



ST. FRANCIS COLLEGE



FRANCISCAN BROTHERS OF BROOKLYN  
RELIGIOUS BROTHERS OF THE THIRD ORDER REGULAR OF ST. FRANCIS

ST. FRANCIS COLLEGE AND  
THE FRANCISCAN BROTHERS OF BROOKLYN

# 21-DAY RACIAL EQUITY CHALLENGE

Working hand in hand to make this  
world a better place

# THE 21-DAY CHALLENGE

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Inspired by the work of the YWCA and other organizations, the 21-Day Challenge works to promote the importance of **raising awareness about issues related to racism and injustice.**

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# THE 21-DAY CHALLENGE

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We are challenging all members of the SFC community to commit to deepening our understanding of racial inequity and, importantly, of listening to voices that may be unfamiliar to many of us.

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This challenge was originally developed by Dr. Eddie Moore, Jr. and Debby Irving.

# THE 21-DAY CHALLENGE

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We are encouraging everyone to spend some part of their day for the next 21 days learning and reflecting on past and recent injustices and about the significant sacrifices and contributions made by African Americans. The more we know about our collective histories, the more we can find commonality.

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# THE 21-DAY CHALLENGE

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As we strive to model for the world the importance of living lives of compassion, mercy and love, **it is imperative that we are open to listening and to learning.**

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Miguel Martinez-Saenz  
President, St. Francis College, Brooklyn

# IT'S TIME TO STAND UP

As followers of St. Francis of Assisi, faithful to the Gospel call to love, we strongly condemn any type of disrespect, racism, violence, intolerance, hate, or bigotry either in action or word. We believe that solidarity amongst all people will place an end to violence and quell racism in our nation. We encourage love and respect and truly believe that the more we learn about each other, the better we become personally and as a collective group.

Please accept the 21-Day Challenge as a pathway to learn, love and lead life with a focus on faith.



Brother Gabriel O'Brien, OSF  
Superior General, Franciscan Brothers of Brooklyn

# STATEMENTS FROM CATHOLIC LEADERS

Here are just a few of the statements from Catholic leaders, religious orders and organizations around the world, which condemn racism and promote active engagement toward promoting reconciliation, peace, and a rededication toward building God's kingdom in all of its rich and profound diversity

Click [here](#) to read additional statements from Catholic Leaders around the world.

# STATEMENTS FROM CATHOLIC LEADERS

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Dear brothers and sisters in the United States, I have witnessed with great concern the disturbing social unrest in your nation in these past days, following the tragic death of Mr. George Floyd. My friends, we cannot tolerate or turn a blind eye to racism and exclusion in any form and yet claim to defend the sacredness of every human life. At the same time, we have to recognise that “the violence of recent nights is self-destructive and self-defeating. Nothing is gained by violence and so much is lost”.

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**Pope Francis**

June 3, 2020

<https://www.npr.org/2020/06/03/868503678/pope-francis-prays-for-george-floyd-decries-the-sin-of-racism>



# STATEMENTS FROM CATHOLIC LEADERS

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“...We stand in solidarity with our African American brothers and sisters who **peacefully demand an end to the deadly violence of racism in our nation.**”

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Franciscan Brothers of Brooklyn  
June 5, 2020

# STATEMENTS FROM CATHOLIC LEADERS

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“Racism is America’s original sin. It is a virus every bit as deadly as COVID-19 that has infected our nation since its inception and unless and until we address it, people of color will continue to die and our nation will never heal...”

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**Congregation of St. Joseph, Leadership Conference of Women Religious**  
*May 29, 2020*

# SUGGESTED READING



**CONDOLEEZA RICE, “WHY DEMOCRACY IS WORTH *THE EFFORT*”**

<https://www.bushcenter.org/catalyst/democracy/rice-democracys-health.html>



**FATHER BRYAN N. MASSINGALE, THE ASSUMPTIONS OF WHITE PRIVILEGE AND WHAT WE CAN DO ABOUT IT**

<https://www.ncronline.org/news/opinion/assumptions-white-privilege-and-what-we-can-do-about-it>



**TONI MORRISON, “UNSPEAKABLE THINGS UNSPOKEN: THE AFRO-AMERICAN PRESENCE IN AMERICAN LITERATURE”  
DELIVERED OCTOBER 1, 1988**

<https://www.americamagazine.org/politics-society/2020/06/05/fr-bryan-massingale-how-church-can-combat-racism-and-white-privilege>



**SYLVIA ANN HEWLETT, CAROLYN BUCK LUCE, AND CORNEL WEST, “LEADERSHIP IN YOUR MIDST: TAPPING THE HIDDEN STRENGTHS OF MINORITY EXECUTIVES” IN HARVARD BUSINESS REVIEW NOVEMBER 2005**

<https://hbr.org/2005/11/leadership-in-your-midst-tapping-the-hidden-strengths-of-minority-executives>

# MORE TO READ



**NEW YORK TIMES MAGAZINE, "THE 1619 PROJECT," FEBRUARY 2, 2020**

<https://www.nytimes.com/interactive/2019/08/14/magazine/1619-america-slavery.html>



**CLAUDE M. STEELE, "THIN ICE: STEREOTYPE THREAT AND BLACK COLLEGE STUDENTS," THE ATLANTIC**

<https://www.theatlantic.com/magazine/archive/1999/08/thin-ice-stereotype-threat-and-black-college-students/304663/>



**MARTIN LUTHER KING JR., NOBEL PEACE PRIZE ACCEPTANCE SPEECH**

<https://www.nobelprize.org/prizes/peace/1964/king/facts/>



**KEANNGA-YAMAHTTA TAYLOR, "OF COURSE THERE ARE PROTEST. THE STATE IS FAILING BLACK PEOPLE" MAY 29, 2020  
NEW YORK TIMES**

<https://www.nytimes.com/2020/05/29/opinion/george-floyd-minneapolis.html>



**BISHOP MARK J. SEITZ, EL PASO'S BISHOP MARK SEITZ: BLACK LIVES MATTER, NATIONAL CATHOLIC REPORTER**

<https://www.ncronline.org/news/opinion/el-pasos-bishop-mark-seitz-black-lives-matter>

# BOOKS TO READ

available at bookstores everywhere

**IBRAM X. KENDI, HOW TO BE AN ANTIRACIST**

**TONI MORRISON, BELOVED**

**NORA NEALE HURSTON, THEIR EYES WERE WATCHING GOD**

**NATHAN MCCALL, MAKES ME WANNA HOLLER: A YOUNG BLACK MAN IN AMERICA**

**RICHARD WRIGHT, NATIVE SON**

**ROBIN DIANGELO, WHITE FRAGILITY: WHY IT'S SO HARD FOR WHITE PEOPLE TO TALK ABOUT RACISM**

**ISABEL WILKERSON, THE WARMTH OF OTHER SUNS: THE EPIC STORY OF AMERICA'S GREAT MIGRATION**

**WILLIAM RHODEN, FORTY MILLION DOLLAR SLAVES: THE RISE, FALL, AND REDEMPTION OF THE BLACK ATHLETE**

**WES MOORE, THE OTHER WES MOORE**

**FR. BRYAN MASSIGALE, RACIAL JUSTICE AND THE CATHOLIC CHURCH**

**FR. CYPRIAN DAVIS O.S.B., O.S.B.'S BOOK HISTORY OF BLACK CATHOLICS IN THE UNITED STATES**

**M. SHAWN COPELAND, PH.D., UNCOMMON FAITHFULNESS: THE BLACK CATHOLIC EXPERIENCE AND ENFLESHING FREEDOM: BODY, RACE & BEING**

**REGINALD F. LEWIS, WHY SHOULD WHITE GUYS HAVE ALL THE FUN? HOW REGINALD LEWIS CREATED A BILLION-DOLLAR BUSINESS EMPIRE**

# POETRY, MUSIC, & MORE



**MAYA ANGELOU, "STILL I RISE:"**

<https://www.poetryfoundation.org/poems/46446/still-i-rise>



**NINA SIMONE, "STRANGE FRUIT"**

<https://www.youtube.com/watch?v=ughAVo2ZAag>



**LANGSTON HUGHES, GOD TO HUNGRY CHILD:**

<https://www.poetrynook.com/poem/god-hungry-child>

**I, TOO**

<https://www.poetryfoundation.org/poems/47558/i-too>



**MARVIN GAYE, "WHAT'S GOING ON"**

<https://www.youtube.com/watch?v=H-kA3UtBj4M>

# SPEECHES, DOCUMENTARIES AND MORE

**TONI MORRISON, NOBEL PRIZE ACCEPTANCE SPEECH**

[https://www.youtube.com/watch?v=FC\\_TvOgxQBI](https://www.youtube.com/watch?v=FC_TvOgxQBI)

**MARTIN LUTHER KINGS JR, NOBEL PRIZE ACCEPTANCE SPEECH**

<https://www.nobelprize.org/prizes/peace/1964/king/acceptance-speech/>

**BRYAN STEVENSON, “WE NEED TO TALK ABOUT AN INJUSTICE” DELIVERED AT TED MARCH 2012**

[https://www.ted.com/talks/bryan\\_stevenson\\_we\\_need\\_to\\_talk\\_about\\_an\\_injustice](https://www.ted.com/talks/bryan_stevenson_we_need_to_talk_about_an_injustice)

**MICHELLE ALEXANDER, THE NEW JIM CROW: MASS INCARCERATION IN THE AGE OF COLORBLINDNESS**

<https://www.youtube.com/watch?v=eHOEcN-SInO>

**JAMES BALDWIN DEBATES WILLIAM F BUCKLEY**

<https://aeon.co/videos/the-legendary-debate-that-laid-down-us-political-lines-on-race-justice-and-history>

**REV WILLIAM BARBER, “THE HOPE OF AMERICA’S POSSIBILITY:”**

<https://www.youtube.com/watch?v=blezhCFe4Y>

**MALCOLM X, CLASSIC MALCOLM X INTERVIEW AT UC BERKELEY**

<https://www.youtube.com/watch?v=n4QXYcljEM4>

**LYRICS FROM LOCKDOWN, BRYONN BAIN**

<https://www.youtube.com/watch?v=vILKY6zcrEA>

# RECOMMENDED PODCASTS

**CHIMAMANDA NGOZI ADICHIE, “THE DANGER OF A SINGLE STORY” DELIVERED AT TEDGLOBAL 2009**

[https://www.ted.com/talks/chimamanda\\_ngozi\\_adichie\\_the\\_danger\\_of\\_a\\_single\\_story/transcript?language=en](https://www.ted.com/talks/chimamanda_ngozi_adichie_the_danger_of_a_single_story/transcript?language=en)

**BRENE BROWN WITH IBRAM X. KENDI ON HOW TO BE AN ANTIRACIST**

<https://brenebrown.com/podcast/brene-with-ibram-x-kendi-on-how-to-be-an-antiracist/>

**BRENE BROWN WITH AUSTIN CHANNING BROWN ON BLACK DIGNITY IN A WORLD MADE FOR WHITENESS**

<https://brenebrown.com/podcast/brene-with-austin-channing-brown-on-im-still-here-black-dignity-in-a-world-made-for-whiteness/>

**BLACK WALL STREET (1921), A PODCAST CHRONICLING HISTORY AND EVENTS BEFORE, DURING AND AFTER THE TULSA RACE MASSACRE**

<https://www.blackwallstreet-1921.com/>

**“NPR’S CODE SWITCH:” HOSTED BY JOURNALISTS OF COLOR, THIS PODCAST TACKLES THE SUBJECT OF RACE HEAD-ON**

<https://www.npr.org/podcasts/510312/codeswitch>



# FILMS WORTH WATCHING

(a small selection)

**SELF MADE: THE CJ WALKER STORY**

**13TH**

**DO THE RIGHT THING**

**THE COLOR PURPLE**

**SELMA**

**MISSISSIPPI BURNING**

**THE TUSKEGEE EXPERIMENT**

**THE HATE YOU GIVE**

**WHEN THEY SEE US**

**DAVE CHAPPELLE, "8:46" [HTTPS://WWW.YOUTUBE.COM/WATCH?V=3TR6MKCBBT4](https://www.youtube.com/watch?v=3TR6MKCBBT4)**

# EXPLORE THE ROAD TO FREEDOM

**AFRICAN AMERICA HISTORY MUSEUM**

**SLAVE PLANTATION TOUR**

**THE NATIONAL MEMORIAL FOR PEACE AND JUSTICE (NATIONAL LYNCHING MEMORIAL)**

**BOSTON'S BLACK HISTORY TRAIL**

**NATIONAL UNDERGROUND RAILROAD FREEDOM CENTER**

**NATIONAL CIVIL RIGHTS MUSEUM**

**NEGRO LEAGUE BASEBALL MUSEUM**

**MOTOWN MUSEUM**

**BLACK COLLEGE FOOTBALL HALL OF FAME**

# VIRTUAL CIVIL RIGHTS PILGRIMAGE

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NATIONAL MUSEUM OF AFRICAN AMERICAN HISTORY AND CULTURE (WASHINGTON D.C.): Initially funded in 1915 by black Civil War veterans and signed as a Public Resolution in 1929 by then President Calvin Coolidge, it didn't become a legislation until President George W. Bush in 2003. Opened in Fall 2016, the museum houses more than 400 years of artifacts and historical information detailing the African American experience:

<https://nmaahc.si.edu/>

# VIRTUAL CIVIL RIGHTS PILGRIMAGE

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**NATIONAL MEMORIAL FOR PEACE AND JUSTICE (MONTGOMERY, ALABAMA):** Opened in 2018, this memorial holds 805 hanging steel rectangles in the shape of coffins, each representing one of the U.S. counties where a documented lynching took place (according to the legal advocacy non-profit, Equal Justice Initiative). Just a few steps away sits the Legacy Museum: From Enslavement to Mass Incarceration, which opened on the same day. It walks visitors through the history of racism, starting with slavery to present day:

**<https://museumandmemorial.eji.org/memorial>**

# VIRTUAL CIVIL RIGHTS PILGRIMAGE

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**WHITNEY PLANTATION MUSEUM (EDGARD, LA):** Whitney Plantation is the only plantation museum in Louisiana with an exclusive focus on the lives of enslaved people. Learn about the history of slavery through memorials built to honor the enslaved people, as well as the original slave cabins, a freedmen's church, detached kitchen, and an 1790s owner's house:

<https://www.whitneyplantation.org/>

# VIRTUAL CIVIL RIGHTS PILGRIMAGE

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**FREDRICK DOUGLASS HOUSE (WASHINGTON, D.C.):** This 20-room colonial mansion is where Douglass lived for the last 13 years of his life. It has been preserved as a monument to the 19th century abolitionist.

**<https://www.nps.gov/frdo/index.htm>**

# VIRTUAL CIVIL RIGHTS PILGRIMAGE

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**MARTIN LUTHER KING HISTORIC DISTRICT (ATLANTA, GA.):** This area features King's birthplace home, gravesite and church where Dr. King served as assistant professor.

<https://thekingcenter.org/>

# VIRTUAL CIVIL RIGHTS PILGRIMAGE

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**NATIONAL CIVIL RIGHTS MUSEUM (MEMPHIS, TN):** Noted as one of the nation's premier heritage and cultural museums, the National Civil Rights Museum in Memphis, Tennessee, is steadfast in its mission to share the culture and lessons from the American Civil Rights Movement and explore how this significant era continues to shape equality and freedom globally.

<https://www.civilrightsmuseum.org/>



# HOW TO START

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“While you are proclaiming peace with your lips, be careful to have it even more fully in your heart.”

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## Saint Francis

We are not going to prescribe an approach for each of you, but we are asking you to do something! We want you to be moved by the works of these authors, artists and speakers, and begin to visualize how we all at St. Francis can encourage change.

We want to inspire your voices of hope, and to challenge others to be our partners in building the bridge of unity.

As the saying, which is often attributed to St. Francis of Assisi, reminds us, “Start by doing what’s necessary; then do what’s possible; and suddenly you are doing the impossible.”