

Quick Tips

for facilitating conversation



Be Prepared & Be Aware

Be familiar with the material ahead of time. Pay attention to your audience as they watch the performance.

Don't Be Afraid of Silence

Sometimes it takes people a little while to formulate the words they want to say. Don't be afraid to let people sit in silence. Look around, make eye contact, be easy, keep it safe.

Ask Questions

Your primary role is to facilitate conversation. Ask open-ended questions. Yes/No questions often shut the conversation down. A genuine "Why?" is a great follow up question.

Be a Good Facilitator

Not a Bad Preacher or Therapist

Remember, you are not there to give all the answers. You're there to help the group process. Ask "what do you think?" or "what do you feel?" and wait...

Don't Be Afraid of Going Off Topic (a little)

Sometimes in an effort to connect people will go off-topic or even derail the conversation. That's ok. You stay focused, listen well and steer it back to the subject at hand.

Snacks Help

Provide munchies, if you can. It's a good distraction in those uncomfortable moments and it helps people listen better.

Respect All Contributions

This is about having an opportunity for meaningful conversation - it's not the time to count right answers. You may not agree with everything that's said but respect who said it and let them know. Honest discussion is the goal. Allow it to "get real" while doing your best to keep it safe.

Pray

If the setting is conducive, take a moment to prayer with your group. Be considerate about possible differences of faith.

Meet The CAST



1| Lyshawn Hunter 2| Malik Bundy 3| C.M.G. Angel 4| Jeffrey Cheatham II
5| Gianni Johnson 6| Montrel Jackson 7| Craig Jackson 8| Michael Walker
9| Ernest Henderson 10| Franklin Johnson 11| Jaeden Thomas 12| Jay Raymond

Guard| Isiah Anderson, Jr.
Defendant| KyRi Miller
Judge| Takashi Miller (not pictured)



LET'S
DISCUSS

- What are your impulse feelings about the presentation?
- How did it feel watching an Black male cast perform this story?
- How are you feeling about diving into deeper conversation about the themes presented?

What do *you* think?

1. The Jurors all enter the room and immediately discover it is uncomfortably warm. The room may be seen as a reflection of the climate we currently live in. If America is a room, how would you describe the temperature? Try sharing one word at a time.
2. Judging is natural and on a jury it is required. The foreman starts the deliberations by saying "*there are no rules*". Is that true or do we all harbor ways we think the process of judging should play out?
3. After milling around, Juror 8 says, "*it's been a hard week*", while Juror 3 says, "*I feel just fine*". Discussed that range of perspective. How can people engaging the same moment see or experience it so differently?
4. Without discussion, eleven men immediately agree on the guilt of the defendant. Should discussion precede judgement or is it reasonable to make determinations based on the facts presented? How did you feel about them casting votes *before* having discussion?
5. Juror 8 admits he "doesn't know" where he stands. Do you feel empowered, weakened or something else when that is the case for you? **Risk:** Is it harder to admit not knowing with people you know or with strangers?
6. Juror 10 believes knowing the facts is enough to make this a fair trial. What are your thoughts on that? **Risk:** Have you ever been in a scenario in which the facts didn't tell the whole story?
7. Juror 8 catches Juror 10 excusing a contradictory moment of testimony (by believing the woman's word over the defendant's). Instead of acknowledging the incongruence, Juror 10 gets defensive and resorts to name calling. Discuss that. Have you ever experienced someone refusing to acknowledge a contradiction in thinking/values? **Risk:** Do you do that?



What do *you* think?

12 ANGRY MEN

ACTS ON
STAGE

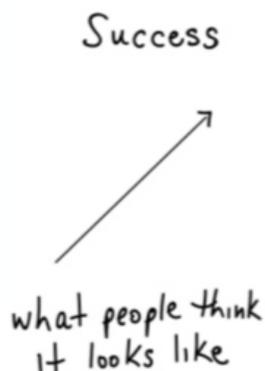
Theater Company

8. Juror 3 has an obvious filter and bias through which he sees the defendant. Discuss the role (good, bad or otherwise) that personal perspective and previous experiences play in how we consider the behavior of others. **Risk:** We all do it. How have your experiences biased the way you see others?
9. Let's discuss "Manhood". There are a few times when the men introduce or challenge views on manhood. Here's some moments to remember and discuss:
- Juror 3 is bothered that his son was not "*man enough*" at 8 years old and then he's angered when his son "*steps to him like a man*".
 - Juror 10 mocks Juror 9 for "*talking about his feelings*".
 - Juror 9 reflects on how hard being a "*nobody*" can be on a man.
10. Juror 12 regularly mentions working in an industry where he stands out as a man of Color but feels he's working twice as hard to get the same respect. The men don't seem to care (or be impressed). What thoughts do you have on that? **Risk:** Do you believe some people have to work harder in our society?
11. Juror 8 introduces the idea that the system COULD be flawed – citing that neither the lawyers nor the jury are doing their job very well. How do you feel about such an important character (the Justice System) having flaws?
12. By presenting the same kind of knife, Juror 8 makes it possible to consider some other truth may be worth considering. Why do you think this so rattles the other jurors? **Risk:** Sometimes statistics are used to make a point of fact and while the numbers may not lie, they may not tell a whole story. Discuss.
13. The Jury is shaken by one of the original eleven switching his vote. So much so they accuse and "gang up" on the wrong person. Discuss why people are so bothered by others changing their mind. What is it about people changing their mind that creates instability for others? a. **Go Deeper:** Talk about "GroupThink" (see Group Think insert).
14. Eventually, for about 20 minutes, the men start to "do the work" and actually deliberate the case. On a scale of 1 to 10 how patient were you during that process? **Go Deeper:** Discuss the Dynamics of Group Development (see Group Development & Dynamics)





15. Let's talk about the words we use. The Jurors question the power of words like "I'll kill you." What are some ways we use words irresponsibly? Consider: Intention vs Impact. **Risk:** Have you been impacted by or regretted an irresponsible use of words?
16. Three questions about Tension - How did it feel watching the tension? What about watching the calm but knowing there was tension? **Risk:** What about in real life – sitting in the tension /pseudo calm of recent our political and racial unrest?
17. Juror 7 is offended by an immigrant questioning his understanding and moussé of the English language. Discuss why correction or insight from a foreigner seems to have an added measure of contempt. **Risk:** Who do you see as foreigners? Do you think *they* should earn the right to be heard?
18. Juror 10 angrily appeals to what he thinks about "those people" – the ones from the slums. He calls them thugs, animals, and no-goods. Were you affected by his rant? **Risk:** What resonated with you from his rant? Did you hear – racism, prejudice, real talk, fear, self-preservation, etc.?
19. Was it enough for the Jurors to turn away during Juror 10's tirade? Was Juror 4's response appropriate? **Risk:** Do you feel like that was a statement of allyship, avoidance or something else? Was it enough?
20. The Jurors was moved to change either their vote, their opinion or their perspective. Have you been moved by any part of this conversation or by the community gathering?
21. Share a highlight or a personal takeaway from this gathering, conversation, or viewing.



GLOSSARY Of Terms

Implicit Bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection. The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

Explicit Bias refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat. When people feel threatened, they are more likely to draw group boundaries to distinguish themselves from others. People are more likely to express explicit biases when they perceive an individual or group to be a threat to their well being. When people perceive their biases to be valid, they are more likely to justify unfair treatment or even violence. This unfair treatment can have long-term negative impacts

Micro-Aggression is the term used to refer to brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward people of a different background or culture.

Systematic Racism occurs when the way a society is systemically structured ends up giving advantages to some and disadvantages to others.

Social Justice can be defined as promoting a just society by challenging injustice and valuing diversity. It exists when all people share a common humanity and therefore have a right to equitable treatment, support for their human rights, and a fair allocation of community resources. In conditions of social justice, people are not discriminated against, nor their welfare and well-being constrained or prejudiced on the basis of gender, sexuality, religion, political affiliations, age, race, belief, disability, location, social class, socioeconomic circumstances, or other characteristic of background or group membership.

Privilege is a term for societal privileges that benefit people beyond what is commonly and often inherently experienced by other people under the same social, political, or economic circumstances. It can range from quantifiable advantages to the benefit of simply being seen and entreated in a more positive light.

WHAT
DOES
THAT
MEAN



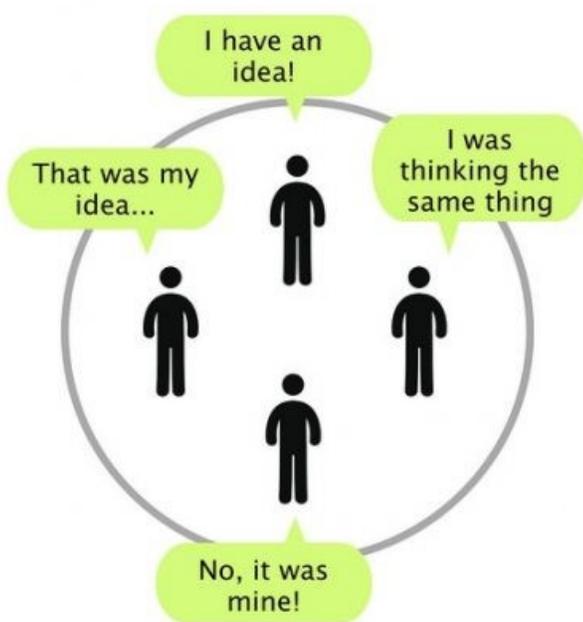
Group Five-stage Development Model



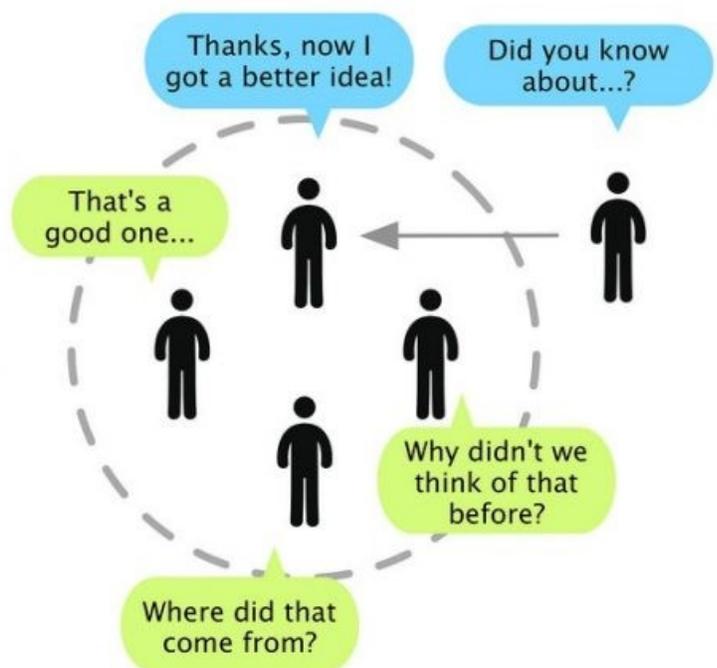
Groupthink is a phenomenon where people tend to confirm with group decisions to avoid feeling outcast, leading to errors in decision making.



Groupthink



Breaking groupthink





NOTES...



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