



21-Day Racial Reconciliation Challenge

Modeled after '21-Day Challenges' at America & Moore, LLC, and adapted by All Saints Lutheran Church

People are called by God to accompany one another together in community. When transformed into Christ's image, one joins a community of people who affirm the values of diversity, dignity, compassion, justice, and inclusion, and who summon the courage to change and to invest in beloved community.

– ELCA's 2019 Report: "How Strategic and Authentic is Our Diversity: A Call for Confession, Reflection, and Healing Action," Page 7–

Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be. This is the interrelated structure of reality.

– Martin Luther King, Jr. –

All Saints Lutheran Church, as a congregation of the [ELCA](#), acknowledges **the sin of racism as "a mix of power, privilege, and prejudice."** Racism, like all sin, causes brokenness within every community. We, as the Church, have only begun to comprehend the complexity of the sin of racism, which spreads like an infection through the entire social system.

Racism includes, but is not limited to:

- Interpersonal acts of discrimination, including direct or indirect racist comments
- Individual attitudes or exchanges that seek to exclude or harm others on the basis of race or ethnicity
- Race-based advantages and preferential treatment based on skin color
- Institutional and systemic patterns of discrimination
- Attitudes of superiority from one race over another

All Saints Lutheran Church seeks here to offer a "**21-Day Challenge**," similar to others found online at such websites as <https://www.eddiemoorejr.com/21daychallenge>. For the next 21 days, we encourage you to do **one daily action** to further your understanding of the sin of racism, and our common human need of racial reconciliation. Actions will include **readings, prayers, podcasts, songs, scriptures, videos**, and ways to form **deeper connections to your community**.



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The **daily actions** included within this 21-Day Challenge are arranged in a **day-by-day format** that is meant to be a *suggested guide* (please don't feel pres-

sured to do more than one action per day). Though the suggested daily actions are arranged in a day-by-day format, please feel free to 'skip around' and select the actions that most intrigue you. Most of the daily actions are **interactive web links**, and thus this document is intended to be used primarily in **digital form** (though it can also be printed in hard-copy form).

A **tracking chart** will be provided at the conclusion of this document to track your daily actions and also to add a reflective thought on each action. **This tracking chart should be printed, as it is not a digital 'fillable form.'** The purpose of this '21-Day Racial Reconciliation Challenge' is to provide an attainable amount of accountability in furthering our understanding of racism and the need for racial reconciliation. *May the Spirit of God guide us all to a deeper compassion and understanding of the unique beauty of our diversity.*

Glossary of Terms

Definitions provided by: https://www.racialequitytools.org/images/uploads/RET_Glossary913L.pdf

We will provide here a general glossary of terms that are used in many of the suggested daily action items.

Ally - Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice.

Bigotry - Intolerant prejudice that glorifies one's own group and denigrates members of other groups.



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Cultural Appropriation - Theft of cultural elements for one's own use, commodification, or profit – including symbols, art, language, customs, etc. – often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture's right to take other cultural elements.

Cultural Racism - Refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or "whiteness" are automatically "better" or more "normal" than those associated with other racially defined groups.

Implicit Bias - Also known as *unconscious* or *hidden bias*, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness.

Indigeneity - Indigenous populations are composed of the existing descendants of the peoples who inhabited the present territory of a country wholly or partially at the time when persons of a different culture or ethnic origin arrived there from other parts of the world, overcame them – by conquest, settlement or other means – and reduced them to a non-dominant or colonial condition.

Individual Racism - Refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what he or she is doing.

Institutional Racism - Refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups.

Intersectionality - An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.

Privilege - Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.



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Racial Equity – The condition that would be achieved if one’s racial identity no longer predicted, in a statistical sense, how one fares.

Racial Justice – The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

Racial Reconciliation – Racial Reconciliation involves three ideas. First, it recognizes that racism in America is both systemic and institutionalized, with far-reaching effects on both political engagement and economic opportunities for minorities. Second, reconciliation is engendered by empowering local communities through relationship-building and truth-telling. Lastly, justice is the essential component of the conciliatory process—justice that is best termed as restorative rather than retributive, while still maintaining its vital punitive character.

Reparations – States have a legal duty to acknowledge and address widespread or systematic human rights violations, in cases where the state caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations. They can take the form of compensating for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future oriented – providing rehabilitation and a better life to victims – and help to change the underlying causes of abuse.

Structural Racism – The normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color.

White Supremacy – White supremacy is a historically-based, institutionally-perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.





– DAILY ACTIONS for Racial Reconciliation –

1 Action Per Day Suggested / Be Sure to Fill Out the Daily Tracking Chart

Day 1

ARTICLE [Learning about Racism, White Privilege can Make Us Better](#), by Karen Powell Sears, is a recent column in *The Columbus Dispatch* that explains how expanding our collective lens on issues of racism and white privilege can allow us to be better people.

SHORT VIDEO [Racism Is Real](#), a split-screen video depicting the difference in the White and Black experience. (3 minutes)

SONGS [Colored People / dc Talk](#)
[Because All Men are Brothers / Peter, Paul, and Mary](#)

SCRIPTURE 1 John 3:17 – If anyone has material possessions and sees a brother or sister in need but has no pity on them, how can the love of God be in that person?

PRAYER Holy God, you call us not to be ‘color-blind,’ but instead to value the diversity of every person. We are called to be compassionate toward all people, to help those in need, and – in so doing these things – we are told that we reflect your love. May you continually guide us to compassionate love and unity. Amen.

Day 2

ARTICLE [Explaining White Privilege to a Broke White Person](#), by Gina Crosley-Corcoran, who was raised “the kind of poor that people don’t want to believe still exists in this country,” explores where race and class do and don’t intersect and how she has come to understand her own white privilege.

SHORT VIDEO [Confronting ‘Intergroup Anxiety’: Can You Try Too Hard To Be Fair?](#), explores why we may get tongue-tied and blunder when we encounter people from groups unfamiliar to us. (5 minutes)



SCRIPTURE [Micah 6:8](#) – He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?

PRAYER God of all people, when we are blinded by our own privilege, help us to see the inequality present in those 'without' ... those on the margins, the disenfranchised, the mistreated, those discriminated against, and those who are poor. Amen.

Day 3

ARTICLE [The Injustice of This Moment Is Not an 'Aberration,'](#) by Michelle Alexander, contextualizes the United States' 2020 state of racism/white supremacy as an inevitable outcome of a collective narrative steeped in denial.

SHORT VIDEO [This Is Us](#), Eddie Glaude, PhD, explains why blaming current racial tensions on former President Donald Trump misses the point. (3 minutes)

SCRIPTURE Romans 14:19 – Let us therefore make every effort to do what leads to peace and to mutual edification.

PRAYER Loving God, you call us to always look within and to reflect on our own actions and behaviors. Help us to learn and grow in this 21-day challenge. Help us not to deny the sins of our country's past. Allow us to repent of our collective sins and find a new path forward in peace, unity, and mutual edification. Amen.

Day 4

ARTICLE [White Mom to Racists: 'Don't use my child to further your hate-filled ignorance'](#), by the Rev. Edith Love, models allyship in an article written in response to online racial abuse arising from her white teen son's recent attack by a group of young teens who were Black.



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SHORT VIDEO [White Bred](#), excellent quick intro to how white supremacy shapes white lives and perception. (5 minutes)

SCRIPTURE [Matthew 25:31-46](#) – “And the king will answer them, ‘Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me’ ” (v. 40).

PRAYER Holy God, you are the God of all people, all races, all cultures, all diversities. Give us eyes to see everyone in the same way that you see them, as beloved children whose inherent beauty reflects your divine nature. Amen.

Day 5

ARTICLE [21 Racial Microaggressions You Hear on a Daily Basis](#), by photographer Kiyun Kim, uses a series of photographs to elaborate on the term “microaggression.” Note that Ibram X. Kendi, in his recent book *How to Be an Anti-Racist*, calls us to consider using the term “racist abuse” as a more descriptive alternative.

SHORT VIDEO [I Didn't Tell You](#), for those who ever wondered what a day in the life of a person of color is like, listen to this poem, written and spoken by Norma Johnson. (7 minutes)

BOOK [So You Want To Talk About Race](#), by Ijeoma Oluo, guides readers through subjects ranging from intersectionality and affirmative action to “model minorities” in an attempt to make the seemingly impossible possible: honest conversations about race and racism, and how they infect almost every aspect of American life.

PODCAST [Black Like Me](#), host Alex Gee, DTL, “invites you to experience the world through the perspective of one Black man, one conversation, one story or even one rant at a time.” (Episode times vary)

SCRIPTURE Galatians 5:13 – You, my brothers and sisters, were called to be free. But do not use your freedom to indulge the flesh; rather, serve one another humbly in love.



PRAYER Good and gracious God, it is so easy to give into the pressures of our world that tell us to use our freedom to do our own thing. While this may satisfy us short-term, our satisfaction often comes us at the expenses of people of color. Move us, O Lord, to consider the choices we make and the things we do, in light of their needs first. Amen.

Day 6

ARTICLE [How to Confront Your Implicit Bias](#), an interview by Katie Couric with Jennifer L. Eberhardt, PhD, psychology professor at Stanford University, examines how racial bias infiltrates every level of society, based on her book *Biased*.

SHORT VIDEO [How I Learned to Stop Worrying and Love Discussing Race](#), TEDx Talk by Jay Smooth that suggests a new way to think about receiving feedback on our racial blindspots. (12 minutes)

BOOK [Be The Bridge](#), by Latasha Morrison, examines the historical complexities of racism. Morrison expertly applies biblical principles, such as lamentation, confession, and forgiveness, to lay the framework for racial restoration.

SONG [Dear Hate / Maren Morris feat. Vince Gill](#)

SCRIPTURE Galatians 3:28 – There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus.

PRAYER Holy God, grant that your holy and life-giving Spirit may move every human heart; that the barriers dividing us may crumble, suspicions disappear, and hatreds cease; and that, with our divisions healed, we might live in justice and peace, through your Son, Jesus Christ our Lord. Amen.

Day 7

ARTICLE [Were You There?](#), by Cheryl J. Sanders, asks if a follower of Christ can claim salvation through his crucifixion, but then consent to the suffering that racial injustice imposes on others.



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SONGS [Starts with Me / TobyMac feat. Aaron Cole](#) [We Gotta Pray / Alicia Keys](#)

SCRIPTURE James 2:15-16 – Suppose a brother or a sister is without clothes and daily food. If one of you says to them, “Go in peace; keep warm and well fed,” but does nothing about their physical needs, what good is it?

PRAYER O God, we are thankful that you never give up on us. We find it so easy to talk about the problems of the poor and people of color and end our conversations by saying something like, “It too bad about all the challenges they face. Somebody should do something to help them.” It never dawns on us that you may be inviting us to be that “somebody.” Remind us that we “are the ones we’ve been waiting for” ... and to move from “talking” to action. Amen.

Day 8

LONG VIDEO [13th](#), Netflix documentary by Ava DuVernay about the connection between U.S. slavery and the present-day mass incarceration system. (1 hr, 40 mins)

SONGS [Freedom / Beyoncé feat. Kendrick Lamar](#)
[Give Your Hands to Struggle / Sweet Honey in the Rock](#)

SCRIPTURE Jeremiah 22:3 – This is what the LORD says: Do what is just and right. Rescue from the hand of the oppressor the one who has been robbed. Do no wrong or violence to the foreigner, the fatherless or the widow, and do not shed innocent blood in this place.

PRAYER Just and faithful God, we often do not want you messing with our stereotypes about people who are different from us, especially those persons of color. What we *need* is a change in our ways of thinking, living, and acting. May you create that change within us, that we may drop our unhealthy stereotypes and truly stand up for those who are oppressed and mistreated due to their skin color, ethnicity, and cultural heritage. Amen.



Day 9

BOOK [Dear Church: A Love Letter from a Black Preacher to the Whitest Denomination in the US](#), by Lenny Duncan, offers a bold new vision for the future of the ELCA and the broader mainline Christian community of faith. *Dear Church* rejects the narrative of church decline and calls everyone – leaders and laity alike – to the front lines of the church’s renewal through racial equality and justice.

LONG VIDEO [Blindspotting](#) (Carlos López Estrada), Collin must make it through his final three days of probation for a chance at a new beginning in his Oakland, California, neighborhood. His bond with his volatile best friend soon is tested when Collin sees a police officer shoot a suspect in the back during a chase through the streets. (Available on Hulu, Cinemax or to rent)

SONG [We’ve Come This Far By Faith / Oakwood University Church, Dir: J. Ferdinand](#)

SCRIPTURE Ephesians 4:2 – Be completely humble and gentle; be patient, bearing with one another in love.

PRAYER Jesus, you loved each and every person you met – sinners, tax collectors, prostitutes, lepers, people who were deaf or blind or could not speak, people who were possessed by demons. You loved them all just the same. You showed us how we are to live together – lifting up those who are oppressed, advocating for justice for all people, and showing all of the people that we meet that they are precious in your sight and ours, and that their life is worth defending. Amen!

Day 10

BOOKLET [How Strategic and Authentic is Our Diversity: A Call for Confession, Reflection, and Healing Action](#). This 2019 ELCA report comes from a Task Force for Strategic Authentic Diversity and offers a definition of authentic diversity, provides a theological framework for discussion, names the need for healing, addresses questions of structural accountability, and reflects upon the ELCA’s relationships with ecumenical and interreligious partners.



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SONG [Bleed the Same / Mandisa feat. Kirk Franklin, TobyMac](#)

SCRIPTURE Proverbs 31:8-9 – Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy.

PRAYER O Lord, according to the latest statistics, there are about 18 lobbyists for each representative and senator in Congress. These people have more influence on legislation than we do. No wonder we ask ourselves if our calls, emails, and letters make any difference to the people who are supposed to represent us. And if we wonder about this – *what about those who cannot speak for themselves?* Who will speak on behalf of the marginalized, the underserved, and those considered as minorities? According to these words in Proverbs, this is one of the “good works” God is calling us to do. God has gifted us, and invites us be the voices of those who no voice. Lord, give us the courage we need to take on this holy calling. Amen.

Day 11

BOOKLETS [The Racial Justice Resource Page of the ELCA](#), this webpage provides various documents, books, and social statements from the Evangelical Lutheran Church in America on the subject of racial justice.

SONG [Better Than We Found It / Maren Morris](#)

SCRIPTURE Isaiah 1:17 – Learn to do right; seek justice. Defend the oppressed. Take up the cause of the fatherless; plead the case of the widow.

PRAYER Gracious God, many of your prophets made it clear that you have a special place in your heart for the poor – for whatever reason – and those who are left out and left behind by a consumer-driven society. Open our eyes to the privileges we take for granted, and help us to “even the playing field” for those without those privileges. Amen.



Day 12

SHORT VIDEO [The Disturbing History of the Suburbs](#), an “Adam Ruins Everything” episode that quickly and humorously educates how red-lining came to be. (6 minutes)

SHORT VIDEO [Red Lining video](#) that explains where ghettos originated from. It is based on a book called *The Color of Law*. (17 minutes)

SONG [Is This the World We Created...? / Queen](#)

SCRIPTURE [James 1:22-25](#) – Do not merely listen to the word, and so deceive yourselves. Do what it says. (verse 22)

PRAYER Loving God, it is so easy and much, much safer for us to talk about our faith with family and friends than actually taking the risk of putting our faith on the line for people we hardly even know. That’s another story. Move us out of our comfort zones into actions on behalf of those who need us most. Amen.

Day 13

SHORT VIDEO [What Would You Do? \(Bicycle Thief Episode\)](#), ABC’s popular show explores the impact of racial and gender bias, and prejudice, at a family-friendly park. Before this video, would you have anticipated this differential treatment? (12 minutes)

PODCAST [Teaching While White](#), hosted by longtime educators Jenna Chandler-Ward and Elizabeth Denevi, TWW’s podcast focuses on how whiteness shows up in the education sector and what anti-racist educators are doing to challenge that. Episodes feature different nationally renowned anti-racist educator guests. (Any episode - times vary)

SCRIPTURE Matthew 5:14-16 – “You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way,



let your light shine before others, that they may see your good deeds and glorify your Father in heaven.

PRAYER O God, we live in a world which glorifies getting even and building ourselves up at the expense of others, especially those who are on the 'outside' looking in on our consumer-oriented society. We often don't see the world the way as do the poor and people of color. We live by assumptions and judge others by what we think we know about these people. Break us open and make us willing to see life through their eyes. Then move us to work with them to build a better world for all. Amen.

Day 14

ARTICLE [How Black Women Describe Navigating Race and Gender in the Workplace](#), by Maura Cheeks, is based on interviews with 10 women of color that shed light on some of the common challenges faced by black women in the workplace, how they cope with those challenges, and how those coping mechanisms affect their chances of long-term success.

SHORT VIDEO [The Urgency of Intersectionality](#), TED Talk by Kimberlé Crenshaw that asks us to see the ways Black women have been invisibilized in the law and in media. (19 minutes)

SHORT VIDEO [Rise](#), performed by United-States Poet-Laureate Amanda Gorman, as she opens the 2019 Global Leadership Awards. (2 minutes)

BOOK [The Book Woman of Troublesome Creek](#), by Kim Michele Richardson, is a love letter to the first mobile library in Kentucky and the fierce, brave packhorse librarians who wove their way from shack to shack dispensing literacy, hope, and a compassionate human connection.

SONGS [Freedom Now / Tracy Chapman](#) [We Are Here / Alicia Keys](#)



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SCRIPTURE Luke 4:18-19 – “The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free, to proclaim the year of the Lord’s favor.”

PRAYER Good and gracious God, we often long to be part of “something special.” Remind us that – in the waters of our Baptism – you made us your forgiven, beloved children. This makes us part of something very special called the family of God. You also made us partners with you in changing the world. On those days when we forget this and feel sorry for ourselves, or when we are busy doing our own thing, gently but firmly take hold of us and remind us that we are part of something special. You want us to help spread the good news to the poor, the prisoners, the oppressed, to those on the outside looking in, and to proclaim the love of God for all people. Amen.

Day 15

BOOK [Divided by Faith: Evangelical Religion and the Problem of Race in America](#), by Christian Smith and Michael O. Emerson, contends that it is not active racism that prevents evangelicals from recognizing ongoing problems in American society. Instead, it is the evangelical movement’s emphasis on individualism, free will, and personal relationships that makes invisible the pervasive injustice that perpetuates racial inequality.

SHORT VIDEO [The Racial Wealth Gap](#) episode in season one on the show “Explained” on Netflix. (16 minutes)

SCRIPTURE Romans 2:11-12 – For God shows no partiality. All who have sinned apart from the law will also perish apart from the law, and all who have sinned under the law will be judged by the law.

PRAYER Holy God, we know that you love each person individually and yet you love all of humanity in a communal way, as well. When we focus too much on only ourselves – and on our own individual faith – we often fail to see your divine image in the lives



of others. From the individualistic bubbles we live in, break us free. From the self-centeredness which we possess, break us free. Give us eyes to recognize and embrace our common humanity, and help us to show compassion and concern for the plight of others' needs, as well as our own. Amen.

Day 16

SHORT VIDEO ["What A Group Of College Students Learned From An Experiment On Privilege,"](#) Dr. Phil's 2018 episode where a group of ethnically diverse college students participate in an activity to show ways in which society privileges some people over others. (5 minutes)

PODCAST [Code Switch](#), hosted by journalists Gene Demby and Shereen Marisol Meraji, both people of color, is a podcast curated by a team of NPR journalists of color who navigate the complexities of race, both professionally and personally, daily. Episodes focus on a wide range of issues overlapping race, ethnicity and culture. (Episode times vary)

SONGS [Man in the Mirror / Michael Jackson](#) [One Day / Matisyahu](#)

SCRIPTURE Zechariah 7:9-10 – "This is what the LORD Almighty said: 'Administer true justice; show mercy and compassion to one another. Do not oppress the widow or the fatherless, the foreigner or the poor. Do not plot evil against each other.' "

PRAYER O Lord, this sounds so straightforward and so easy on paper. As someone once said, "I love people in general, but I can't stand my neighbor." It's easy to say we are not prejudiced, or that we are open-minded people who do not discriminate against anyone. But, when we are honest with ourselves, we have to admit that this is not always the case. Forgive us for those times when we found ourselves saying things like, "I get along certain people of color if (or when) they don't do or say" Remind us that you, God, love all people equally – no conditions to be met first, no strings attached. That is the way we are to love one another. Amen.



Day 17

LONG VIDEO [Slavery by Another Name](#), PBS documentary that challenges the idea slavery ended with the emancipation proclamation. (90 minutes)

LONG VIDEO [12 Years A Slave](#) (Steve McQueen), a powerful story based on a true story of a man kidnapped and sold into slavery. (Available to rent)

PODCAST [Here & Now - Without Slavery, Would the U.S. Be the Leading Economic Power?](#), host Jeremy Hobson explores, with Edward Baptist, how slavery established the United States as a world economic power. (15 minutes)

SCRIPTURE Galatians 3:28 – There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus. (*No worthiness tests to be met first*)

PRAYER O Lord, we love the boxes into which we put people. There's a box for people who look, think, and act like us, another for people who dress or act like us, another just for our friends, another for our enemies, and separate boxes for the rich and the poor. We love our boxes because they make it easier for us understand our world. But once we are baptized into Christ, we are all one in him and our boxes no longer count for anything. Holy God, tear down the walls we build to separate us from one another and, instead, make us bridge-builders, especially when it comes to confronting the discrimination that is all around us. Amen.

Day 18

LONG VIDEO [Birth of a White Nation](#), keynote speech by legal scholar Jacqueline Battalora offers a blow-by-blow description of the moment the idea of, and word for, white people entered U.S. legal code. (36 minutes)

LONG VIDEO [Dear White People](#) (Justin Simien), this film focuses on escalating racial tensions at a fictitious, prestigious Ivy League college from the perspective of several Black students. (Available on Netflix)



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PODCAST [Scene on Radio - Seeing White Series](#), host John Biewen and collaborator Chenjerai Kumanyika explore whiteness over the course of 14 episodes. Where does it come from? What does it mean? Why does it exist? (**Episode S2 E1**: Turning the Lens - 16 minutes)

SONG [Glory / Common, John Legend](#)

SCRIPTURE John 13:34-35 – “A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.”

PRAYER Loving God, of all the things you told us to do, this may be one of the hardest. It's easy to love people in the abstract but, when we are honest with ourselves and with you, we have to confess that this is an extremely difficult task. We have a hard time loving others. We also have a hard time acknowledging racial inequality. At such times we really need you, loving God, to open us up so we can see, hear, and experience the love that you have for all of humanity. Amen.

Day 19

ARTICLE [How Structural Racism Affects Health Care](#), by Niran S. Al-Agba, MD, examines the many reasons why Black men and women face higher risks of chronic illness, infection, and injuries.

LONG VIDEO [Unnatural Causes](#), seven-part documentary by California Newsreel that explores the impact of racism on health and U.S. health care. (Four hours total, episodes have various lengths)

COMMUNITY CONNECTION

[Equity Committees](#) - Find out if your school or workplace has an Equity Committee. What can you learn from them and how can you join in? Support them in their efforts.



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SCRIPTURE Ephesians 2:10 – For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.

PRAYER Guiding Spirit, one of the hardest things facing many of us is figuring out why we are here. Throughout life’s journey many of us waver between having a clear sense of purpose that guides what we do and feeling, as Shakespeare put it, “Life is full of sound and fury, signifying nothing.” When we feel as though our lives are unguided and perhaps pointless, show us the good works that we have been created for. Show us the inherent value and worth that you, loving God, give to all people. Holy Spirit, quiet us down so we can feel you leading us to whatever may come next, for your plans for us are indeed good. Amen.

Day 20

SHORT VIDEO [Martin Luther King, Jr. Biography](#), the Biography Channel’s quick look at the life, activism, and faith of Dr. Martin Luther King, Jr. (5 minutes)

SHORT VIDEO [“I Have a Dream,”](#) Martin Luther King, Jr.’s famous speech, in Washington D.C. on August 28, 1963, with subtitles. (17 minutes)

LONG VIDEO [Selma](#) (Ava DuVernay), the powerful true story of courage and hope that would change our nation forever. (Available to rent)

SONGS [A Change is Gonna Come / Sam Cooke](#) [Blowin’ in the Wind / Bob Dylan](#)

SCRIPTURE Matthew 28:19-20 – Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.

PRAYER Sometimes we act as if you are sending us out into the world and asking us to confront the challenges of racism, poverty, and injustice all by ourselves. But here, in these words from Matthew’s gospel, you promise to be with us “always.” In those moments when our doubts and fears threaten to get the better of us, remind us that, when you promise to do something, you keep your promise. Amen.



Day 21

LONG VIDEO [Just Mercy](#) (Destin Daniel Cretton), an inspiring drama that brings one of the most important stories of our time to the big screen. (Available to rent)

SONGS [Light One Candle / Peter, Paul, and Mary](#) [Heal the World / Michael Jackson](#)

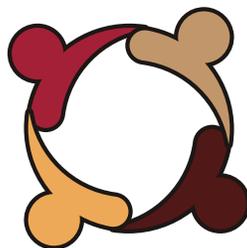
COMMUNITY CONNECTION

Support Non-Profits doing Racial-justice Work – Find organizations such as The Privilege Institute, your local YWCA and other non-profits doing racial-justice work and support them through donating your time, money and other resources.

SCRIPTURE 2 Corinthians 12:9 – But he said to me, “My grace is sufficient for you, for my power is made perfect in weakness.” Therefore I will boast all the more gladly about my weaknesses, so that Christ’s power may rest on me.

PRAYER Good and gracious God, you know, better than we do, what we really need in order to do the good works you have prepared for us to do. Help us to use the gifts you have given us, trusting that your grace really is enough for us, and then go out into the world with confidence and hope. As Martin Luther put it, “Work as though it all depends on you; pray as though it all depends on God. Amen.

All Saints LUTHERAN CHURCH



Authentic Diversity

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21-DAY ACTION-TRACKING CHART

Tip: diversify your habits by doing different daily actions

Day	Daily Action Item	Personal Reflection / What is God Calling You to Do?
1		
2		
3		
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