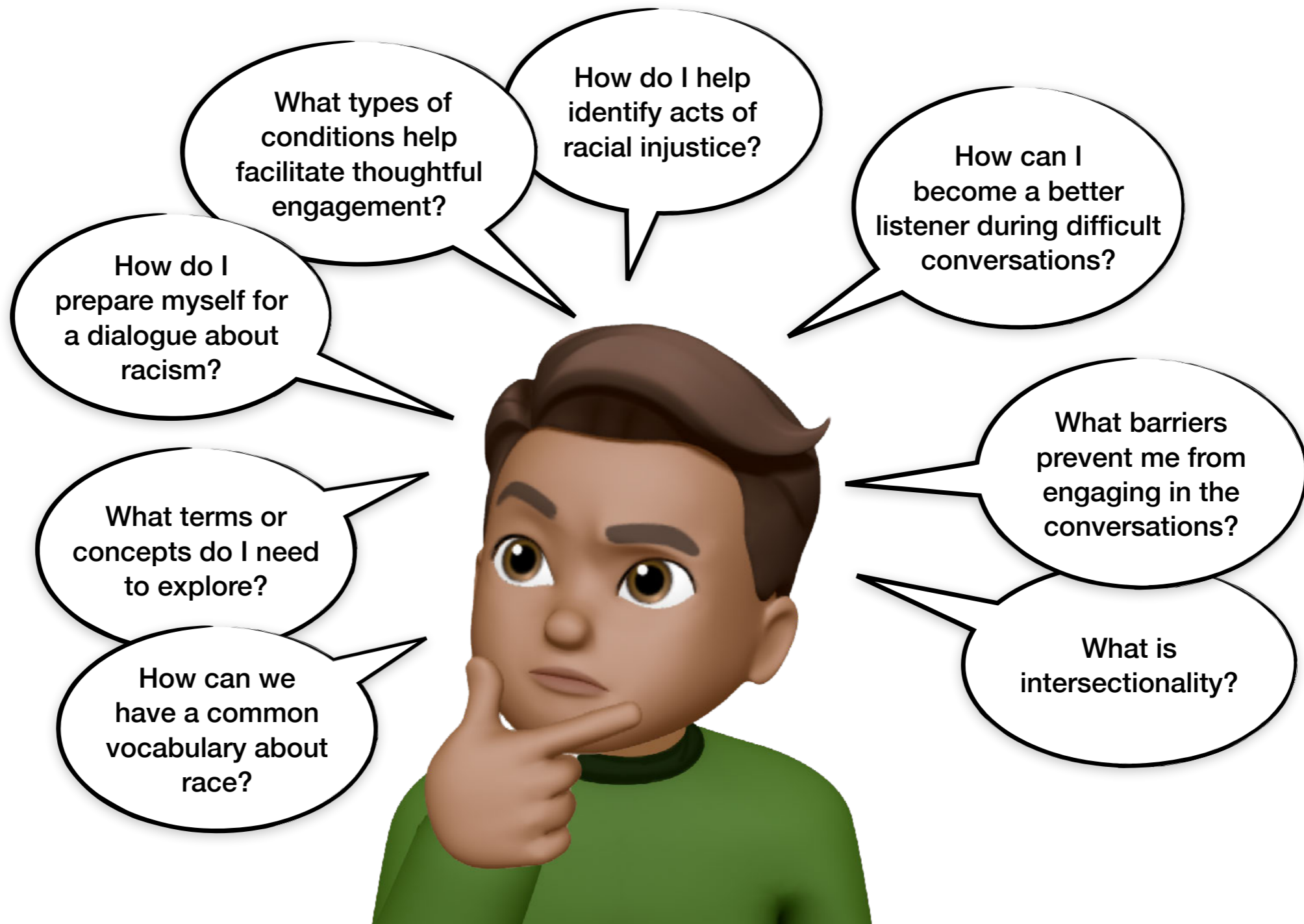






# Investigate

Step 2 will lead you to identify questions, known as *guiding questions*. Guiding questions are what you need to know to begin to create a solution to the challenge. Explore the sample guiding questions below.



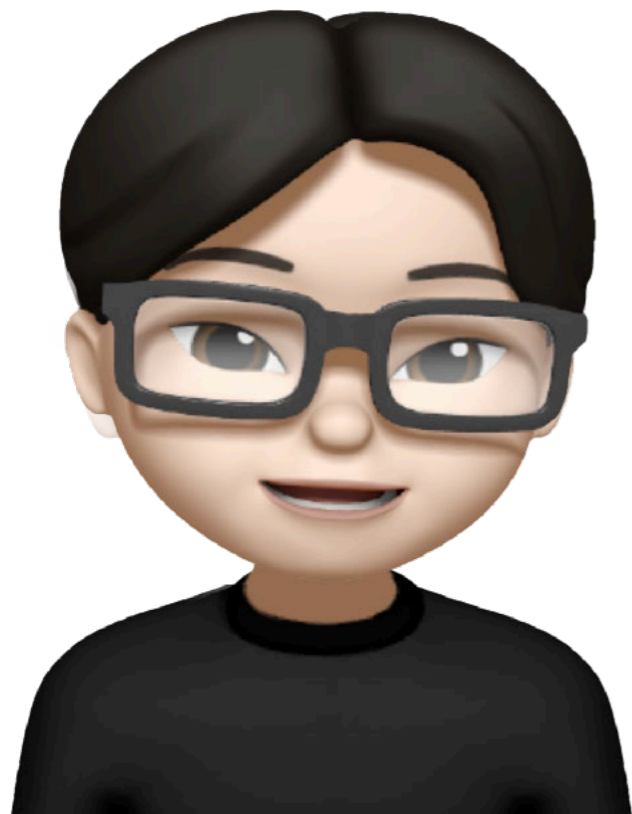


**Determine Your Questions:** Now it's time to think of as many guiding questions as you can and add them to the space below. What do you need to know before you can begin designing a solution?

A large, spiral-bound notebook with a grey metal spiral binding on the left side. The pages are white with horizontal dashed lines for writing. The notebook is positioned in the center of the page, with the "Guiding Questions" tag attached to its top right corner. In the bottom right corner of the notebook area, there is a 3D-rendered illustration of a young woman with long, wavy brown hair, green eyes, and a white t-shirt with a dark collar.

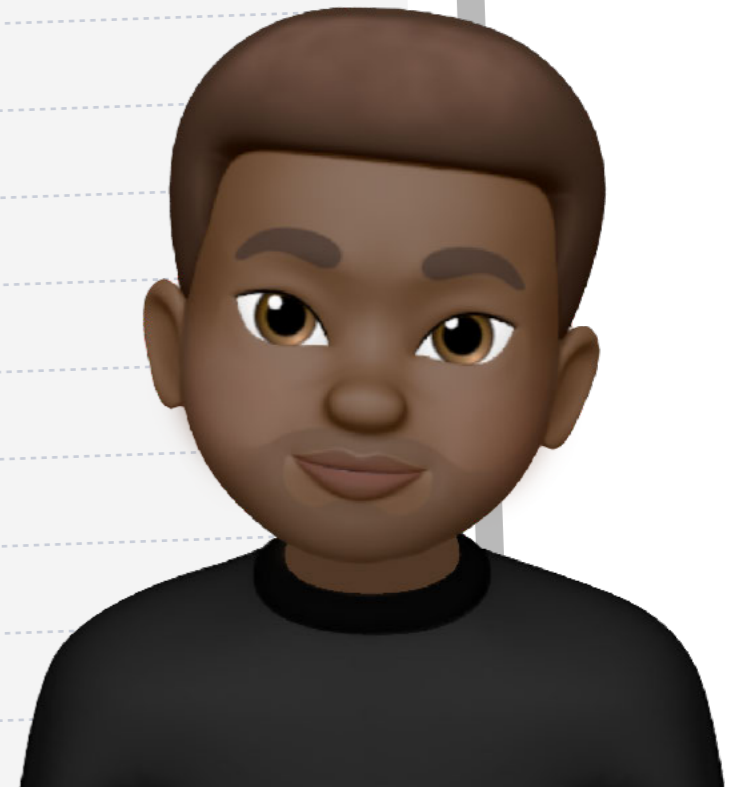


**Extension Activity:** Get creative with drawing, photography, video, or music as a way to ask your guiding questions in a short video, a collage, a poster or another creative expression.





**Research Your Questions:** Now that you have your guiding questions, you're ready to begin your research. Who can you interview? What other perspectives are out there? Capture the activities and resources you'll need to find the answers to your guiding questions.





**Synthesize Your Research Findings:** Once you've completed your research, you'll need to evaluate and prioritize. This will lead you toward a solution to this challenge.

I've identified how my research does or doesn't align with my perceptions.

I've determined who I can reach out to for help.

I've discovered other thoughts and ideas that should be considered.

I've connected to something in my personal experience that I can use to inform my call to action.

I've established the most important themes and key points that help inform my call to action.

I've found ways to feel safe asking puzzling questions.



# Act

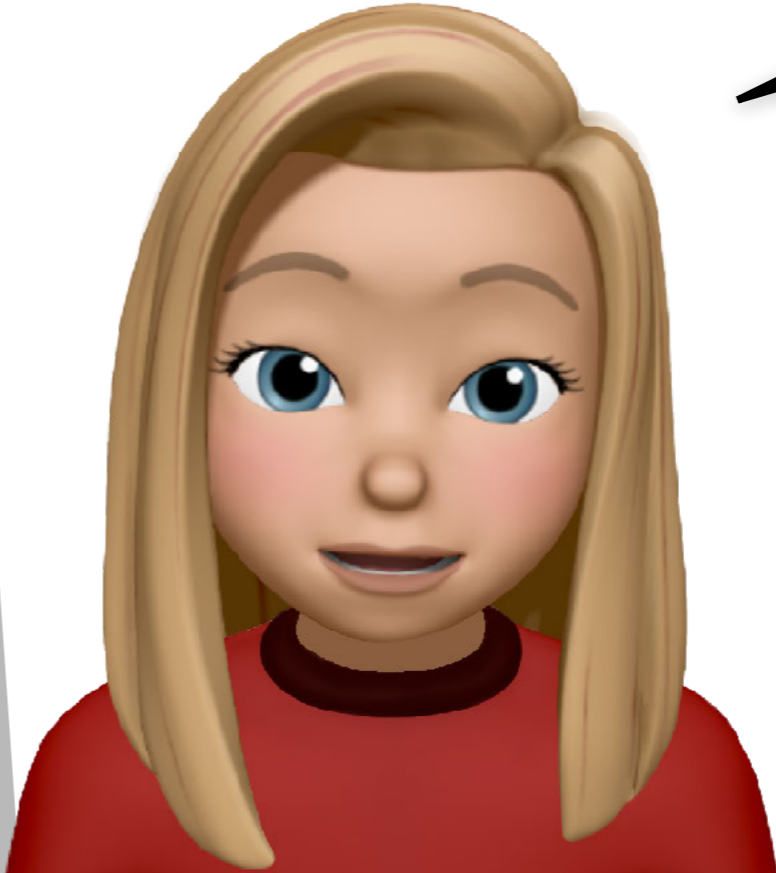
With this final step, it's now time to define your solution to the challenge.



Based on what I learned from my investigation, I propose the following solution . . .

What's actionable evidence?  
What's measurable evidence?  
What's impactful evidence?  
Defining success helps define progress.

How am I planning to get to the solution?



**Remember:** A challenge can have many solutions. This keeps more people involved, engaged, and interested in the outcome.






**Act:** Write or sketch your plan of action, including the specific steps you'll take to implement your solution and to share your results with others. This can include a list of people you want to reach out to or even the hashtags you'll use to get others involved.

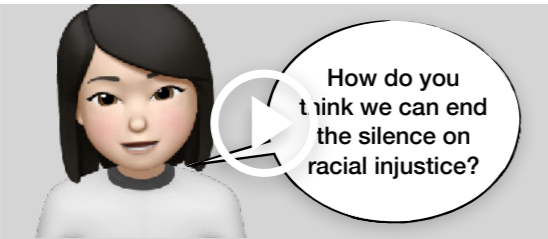




**Act:** Now it's time to share how you came to your solution and the result of putting it into action! You can use creativity to express the impact of your solution through videos, poems, drawings, and photos. Don't forget about your creations from the extension activity on page 9. Then share your story with the world using [#ChallengeForChange!](#)


 **Yen Lai**  
@YenLai

I wanted to understand the impact of racial injustice in my community, so I spoke to some members of my community. Take a look at my video.



09/16/22, 9:41

28 SHARE


 **Alberto Escobedo**  
@AlbertoEscobedo

I'd like to know your thoughts on this question.

**What are some ways that you've opened up a conversation with a person of another race who you didn't know personally? What did you say?**


09/16/22

28

 **Jessica Barbierif**  
@JessicaBarbierif

**You're invited**

Please come to my art exhibit at the Center for Cultural Studies, where I'll unveil my journey toward having courageous conversations about race with others.



RSVP

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# Resources

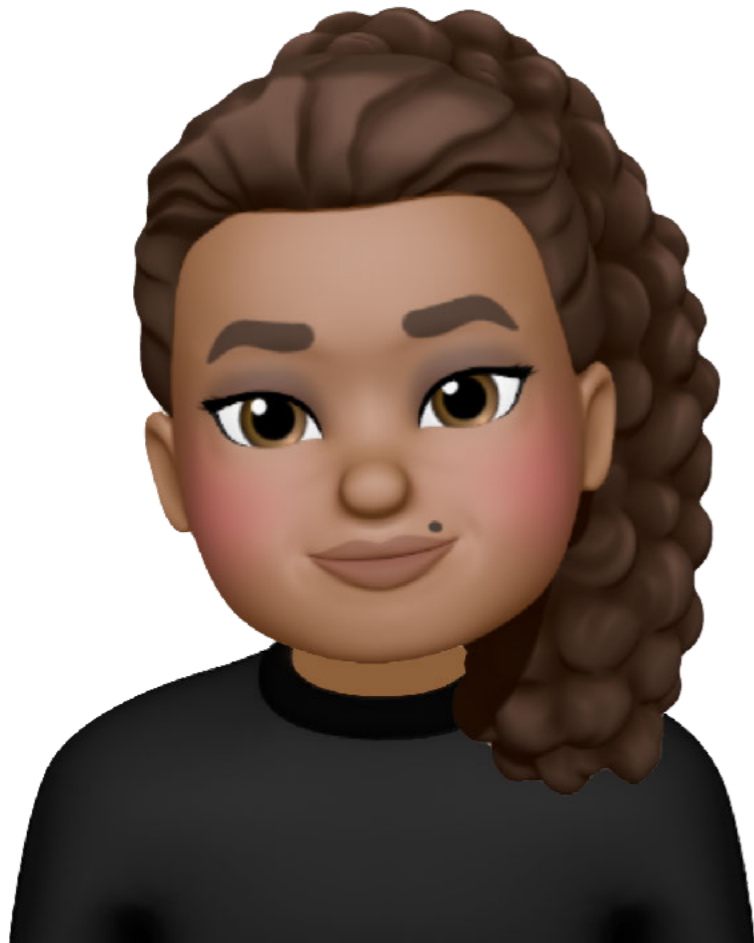
We've compiled some additional resources to help you learn more, work through the challenge, extend your learning, and tell your story.

## Challenge Based Learning

- [Challenge Based Learning Guide](#)
- [Challenged Based Learning in Indonesia](#)
- [Write to Change the World: Challenge Based Learning for Persuasive Writing](#)

## Apple Resources for Learning and Creativity

- [Apple Teacher](#)
- [Everyone Can Create guides](#)
- [Apple Education Learning Series](#)
- [Research for Educators](#)
- [Elements of Learning](#)





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