**This is [Not] Who We Are - Documentary Film**

**Discussion Guide**

*www.thisisnotwhowearefilm.com*

What are your strongest emotional reactions to the film? What catalyzed these emotions? What thoughts are connected to these feelings?

What surprised or shocked you?

What were your formative experiences of identity - especially race/ethnicity, gender/sexuality, and socioeconomic place in your world? How did you first experience and navigate interacting with people you (or the people who raised you) considered "different" from you?

What did you learn from the film that you are glad to know? What in the film would you wish that others know?

What struck you about how the formation and history of a city can affect its future for a long time to come? What do you think about Penfield Tate III's perspective that the "unintentional consequences" of our policies can become "institutional racism" if we are aware of adverse effects on communities of color or economically vulnerable people and we do nothing about them? What can and should we do about policies that harm members of your community?

What's your sense of how Boulder's story is relevant to other communities?

How did your sense of Zayd's story and experience evolve in the course of the film? What did you take away from watching parts of what happened to him (via bodycam) and listening to what he has to say about that day, himself, and our society?

What did you feel and think about Celine's experiences? What could help prevent what happened to her from happening to other children? How should parents talk to their young children about difference/race/ethnicity/inclusion/making everyone feel safe and welcome at school?

If you could ask anyone in the film a question, who and what would it be?

What is your sense of community -- what values do you hold dear when it comes to living in community with others?

What is your sense of our shared humanity and deep genetic and human affinity, regardless of ethnicity/race/creed/economic/educational backgrounds? How did the film show us what we share (and what we might not share)?

How do you define "racism"? And "bias"? Are we all racist? What is institutional/structural racism and what is individual racism?

How can we work toward having a less racist community that has most or all people feeling like they are welcomed and can belong?

What is "whiteness" in your community? What does white culture look and feel like? How does our version of white culture impact people of other cultural/racial backgrounds?

Would you be up for talking about white privilege? Do feelings of defensiveness arise if someone says you are or our community is racist in some way? What are your definitions of white privilege, fragility/defensiveness, and supremacy? What happens when people apply different meanings to these concepts?

Do you think racism harms white people (in addition to harming Black or other groups of people)? What is the harm done to each of us? How can we remedy it?

Are you as an individual moved to take action in some way as a result of seeing this film? Do you want to share what you are moved to do? Can the film project support your effort in some way? (Note that we have an additional resources page on wwww.thisisnotwhoweare.com)

If you are part of community groups/organizations, how are things going in terms of diversity, inclusion, and a deep sense of belonging for all? What are your and your group's goals in that realm? If you wish to make yourselves more diverse and welcoming, how will you go about it? (Note that there are many resources available on the internet for you.)

Finally, what is your notion of a "beloved community"? If you want to be part of co-creating your beloved community, what will it be like and how will you contribute to making it so?

NOTE: If you'd like support for next steps, please see the resource page on www.thisisnotwhowearefilm.com for a range of resources related to working with institutional and personal racism/bias and diversity, inclusion, equity, and belonging.