

# IDSA/HIVMA & PIDS

## 21-Day Racial Equity Challenge

### LOOKING BACK AND LEARNING

It's been approximately one year since we engaged in the challenge, an opportunity to widen and deepen our perspective of the dynamics of race, power, privilege, supremacy and oppression and how they interact with one another.

While we will not engage in a challenge this year given current pandemic-related priorities, we invite you to reflect on what you've learned since and how you can continue to help eliminate systemic inequities.

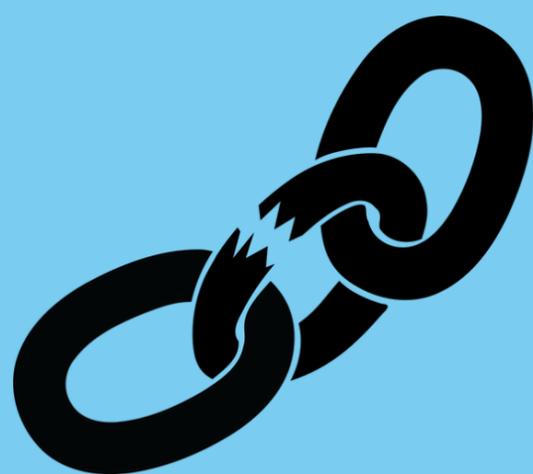
We would like to share reflections from Inclusion, Diversity, Access and Equity Task Force member Ravina Kullar on her participation in the 21-Day Challenge:

"IDSA's participation in the 21-Day Racial Equity Habit-Building Challenge was a way for the entire community to come together and grasp the true impact racial injustice has had on society. Personally, this challenge empowered me to learn more about the history and culture of systemic racism and educate others about them.



Reading "Structural Racism and Health Inequities" was impactful as it was unfortunate to see how the history of health inequalities and racism got us to the unfortunate place that we are now, with patients being impacted from infancy to old age. What caught my attention was the idea that 'the elimination of disparities — the magnificently democratic goal of Healthy People 2010 — cannot be achieved without first undoing racism.'

I felt saddened as I educated myself more about the long history of systemic racism that has existed in health care for centuries. We all have stereotypes we place on individuals before we even get to know them, and we need to make a conscious effort to break that habit - this is the only way that the healthcare community can become one.



I had a discussion with one of my patients in a long-term care facility about how he has been impacted by health inequalities. After this, I vowed that it would be my goal to educate others about this. I have taken action by having discussions with colleagues and friends and sending them this paper to read about the history and its effects, which we must work together to undo."

