

No Dumb Questions

Film Discussion Guide

for the Workplace



The **WALT DISNEY** Company

DISCUSSION GUIDE CREATED BY:

The Walt Disney Company
Walt Disney Parks and Resorts
Diversity and Inclusion &
PRIDE Diversity Resource Group

ABOUT THE FILM:

No Dumb Questions
Producer/Director: Melissa Regan
www.NoDumbQuestions.com

“No Dumb Questions” – Documentary & Dialogue

Session Outline

Opening

10 minutes

- Facilitator introductions
- Why are we here to talk about gender identity?
 - Diversity & Inclusion Team Perspective
 - Employee Resource Group Perspective
- How will today’s session benefit audience members?
 - Contributes to awareness journey
 - Gives insight into an experience of someone different (or similar) to self
 - Illuminates generational perspectives, noting today’s youth has greater comfort in extending beyond the gender binary
 - Helps equip us as leaders with information and resources to continue to foster an inclusive environment

Setting the Stage

5 minutes

- Review common terms used in session
- Review group guidelines for dialogue
 - Use our “I” voice – speak from our own perspective.
 - Be respectful of others’ opinions.
 - This is a sensitive topic – it’s up to each of us to keep this discussion in a zone of confidentiality – what happens in the room, stays in the room.
 - Express yourself – we need everyone’s voice heard at the table today.
 - Be open to learning and to the possibility that someone else’s truth may be different from your own.
 - And finally, we are ALL learning together, so there really are “No Dumb Questions.”

Show Video

25 minutes



From the film:

- What are your thoughts about the different reactions from the three different girls? Chelsea, 11 year old? Olivia, 9 year old? Abby, 6 year old? What societal factors do you think shaped their different reactions?
- What types of struggles do they have in accepting Aunt Barbara? (Looking for: determining proper terms to refer to her, understanding the difference between sexual orientation and gender identity)
- What might be playing into their apprehension on meeting Barbara for the first time?
- Although the film focused on the family and the three girls, what might be going on with Aunt Barbara during this challenging time?
 - The girls have mixed reactions to meeting her for the first time.
 - Her other brother, Steve, has elected not to visit and accept Barbara's decision.

From our experience:

- The “Restroom Question” and how it is handled – how do we handle this in the workplace?
- What challenges might we face in learning to accept people who are different from us? Who have a different life experience than our own?
- How can we move beyond these challenges toward greater levels of acceptance and appreciation?
- What can we do as employees to foster an inclusive environment for transgender people, and for everyone?
- What is the lesson to be drawn from today's discussion for leadership and for anyone who works on a team?
- How can our behavior look different tomorrow based on what we learned today?



Key Learning Points:

- Inclusion comes from being willing to learn about other people's experiences.
- We may struggle with this, and being able to be open about our awareness (or lack of awareness) in a safe space helps us talk things out and make sense of what is happening.
- Many companies have an established process to support employees who elect to go through gender transition, or who have workplace questions or needs related to gender identity and if there are any questions regarding this, please contact HR.
- We create an atmosphere of openness when we respond kindly, with understanding, and a sincere willingness to listen and learn. Unfavorable or defensive responses quickly establish barriers to learning and communication.

Closing / Call-to-Action

5 minutes

- (Facilitator)
 - Continue this dialogue with colleagues and friends. Don't let it stop here
 - Seek out additional resources to continue your own learning and awareness
 - Reference resources available through your company and ERG
 - Promote involvement with ERGs in general
 - Discuss benefits of membership and active participation
 - We appreciate your engagement and perspectives shared today
 - Thank you for your time – have a great day!

