The 5-Day Challenge 2026

Project Manager Guide

RaceEqualityMatters.com

RACE EQUALITY WEEK™ 2-8 February 2026

Powered by greenpark

LLOYD'S

#ChangeNeedsAllOfUs

Over 1,520 organisations took part in 2025.

5-Day Challenge

87% of respondents who experienced the 5-Day Challenge said it will help in tackling race inequality.

95% said it will help colleagues better understand the key issues ethnically diverse colleagues experience.

79% said we should create a 5-Day Challenge for Race Equality Week 2026.

BIG Promise

87% said the Big Promise will help make race equality everyone's business.

raceequalitymatters.com

greenpark · the Collaboratory working together for a better world · LLOYD'S · The Big PROMISE™

This guide cannot be used for commercial gain; if you would like to discuss using it commercially, please contact info@raceequalitymatters.com

> It keeps race inequality at the front of people's minds but in a non-threatening and non-judgemental way. It calls people in rather than calling people out.

> The daily challenges are actionable, direct, and something anyone can commit to.

Race Equality

#ChangeNeedsAllOfUs

#ItsNotMicro

Raj Tulsiani
CEO | Green Park
Co-Founder of Race Equality Matters

Javed Thomas
Founder & Director | The Collaboratory
Co-Founder of Race Equality Matters

Race Equality Matters

Mission:

To remove the barriers and provide the solutions to tackle race inequality.

The recent global backlash in DEI is a serious concern, especially for minoritised groups, those who are excluded and treated differently.

This reminds us that achieving race equality cannot be taken for granted.
Things **need** to be done differently.

Formed in 2020 by Green Park and the Collaboratory, Race Equality Matters (REM) is a not-for-profit organisation dedicated to driving meaningful action that creates real impact through:

- Co-creating free solutions.
- Ongoing State of the Nation insights - monitoring race equality progress, barriers, and action in organisations, through our community.
- Providing the tools and resources needed to create the necessary change and impact.
- Uniting thousands of organisations and millions of individuals.
- Focusing senior leaders who have the power to create change in the workplace.
- Being a catalyst for ongoing change.
- Identifying and showcasing what's working.
- Looking at race inequality through intersectional lenses.

Five years on, and our ongoing State of the Nation insights show that typically it is ethnically diverse employees who are playing a key part in tackling race inequality in their organisations.

Race inequality can only be addressed and eradicated if everyone takes action. That's why organisations need to make this everyone's business and support everyone to #ChangeNeedsAllOfUs the landscape for race equality.

Bringing The Future Into Focus

Powered by

A global talent advisory firm, Green Park is an industry pioneer in building diverse senior leadership teams and more equitable workplace cultures. Our search expertise and organisational consulting capability empowers our clients to build high performing teams and inclusive organisational leadership from a foundation of trust and sustainability.

Lloyd's is the world's leading insurance and reinsurance marketplace. Through the collective intelligence and risk-sharing expertise of the market's underwriters and brokers, Lloyd's helps to create a braver world. The Lloyd's Market provides the leadership and insight to anticipate and understand risk, and the knowledge to develop relevant, new, and innovative forms of insurance for customers globally.

Lloyd's also promises a trusted, enduring partnership, built on the confidence that it protects what matters most: helping people, businesses, and communities to recover in times of need.

"Working with Race Equality Matters (REM) is an important part of the Lloyd's Ethnicity Commitments, which aim to improve racial equality, diversity and inclusion in our Market. We recognise the important role REM plays in advocating for racial equality and are proud to partner with them."

Mark Lomas, Head of Culture, Lloyd's

Working together for a better world

Creating solutions to social issues through the power of collaboration.

"If we delay today, what will those who need our help say?"

The Collaboratory is a catalyst for a movement of social innovation. It brings together those with lived experience and specialised skills from commercial and not-for-profit organisations, allowing both sides to work together to come up with solutions that tackle the problems that really matter.

97% of solutions have made an impact.

The 5-Day Challenge

5 Challenges
Minutes
Days, to Change the World

Progress for Race Equality

IN THEIR ORGANISATION:

only **34%**

said their organisation focuses on action not just words.

76%

do not feel that the majority of allies are active in their organisation.

47%

said their leaders are not really comfortable talking about race.

Race Equality Matters has polled thousands of individuals, and when it comes to tackling race inequality, progress has generally been slow, limited, and in many cases, non-existent. Similar findings have also been uncovered in ongoing reports and research by external sources.

A common theme that contributes to the lack of progress is the need for people to have a better understanding of the issues, barriers, and experiences of different people so they can be more inclusive when interacting and working with people from communities, backgrounds, and cultures that are different from their own.

Realistically, how many of us have read more than one book, watched enough documentaries, or listened to thought leaders so we truly understand what change is needed in our organisations and within ourselves as people?

Even if we have read a book, how many of us have changed our behaviours so they have had an impact on how our colleagues feel they truly belong?

We can do so much more....

An Even Lonelier Battle

Tackling race inequality has been a lonely battle for many. It's even lonelier now, considering the recent backlash that DEI initiatives are facing worldwide.

Given the economic circumstances we find ourselves in, organisations, large and small, are making choices.

Those that do not understand the benefits of a diverse, creative, and innovative culture are not funding and properly supporting their DEI and race networks.

There is an alarming rate of cost cutting, disinvesting and job reduction within organisations, DEI resources and teams.

Many of the changemakers are isolated, unsupported and face a lonely struggle to break down the causes of inequality.

The drive for change is often down to the incredible race networks (99.9% are volunteer-led on top of a day job and have no funds). These key people are stretched and face a seemingly impossible job to achieve equality.

It needs to be everyone's business.

If organisations are going to drive impactful change, tackling race inequality cannot be down to a few; it needs to be everyone's business.

The 5-Day Challenge is the perfect solution to help make this possible.

The 5-Day Challenge

5 Challenges
Minutes
Days, to Change the World

Why the 5-Day Challenge?

Race Equality Matters co-created the first 5-Day Challenge to support the 2025 Race Equality Week theme of #ChangeNeedsAllOfUs.

Inspired by Dr. Eddie Moore's Racial Equity Habit Building Challenge, the 5-Day Challenge was originally created in collaboration with Natalie Watt of EQUANS and changemakers from the Race Equality Network.

It is a simple, time-efficient, and powerful solution that enables individuals and organisations to learn about race inequality in bite-size ways.

It works!

Will your organisation take part in The 5-Day Challenge?

Following Race Equality Week 2025, **79%** of respondents said they would like a 5-Day Challenge 2026.

Race Equality Matters is all about listening to the voices of the community; We have crated the 5-Day Challenge 2026 with its help and support.

Over 1,520 organisations took part in 2025.

87% of respondents who experienced the 5-Day Challenge said it will help in tackling race inequality.

95% said it will help colleagues better understand the key issues ethnically diverse colleagues experience.

79% said we should create a 5-Day Challenge for Race Equality Week 2026.

This guide cannot be used for commercial gain; if you would like to discuss using it commercially, please contact info@raceequalitymatters.com

The 5-Day Challenge

In our daily lives, we are busy and distracted, which often prevents action. Therefore, each challenge will typically take between 5 and 10 minutes each day.

This leaves little excuse for all those who genuinely want to be part of the solution not to participate.

How the 5 Days will work:

Day 1:	**Stereotyping**
Day 2:	**The Bystander Effect**
Day 3:	**How Communication Styles Lead to Misunderstandings**
Day 4:	**The Allyship Gap: Being an Ally vs. Being an Active Ally**
Day 5:	**The Big Promise**

Making it easy for you:

- This simple guide with narrative is to help your project lead, plan, and communicate the 5-Day Challenge to your employees, stakeholders, partners, and community.
- You will find the 5 Daily Challenges in this document.
- There are also downloadable PDFs for each daily challenge that you can send to your employees, stakeholders, partners, and community.
- Many organisations also put them on their internal systems. You will find them here: https://www.raceequalitymatters.com/5-day-challenge/

TOP TIP: Send a diary invite to your employees in advance: block out five minutes each day for people to carry out each activity.

The 5-Day Challenge

5 Challenges
Minutes
Days, to Change the World

It is only when we come together and understand how we, as individuals, our organisations, and our organisation cultures, have to change to be truly inclusive and ensure our ethnically diverse colleagues feel they belong, that change will happen.

That's why the 2026 Race Equality Week theme is #ChangeNeedsAllOfUs.

It was selected by the Race Equality Matters community and reflects ongoing findings and feedback.

This year's 5-Day Challenge represents an opportunity to explore some of the key issues that make your people feel unseen, misunderstood, and that they do not belong.

#ChangeNeedsAllOfUs is a call to stand together.
By uniting, we take a real, meaningful step toward equality and true belonging.

Recent **REM** community surveys revealed:

83%

of people left their organisation because they didn't feel they truly belonged.

73%

of ethnically diverse employees thinks that less than a quarter of their White colleagues are tackling race inequality.

It's not about needing things to be perfect. It's about:

- Taking consistent steps, even the small ones matter.
- Being bold, not being afraid of making mistakes.
- Keep trying, because that's what matters.
- Showing up, speaking up, and taking action.

Remember that **#ChangeNeedsAllOfUs** and **#EveryActionCounts.**

This guide cannot be used for commercial gain; if you would like to discuss using it commercially, please contact info@raceequalitymatters.com

The 5-Day Challenge
How It Will Work.

There are many barriers to driving race equity, including a lack of understanding of what it feels like to be in others' shoes and how to be positively inclusive.

Real change starts with small, everyday actions. Simple actions can make a real difference in other people's lives.

Over the next 5 days, we ask everyone to take **5-10 minutes** each day to self-reflect, discover how we can make a difference, including ready-to-go simple actions that will drive this change.

All the daily activities can be done collectively or individually – there's no obligation to share thoughts, answers, or experiences with others.

Light and bite-sized as always, the 2026 5-Day Challenge comes with optional bonus content and many additional resources to meet everyone's needs and learning styles.

How does it work?

The 5-Day Challenge is a bite-sized experience that can be done in 5 to 10 minutes.

Each day, we're exploring important topics related to race inequality in the workplace with an intersectional lens.

We recognize that some people have very little time, while others are always eager to learn more.

For this reason, this document contains three parts:

Part I:
The 5-Day Challenge

Essential: 5-7 minutes

Optional
Part 2:
Bonus Content

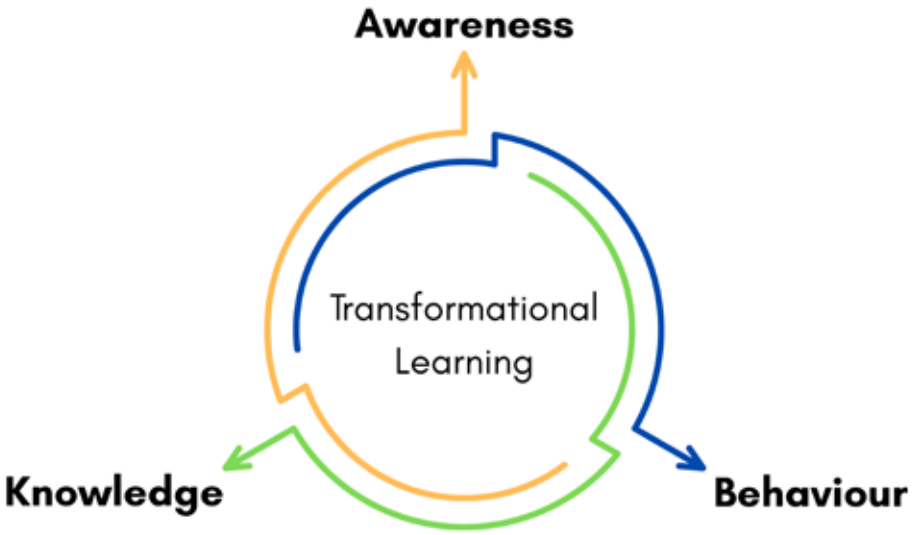
For deeper insights, real-world examples, and reflection points, read the bonus section.

Optional
Part 3:
Additional Resources

We have included additional resources providing even more in-depth content, especially if an organisation wants to focus more on this daily topic.

Inside the 5-Day Challenge

The 5-Day Challenge is born from the synergy of community involvement and applied frameworks for transformational learning[1].



Many organisations tend to invest in one or two of these elements.
However, to create impact and change, we need to focus on all three continuously.
The 5-Day Challenge was created to help organisations achieve that.

95% said it will help colleagues better understand the key issues ethnically diverse colleagues experience.

> **It is a fundamental tool for an organization. It shows active steps to address race inequality and encourages other people to be involved, whilst raising awareness amongst those who may not be aware**
>
> REM Changemaker

Days 1 – 4

Each day introduces a specific theme to understand race inequality from an intersectional perspective.

The 5-Day Challenge can help better understand the barriers, challenges, and experiences people face, and how we can play a part in race equality. For this reason, each daily activity is structured to develop these 3 critical elements:

1. **Awareness**. It means noticing our own biases, beliefs, and assumptions. It's about being honest with ourselves and reflecting on how we view both ourselves and others.

   This is why each daily activity starts with:

   - **An eye-opener** (a self-reflective question related to the theme).
   - A thought-provoking 2-4-minute **video*** selected in collaboration with our community.

2. **Knowledge.** It means learning more about a specific issue that causes pain, harm, and disadvantage to our colleagues in the wider community. It includes understanding how things like microaggressions, stereotyping, or communication differences affect people's lives.

   This is why each daily activity contains:

   - **A bit of theory/science lite** to explain why these issues happen and how they may impact ethnically diverse colleagues.
   - **Infographics** to support different learning styles.

3. **Behaviour.** It means changing how we act based on what we've learned. It's about taking action and doing things differently when needed.

   This is why each daily activity ends with:

   - Simple **suggestions** on how to take action.

#ChangeNeedsAllOfUs

***Important:** Please be aware that the videos included in each challenge are powerful and informative, and include lived experiences and sensitive subjects, which can be particularly upsetting for ethnically diverse colleagues. Please let your colleagues know they are not obliged to watch them to the end.

Day 5

After reflecting on their journey during the past 4 days, everyone is asked to commit to a more inclusive and respectful environment by making a **Big Promise** selected by the community as essential for making an impact.

[1]Sue, D. W., & Torino, G. C. (2005). Racial-cultural competence: Awareness, knowledge, and skills. In R. T. Carter (Ed.), Handbook of racial-cultural psychology and counseling, Vol. 2. Training and practice (pp. 3–18). John Wiley & Sons, Inc.

Please find below downloadable PDF's for the individual days in the 5-Day Challenge.

Day 1:

Stereotyping

Download

Day 2:

The Bystander Effect

Download

Day 3:

How Communication Styles Lead to Misunderstandings

Download

Day 4:

The Allyship Gap: Being an Ally vs. Being an Active Ally

Download

Day 5:

The Big Promise

Download

More ways Race Equality Matters can support you

The 5-Day Challange is only one of the many solutions co-created with support of our community:

#ItsNotMicro

Enable colleagues to call out microaggreassions.

Tea Break

To encourage honest conversations about race equality.

#MyNameIs

Make sure everyone's name is respected.

Safe Space Plus

Involve Senior leaders and execo to achieve real change.

The Big Promise

Make a public commitment to create positive change.

Other 5-Day Challanges

Discover many more themes from previous years.

These solutions can be run by organisations internally

Would you like Race Equality Matters to run these solutions for you?

Book a free 20-minute consultation

Unsure which solution might fit your needs? Take this short quiz to find out.

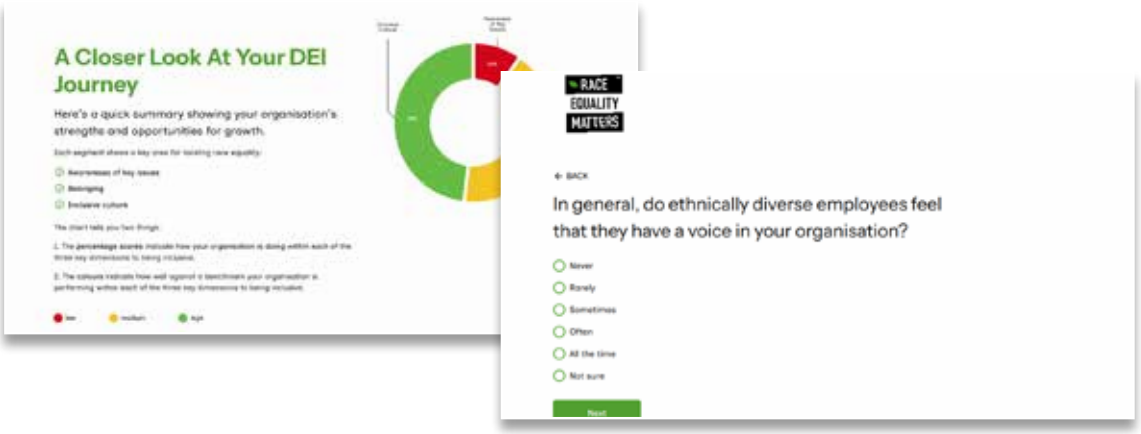
By answering just a few questions, **you'll get a clear snapshot of three key elements that show how well your organisation is tackling race inequality:**

1. Raising awareness of key issues
2. Promoting belonging
3. Fostering an inclusive culture

You will receive instant, tailored results, including:

How your organisation is doing in tackling race inequality

Recommendations for solutions and actions aligned with your organisation's needs, taking into account your capacity and budget.



Acess the tool here

You can help us

If you found today's challenge helpful you can support us to create more solutions

Race Equality Matters provide many solutions resources and events for free, so:

1. **Everyone can access them, regardless of budget.**
2. **The real barriers to race equality in the workplace are addressed.**
3. **The change we all want to see and feel, is accelerated.**

91% say what we are doing will make an impact.

(Donate via this QR Code)
Or click here to donate

If you or your organisation can help, your donation will mean the world and help end racial inequality. Thank you

A special thank you to some of our key partners and collaborators

LLOYD'S

greenpark
Global Search & Leadership Advisory

BT

the Collaboratory
working together for a better world

HS2

AutoTrader

Direct Line Group

NetworkRail

Novuna

CMS
law·tax·future

Amey

To find out more about membership
click here: raceequalitymatters.com/become-a-member/