

iNDIEFLIX

RACE TO BE  
HUMAN



***Screening and Discussion Guide***

## ***Introduction to the Film***

*RACE to be Human* is a documentary that addresses the impact of race and racism on our mental health as told through the lens of students, experts and educators, as well as how we can collectively move toward dignity and respect. RTBH explores how to foster healthy conversations about race and racism. RTBH is appropriate for ages 10 years old and up.

*RACE to be Human* is on a mission: to join the global conversation and raise awareness with a more comfortable and positive approach. This 46-minute documentary shares micro-stories to define commonly used terms we all use when talking about racism. The film delves into the effects of race and racism on individuals and our communities with:

- Candid interviews with kids and teens, who discuss their experiences with race and racism, and its impact on their lives and relationships.
- Expert perspectives on the history, present-day occurrences, and effects of racism.
- Essential definitions and guidelines that help create safe spaces for cross-cultural dialogues about race and racism.
- Discussion around allyship, as well as what action and accountability may look like to start shaping a more inclusive and equitable society today.

Created for schools, communities, corporations and families, *RTBH* addresses the apprehension and confusion so many of us feel when it comes to talking about race and racism. The film examines microaggressions, allyship, and the role of social media. It also shares how we can participate and build empathy through conversations at home, work, and school.

The program includes strategies and tips to check ourselves and others while inspiring self-reflection so that as individuals, we are more aware, and as communities, we can move forward with dignity and respect.

We screen only to groups and communities, so everyone has the chance to discuss and ask questions afterwards. We've found this to be important, both to help people reflect on what they've just seen, and to talk about what habits they might want to shift. We also provide resources on how to create safe spaces for dialogue about race and racism. A larger library of links and resources are available at [indieflix.com/education](http://indieflix.com/education).

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## ***Screening of RACE to be Human (46 minutes)***

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## ***Creating a Safe Space for Conversations About Race & Racism:***

Ground yourself in empathy, humility, and curiosity. Be thoughtful about what you want to say or ask. Remember that the experience of watching this film could be particularly challenging for some folks. Proceed with care and consideration. Before you contribute to the dialogue, consider the following practices for fostering brave spaces distinguished by psychological safety.

- Listen to learn, not to respond.
- Share air time—take space and make space for others to share
- Speak from the “I” perspective.
- Turn to curiosity before criticism.
- Meet people where they are. Everyone has a different starting point.
- Be compassionate; honor human emotion.
- Before assuming, ask clarifying questions.
- Choose dialogue over debate.
- Challenge ideas, not the person.
- Assume good intentions.
- Lean into discomfort with curiosity not judgment.
- Expect and accept a lack of closure.

# RACE to be Human *Discussion Guide*

After viewing the film, begin the dialogue with reflecting on this “Three A” protocol:

## Three A’s of Reflection:

First, take a moment to pause and breathe deeply. Check in with yourself. What emotions or memories are coming up for you?

Consider this “Three A” protocol in regards to the documentary:

- What do you want to **acknowledge**?
- What do you want to **aspire** to put into practice?
- What is the **action** you will take?

## Topics to Discuss:

Feel free to pull questions & prompts from this list or come up with your own. If you hear stories that are uncomfortable or feel racist remember, racism is a learned behavior so meet people where they are. Everyone has their own lived experience. Seek to understand when and how they learned about racism. Model being a good listener so that when you share your story you will hopefully be met with the same respect and patience.

- Think about your family background. It’s important to understand our own racial and cultural identities and stories so we can appreciate other people’s stories.
  - Share a favorite aspect of your cultural heritage or racial identity. What is an aspect that brings you pride and joy?
  - Ask your parent(s) or guardian(s) to share how racism was addressed when they were growing up. Ask your grandparents. Ask how it made them feel.
- Have you ever had the experience of racial stress? (E.g. being the only one of your racial identity in a group; being subject to bias based on your racial identity; experiencing stereotype threat.)
  - How can experiencing racism affect a person?

- What can you do to offer comfort?
- How can we be more critical of, and thoughtful about, our own attitudes and behaviors? Brainstorm ideas.
- How can a person take responsibility for their microaggression and hold themselves accountable, rather than becoming defensive? (This might include: listen, acknowledge, apologize, learn, change, and grow.)
  - What are ways we can let someone know they are committing a microaggression?
  - Would you want to know if you had committed a microaggression?
- How can you be an upstander when you experience the occurrence of racism and discrimination?
- What are ways you could expose yourself and your friends and family to different realities, backgrounds, and experiences? Think about potential learning opportunities that you could do together.
  - What are steps that you could take together to promote inclusion and diversity in your community?
- What is your hope for the world?

## ***Essential Definitions***

Race: (noun) any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry - Merriam-Webster Dictionary

Racism: (noun) a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race - Merriam-Webster Dictionary

Discrimination: (noun) the practice of unfairly treating a person or group of people differently from other people or groups of people - Merriam-Webster Dictionary

Microaggression: (noun) indirect, subtle, or unintended discrimination against members of a marginalized group - Lexico Dictionaries

Privilege: (noun) a right or benefit that is given to some people and not to others - Merriam-Webster Dictionary

Equity: (noun) fairness or justice in the way people are treated - Merriam-Webster Dictionary

Allyship: (noun) supportive association with the members of a marginalized or mistreated group to which one does not belong - Merriam-Webster Dictionary

Empathy: (noun) the action of understanding [and] being aware of... the feelings, thoughts, and experience of another... - Merriam-Webster Dictionary

## **Contact Us**

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Discord Channel: <https://discord.gg/UZrjuwbABg>