



A Different Kind of Justice

Post-Film Conversation Guide for Large Watch Parties (36-300 people)

Instructions: After watching *A Different Kind of Justice*, invite guests to move their seats or lean forward to create into small groups of 3 or 4. Have them introduce themselves. Then ask them to respond to the two prompts below in the timeline provided.

Post-Film Prompts:

1. What parts of the film stayed with you, and why? (~5 min)

Tip: After the five minutes is up, ask 3-7 small groups to share out one idea, opinion, or “aha! Moment” from their conversation. Feel free to draw connections across the groups or ask deeper level questions such as.. “Why was that important to you?, Have you ever experienced...?, etc.”.

2. What shifts would need to happen to make human-centered leadership the norm? (~7 min)

Tip: This question is intentionally wide-open. Small groups can think about the justice system, government, schools, hospitals, nonprofits, or even their own workplace. Wherever the ideas or conversation goes is perfect. When done, ask 3-7 new groups to share out one thing from their conversation that they felt was meaningful.

3. Review the potential action steps on the next page and choose one action you’d be willing to take to help make human-centered leadership the norm. Then discuss with your group. (~7 min)

Tip: If it feels appropriate, invite participants to form role-alike groups around the room (e.g., “Activists and Allies over here; Correctional or Law Enforcement staff over there”). Adjust the roles based on who’s attending, and use signs to help people find their group. If any groups are still large, ask them to break into even smaller groups of 3–5 so everyone has space to speak. Then, prompt them to discuss their action steps. When the conversation wraps, invite 3–7 volunteers to share an idea. If any ideas spark excitement among the group, ask for volunteers who want to work together to move them forward.

POTENTIAL ACTION STEPS FOR...

Activists, Academics, Artists, & Allies 1) Talk to a friend or post online Share your thoughts about Human-Centered Leadership to spread awareness in your own circles. 2) Host a watch party Engage your community at your home, workplace, or community space to spark similar conversations and potential action steps. 3) Advocate Write letters, speak at public meetings, publish an article or use other tactics to encourage policymakers to learn about and prioritize Human-Centered Leadership. 4) Create art Express and share your ideas, on your own or with your community, in ways that embody the spirit of Human-Centered Leadership (i.e. poem, song, community mural, play, etc.). 5) Your idea here.	Correctional & Law Enforcement Staff 1) Host a watch party Bring friends and colleagues at work together to watch A Different Kind of Justice inside a facility, at a precinct, or right in your living room. 2) Start a book or discussion circle Choose a book or article that focuses on effective leadership. Meet monthly with colleagues to talk about what resonates and what could help your team. 3) Initiate a conversation with leadership Request a meeting with, or write a letter to, the leader of your facility or agency to discuss the power of focusing on Human-Centered Leadership to achieve institutional outcomes and recommend one of the action steps for Correctional Leaders (in the lower left box below). 4) Your idea here.
Policy Makers, Correctional Leaders, & Funders 1) Explore legislative opportunities Review ideas and language that can help make Human-Centered Leadership the norm across correctional institutions. 2) Conduct a culture survey Establish baseline data and take action to strengthen psychological safety. 3) Prioritize Human-Centered Leadership Training Support supervisor access to training in HCL skills (i.e. fostering psychological safety, conflict resolution, impulse control, consensus building, effective feedback, etc.). 4) Revamp HR practices Pilot new ways to identify, recruit, and select emotionally intelligent candidates during hiring and promotion activities. 5) Fund pilot programs that test new strategies and share data that supports the national dialogue. Scan QR code or click here, to find resources to help take action on any of the steps above. 5) Your idea here.	System-Impacted Individuals & Their Families 1) Share Your Story Craft a short written or video reflection, or share your experience in a community space to help others understand how psychological safety has shaped your life — positively or negatively. 2) Initiate Healing Conversations Create or join spaces where impacted individuals and families can talk openly about the harm caused by environments lacking psychological safety, and receive support from others who've lived it. 3) Support Others Through Resources Develop guides, tips, or practical tools that help people navigate experiences similar to yours. 4) Build A Human-Centered Leadership Skills Program Partner with reentry groups, educational institutions, or correctional agencies to help people who are incarcerated or returning home build skills that support success, healing, and human-centered leadership inside and outside the gates. 5) Your idea here.

*If you or your community chooses to take an action in a meaningful way, let us know so we can feature your efforts!