

# 2023 Edition

## IATSE 21 DAY CHALLENGE

Welcome to the 2023 IATSE Racial Justice 21-Day Habit Forming Challenge. To celebrate Black History Month 2023 we present our third 21-Day Challenge collection. These challenges offer a path to learn, discern, discuss, and take actions that promote inclusion and equity – two bedrock union values – for all in our communities.

The original 21-day challenge was created by Dr. Eddie Moore, Jr. <https://www.eddiemoorejr.com/>. The 21-Day Challenge structure offers an opportunity for IATSE membership to expand our understanding of diversity, equity, and inclusion. During the challenge, participants read, listen, observe, or watch something every day for 21 consecutive days to further their understanding of power, privilege, racism, exclusion, and equity. The structure is designed for individual learning, but when many union members take the challenge together, we become a stronger, more powerful Alliance.

This year, the theme of Black History Month is “Resistance.” Our collection begins with a broad view of this theme from a historian’s perspective – highlighting centuries of aspiration and its impact on policy, progress, and culture. The challenge weaves history together with entertainment related topics and also makes detours into issues such as politics and climate. Some entries, marked with an asterisk (\*) are wide ranging websites with additional resources or lists which you can use to tailor the challenge for your own use or refer back to throughout the year. Occasionally certain articles may be restricted to subscribers, but there is always at least one free offering for each day.

IATSE’s first two 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 it, 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 <https://iatse.net/education/#resources>.

At the end of this challenge is the link to the IATSE Diversity, Inclusion, and Belonging LinkedIn Learning Course Collection, a list of recommended 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 here to apply for your free access. <https://www.iatsetrainingtrust.org/lil>.



## DAY ONE

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- READ – The Association for the Study of African American Life and History (ASALH) describes the theme of Black History Month 2023, Resistance <https://asalh.org/black-history-themes/>
- READ - Opinion | Reparations for Black Americans Can Work. Here's How, by Andrew Delbanco, The Washington Post. The idea of paying compensation to descendants of slaves has been blocked by political objections, but these might be overcome by taking a broader approach. <https://www.washingtonpost.com/opinions/2022/11/21/reparations-black-americans-reimagined/>
- WATCH- Who Built the White House, History Channel (1 min) <https://www.history.com/topics/slavery/who-built-white-house-video>

## DAY TWO

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- \*READ - Brookings Institute Report: [The Black Progress Index: Examining the social factors that influence Black well-being](#). In the spirit of Du Bois and others who have pursued truth and justice, the NAACP and the Brookings Institution have partnered to develop tools and resources that will empower communities with data and information. The partnership's primary project is the Black Progress Index, which provides a means to understand the health and well-being of Black people and the conditions that shape their lives.
- READ - The Sacramento Observer: [NAACP Research Finds Black Voters Are Far From Being a Monolith](#) The NAACP commissioned the leading millennial and minority-owned public opinion research company HIT Strategies to analyze Black voter engagement and explore trends and devise strategies to reach voters on the issues that they care about. They found that Black voters are far from being a monolith – though they have many similarities.

## DAY THREE

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- READ - [What the Georgia Runoff Revealed](#), The Atlantic. Black voters came out in big numbers in Georgia's early voting, and activists in the state are confident they will remain highly engaged through 2024.
- \*READ and WATCH – Last year marked the 200<sup>th</sup> birthday of Harriett Tubman. The [Harriet Tubman Bicentennial Project](#) pays tribute to this historical icon with an interactive groundbreaking website. Watch videos, read articles and explore the myriad ways that one woman resisted, challenged, and led for freedom, women's suffrage, and in the Civil War.

## DAY FOUR

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- \*REVIEW and BE INSPIRED - Explore one or two of the entries in this far-reaching Wikipedia list of 100 individuals who aided in the progress of African-Americans toward full equality in the American social and political system, faced great danger and risks, and persevered against stubborn odds. [https://en.wikipedia.org/wiki/100\\_Greatest\\_African\\_Americans](https://en.wikipedia.org/wiki/100_Greatest_African_Americans)
- \*WATCH – 5 Formerly Enslaved People Turned Statesmen (2:25 min), The History Channel. This site is full of short videos with many offerings with historical significance. <https://www.history.com/news/5-former-slaves-turned-statesmen>
- READ - Who Was the Enslaved Woman Accused of Setting Fire to Montreal? By Marie Joseph Angelique, Teen Vogue <https://www.teenvogue.com/story/marie-joseph-angelique-who-was>

## DAY FIVE

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- READ - Theme for English B by Langston Hughes <https://poets.org/poem/theme-english-b>
- READ - Still I Rise by Maya Angelou <https://poets.org/poem/still-i-rise>

## DAY SIX

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- LISTEN - [GirlTrek's Black History Bootcamp: The Most Dangerous Negro in the world](#) A. Phillip Randolph (41:50)
- READ - How Black Activists Shaped the Labor Movement by Kim Kelly, Teen Vogue <https://www.teenvogue.com/story/black-activists-shaped-the-labor-movement>

## DAY SEVEN

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- WATCH - Meet Gloria Richardson, Unsung Hero of the Civil Rights Movement (4:19) <https://www.youtube.com/watch?v=VXyk13Vdxss>
- READ and WATCH - [The Washington Post Live](#) (30m:32s). More than 1 million Black Americans served in World War II. Even as they defended their nation abroad, they battled racism at home. Washington Post associate editor Jonathan Capehart joins historian Matthew F. Delmont for a conversation about his new book, "Half American," which looks at the war from the perspective of Black soldiers.
- READ - Black Women in the Labor Movement Have Long Defended American Workers by Kim Kelly, Teen Vogue <https://www.teenvogue.com/story/black-women-in-the-labor-movement>

## DAY EIGHT

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- READ – ‘The Music Man,’ Race and Broadway, by John McWhorter, Opinion, New York Times  
<https://www.nytimes.com/2022/11/08/opinion/music-man-race-broadway.html>
- READ – [We Commit to Anti-Racist Stage Management Education](#), HowlRound Theatre Commons

## DAY NINE

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- WATCH – Preview the 2020 documentary film, *The First Rainbow Coalition* on Independent Lens. Watch accompanying "Deep Dive" and "Filmmaker Q&A" shorts (31s)  
<https://www.pbs.org/independentlens/documentaries/the-first-rainbow-coalition/>

The Summer of Soul is full length documentary film about the forgotten 1969 Harlem Music Festival celebrating culture, music, and a moment in history.

- WATCH – Interview with Questlove about the making of his Documentary Summer of Soul (19m:33s) <https://www.youtube.com/watch?v=7IBncgzhzY0>
- READ – [Summer of Soul review – the best concert film ever made?](#) By Mark Kermode, The Guardian
- EXTRA CREDIT – Watch the full documentary, available to subscribers of Hulu  
<https://thecinemaholic.com/where-to-stream-summer-of-soul/>

## DAY TEN

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- \*LISTEN - #Soundtrack4Justice fuels you and can serve as a conversation starter with people of all ages. Listen to one song, the full soundtrack, or pick one each day!  
<https://www.youtube.com/playlist?list=PLTcP7zT4xE24y4FefXqbjjHipEoTVfLhL>

## DAY ELEVEN

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- READ - [Opinion | The Problem With Letting Therapy-Speak Invade Everything](#), by Tara Isabella Burton, New York Times
- TAKE THE QUIZ – [You Can't Say That \(or Can You?\)!](#) By Quoc Trung Bui, Sara Chodosh, Jessica Bennett and John McWhorter, New York Times
- READ - Opinion | When ‘Racism’ Is Not Really Racism, by John McWhorter, New York Times  
<https://www.nytimes.com/2022/11/15/opinion/racism-systemic-structural.html>

## DAY TWELVE

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- READ - [Band of 50 US comics are vowing to commit to diversity in late-night TV shows | Daily Mail Online](#). A pledge from the Writers Guild of America East and West strives for increased diversity behind the scenes of television shows.
- READ – [A Statement from Supervisory Writers in Late-Night and Comedy-Variety Television](#) Writers Guild of America (WGA) web post
- READ – Vulture interview with Larry Wilmore who explores his career and change in Black comedy <https://www.vulture.com/article/larry-wilmore-in-conversation.html>
- LISTEN – [Code Switch podcast What Makes A Good Joke](#) (27m)

## DAY THIRTEEN

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- \*WATCH - Unladylike – a series of 26 short films and a one-hour documentary profiling diverse and little-known American women from the turn of the 20th century, and contemporary women who follow in their footsteps. This list of intersectional documentaries can be watched individually, as a series, and paired with linked curriculum <https://unladylike2020.com/>
- READ - Poem, *Rosa Parks* by Nikki Giovanni  
<https://www.poetryfoundation.org/poems/90180/rosa-parks>
- LISTEN – [Notes from America with Kai Wright podcast](#) – *How Afrofuturism Redefines Our Past*, January 2, 2023 (32m:37s)

## DAY FOURTEEN

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- READ – [This is America: Teach Black History from the Black Perspective](#) – USA Today
- LISTEN - Small Doses with Amanda Seales podcast Side Effects of an Educator: Ernest Crim III. <https://podcasts.apple.com/us/podcast/small-doses-with-amanda-seales/id1333316223>

## DAY FIFTEEN

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- WATCH - Subject: The True Story of Madam C.J. Walker | Two Dollars and a Dream (51m:12s) <https://www.youtube.com/watch?v=WrpVozNIHds>
- READ - Michelle Obama says she decided to keep her hair straight while in the White House, because Americans weren't ready for her natural Black hair. By Jonathan Edwards <https://www.washingtonpost.com/nation/2022/11/17/michelle-obama-black-hair-braids/>
- WATCH - Sesame Street: "I Love My Hair" (1m:58s) <https://youtu.be/enpFde5rgmw>

## DAY SIXTEEN

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- READ or WATCH – [Historic appointment of Ketanji Brown Jackson to the United States Supreme Court](#), ABC News
- LEARN - [Skills for Inclusive Conversations](#) by Mary-Frances Winters (53m) In this LinkedIn Learning course, Winters discusses inclusivity in the workplace in a general way. It is about building good relationships and trust no matter if you're in an office or on a worksite. The course includes a few scenarios with some active themes. The instructor asks hard questions, takes a "tough love" approach, and emphasizes that you can't half do this; you must be ready to fully commit. To get a LinkedIn Learning account, go to <https://www.iatsetrainingtrust.org/lil>.

## DAY SEVENTEEN

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- \*Listen - The Coolest Show Podcasts, A repertoire of podcasts on climate issues and action, hosted by Rev. Lennox Yearwood Jr. He is also the President & CEO of Hip Hop Caucus, a minister, community activist, U.S. Air Force veteran, and one of the most influential people in hip hop political life. As a national leader and pacemaker within the climate movement, Rev. Yearwood challenges the establishment, media, and policymakers to reimagine climate solutions as racial justice <https://thecoolestshow.com/>

## DAY EIGHTEEN

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- WATCH - NBC News: [Boiling Point: Jackson's Decades Long Fight For Clean Water \(20m:52s\)](#)  
“This problem is far more systemic than even I realized because I’ve normalized the dysfunction,” said Derrick Johnson, President and CEO of the NAACP.
- READ - The White House: [Environmental Justice and Congressional Leaders, Advocates Applaud the New Climate and Economic Justice Screening Tool](#)

## DAY NINETEEN

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- WATCH - [How to teach kids to talk about taboo topics](#) (Liz Kleinrock | TED Salon Education Everywhere) (11m:52s)
- READ - Book review: “Goodnight Racism”  
<https://www.kirkusreviews.com/book-reviews/ibram-x-kendi/goodnight-racism/>
- WATCH – Missing Adventures: Diversity and Children’s Literacy, Brynn Welch | TED Talk (16m:20s) <https://www.youtube.com/watch?v=Yq2opVinciA>

## DAY TWENTY

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- WATCH - American Masters: Roberta Flack - Child piano prodigy, music superstar, and civil rights activist, Season 37, Episode 1, American Masters on PBS (preview viewable by all, full episode to PBS subscribers) <https://www.pbs.org/wnet/americanmasters/episodes/>
- WATCH – American Masters: Marian Anderson - Discover an international singer who captivated royalty in Europe and defied the conscience of 1939 America. Season 36, Episode 2, American Masters on PBS (1h:4m) <https://www.pbs.org/wnet/americanmasters/episodes/>

## DAY TWENTY-ONE

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- PLAN what else you can do – visit a museums or exhibits; read a book either individually or as a group; explore the longer resource links above (noted with an \*); donate to projects that support racial justice policy and learning.
- WATCH and LISTEN –Beyoncé Freedom featuring Kendrick Lamar (Official Video)  
<https://www.youtube.com/watch?v=anZhGwPEC4c>

## NEW SELF-GUIDED RESOURCES

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### BOOKS

Do you prefer non-fiction, historical fiction, novels, short stories, poetry? There are so many choices in libraries and bookstores. Here are a few recommendations from some IATSE kin:

[We Will Not Cancel Us...And Other Dreams of Transformative Justice](#) by Adrienne Maree Brown; A.K. Press

[The Black Poets](#) edited by Dudley Randall; Vintage Paperback Poetry Anthology; Random House

[My People](#) by Charlayne Hunter Gault (A collection of her essays/journalism); Harper/ Collins

[Constructing a Nervous System](#) by Margo Jefferson (memoir); Penguin Random House; A *NEW YORK TIMES* BEST BOOK OF THE YEAR • From "one of our most nuanced thinkers on the intersections of race, class, and feminism (Cathy Park Hong, *New York Times* bestselling author of *Minor Feelings*) comes a memoir "as electric as the title suggests" (Maggie Nelson, author of *On Freedom*).

### ARTICLES

READ and then VISIT – Many museums are expanding curating and presenting perspectives - <https://www.nytimes.com/2022/10/20/arts/design/black-artists-african-art.html>

READ and then TRAVEL - <https://www.nytimes.com/2021/07/27/travel/black-travelers-diversity-inclusion.html>

### VIDEOS

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 of 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 [www.iatse.net](http://www.iatse.net) and click on "Education for IATSE Members".