



A Different Kind of Justice

Post-Film Conversation Guide for Small Watch Parties (3-8 people)

After watching *A Different Kind of Justice*, invite guests to respond to the three questions below. Move through them one at a time, giving people space to reflect before shifting to the next.

Post-Film Questions:

1. *What parts of the film stayed with you, and why?*

Tip: Try to make sure everyone who wants to speak has a chance. If one or two voices begin to dominate, you can gently say, “*Let’s create space for everyone’s voice,*” to keep the conversation balanced and welcoming.

2. *What shifts would need to happen to make human-centered leadership the norm?*

Tip: This question is intentionally wide-open. You can think about the justice system, government, schools, hospitals, nonprofits, or even your own workplace. Wherever your ideas or conversation goes is perfect.

3. *What is one action you’d be willing to commit to that would help move us closer to making human-centered leadership the norm?*

Tip: Ask your guests to review the Potential Action Steps on the next page, choose the community that they feel most aligned with, and then discuss their ideas.

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!