

Look Deeper: Race

DISCUSSION GUIDE

MODULES 7 & 8

SUGGESTED DISCUSSION TIME: 90 MINUTES



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WELCOME & RECONNECT (10 - 25 MINUTES)

Welcome the group back together. Ask group members to remember their one-word response at the end of the Modules 4-6 discussion (From Modules 4-6 Discussion Guide: "One word to describe what they're thinking or feeling after these discussions.").

Ask for a few group members to share how they're feeling now after watching the end of the film and completing the course.

Encourage session participants to respond and reflect with one another.



LOOKING DEEPER & ACTIVE LISTENING

Review the quotations from the film.

Round 1 (12 MINUTES)

1. Ask participants to split up into groups of 4.
2. Provide them with the film quotations below. Ask them to read them and choose one that stood out to them for any reason (shocking, familiar, confusing, etc.).
 - a. Dr. Eddie Moore: "Just because you don't say N***er, doesn't mean you don't believe N***er."
 - b. Emma: "I'm not a Klanswoman... And I don't appreciate being associated with someone who thinks like the Klan!"
 - c. Farah: "You learn to not to mess with the white people."
 - d. Kahleek: "I don't let it anger me to the point of where I'm like, 'Oh my God, I hate this.' Because then that ends up making you ashamed of who you are. I will never be ashamed of who I am... I feel like they should be ashamed."
3. Have them go around in a circle in their group with each person taking a few minutes to share which soundbite they chose and explain why it stood out.
4. During this round, instruct participants to have each person reflect on the previous person's comments before they share their own. So, the process will go like this:
 - a. Person 1 shares their quote and why it stood out;
 - b. Then Person 2 responds, reflects, or asks a questions about what Person 1 just shared.
 - c. Then, Person 2 shares their quote and why it stood out.
 - d. Then Person 3 reflects on Person 2's comments, share their own, and so on.

MODULES 7 & 8



LOOKING DEEPER & ACTIVE LISTENING, CONTINUED

Round 2 (12 MINUTES)

1. Ask participants to do the exercise again but with a new set of quotations:
 - a. Liza: "People often connect being 'guilty' with being an action, and it's not. Guilt is a feeling that we have."
 - b. Elio: "Everybody should have these benefits. So don't feel bad that you're given something. Feel bad that others aren't given it."
 - c. Terrence: "You're hurting right now and that's how I feel, too."
 - d. Martha: "It's hard for me to admit that I grew because it was a bad experience, but that's just me being bitter. I wouldn't have learned as much. I'd probably still be in a white person bubble."



LARGE GROUP DEBRIEF (15 MINUTES)

Bring all participants back together as a large group and ask for volunteers to share the quotes they chose and why.



WHAT'S NEXT (15 MINUTES)

You've now spent a lot of time together as a group going through this program. Ask participants to think about and discuss:

1. What concepts or lessons have they learned throughout this experience that directly relate to their personal lives and to their role in their organization.
2. What do they want to happen next - both on an individual level and as a group?



WRAP-UP (5 MINUTES)

1. Ask participants to do the Start-Stop-Change exercise again that they did at the end of Module 8. But this time, instead of "Change," ask them to use "Aspire."

They should write down responses to the following prompts:

"I'm going to start ..."

"I'm going to stop ..."

"I aspire to ..."

2. Ask for volunteers to share theirs with the group.
3. Thank the group and consider making a plan to continue this work together.
4. And don't forget to visit the course landing page for additional resources:
<http://pointmadelearning.com/inrai-course-landing>