

RACE to Be Human

Tip Sheet

RACE to be Human is a documentary and film series addressing the impact of race and racism on mental health and how we can collectively move toward **dignity** and **respect**. RTBH explores how to foster healthy conversations about race and racism and inspires self-reflection.



Viewing Experience

This film impacts all viewers differently depending on their identities, lived experience, and experiences with race. It raises a variety of questions and surfaces a range of emotions, including anger, sadness, and grief, as well as joy, hope, and pleasure. Now you will have the chance to reflect on what you've seen and discern connections to your own lived experience.

● The 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 are going to take?

● Tips for Creating a Safe Space for Dialogue 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 contributing 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.

Essential Definitions

Race

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

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

The practice of unfairly treating a person or group of people differently from other people or groups of people. (*Merriam-Webster Dictionary*)

Microaggression

Indirect, subtle, or unintended discrimination against members of a marginalized group. (*Lexico Dictionaries*)

Privilege

A right or benefit that is given to some people and not to others. *(Merriam-Webster Dictionary)*

Equity

Fairness or justice in the way people are treated. *(Merriam-Webster Dictionary)*

Allyship

Supportive association with the members of a marginalized or mistreated group to which one does not belong. *(Merriam-Webster Dictionary)*

Empathy

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

Activities

- If you are curious about someone's background, just ask, "**What's your ethnicity?**" If you come from a place of love and curiosity rather than fear and judgment, you will find that learning about other people's heritage is enriching and that we are more alike than different.
- When you witness or experience **microaggressions**, it's okay to **speak up** and let someone know. We need to educate each other. It's good to pause and check yourself first, then proceed from a point of kindness.
- **Think about your family background.** It's important to understand our own racial background and story so we can appreciate other people's.
- **At the end of each day, write down three things that you appreciate in your life.** They can be big or small. We all experience microaggressions somehow, so this exercise nurtures positivity by noticing the things that go right in life.