

# IDENTIFYING DIVERSITY & INCLUSION LESSONS IN FILM

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# PURPOSE & LEARNING OUTCOMES

- POWER & IMPORTANCE OF STORY-TELLING
- CHALLENGING EXISTING PERCEPTIONS
- ENCOURAGING RESILIENCE AND POSITIVE ATTITUDE

WHY MOVIES?

# WHY MOVIES?

"FEATURE FILMS OFTEN MAKE A WIDE RANGE OF ISSUES RELEVANT TO A DIVERSE STUDENT BODY. THE MORE REALISTIC, INTIMATE QUALITY OF FILMS FURTHER ENHANCES STUDENTS' ABILITY TO UNDERSTAND AND APPLY CONCEPTS. FILM ANALYSIS, WHEN LINKED WITH KEY THEMES AND ISSUES COVERED IN CLASS, NOT ONLY CAN INCREASE STUDENTS' ENGAGEMENT IN THE COURSE BUT ALSO CAN HELP DEVELOP CONNECTED LEARNING EXPERIENCES AND CRITICAL THINKING SKILLS."

**BLUESTONE, C.** (2000). *FEATURE FILMS AS A TEACHING TOOL*. *COLLEGE TEACHING*, 48, 141-146.

# DISCLAIMER ABOUT USING MOVIE CLIPS

- COPYRIGHT LAWS CHANGED IN 2010: AN EXEMPTION THAT ALLOWS PROFESSIONALS IN ALL FIELDS AND “FILM AND MEDIA STUDIES STUDENTS” TO HACK ENCRYPTED DVD CONTENT AND CLIP “SHORT PORTIONS” INTO DOCUMENTARY FILMS AND “NON-COMMERCIAL VIDEOS.” (THE AGENCY DOES NOT DEFINE “SHORT PORTIONS.”)
- THIS MEANS THAT ANY PROFESSORS CAN LEGALLY EXTRACT MOVIE CLIPS AND INCORPORATE THEM INTO LECTURES, AS LONG AS THEY ARE WILLING TO DECRYPT THEM. THE EXEMPTION ALSO PERMITS PROFESSORS TO USE RIPPED CONTENT IN NON-CLASSROOM SETTINGS THAT ARE SIMILARLY PROTECTED UNDER “FAIR USE” — SUCH AS PRESENTATIONS AT ACADEMIC CONFERENCES.
- [HTTPS://WWW.INSIDEHIGHERED.COM/NEWS/2010/07/28/COPYRIGHT](https://www.insidehighered.com/news/2010/07/28/copyright)

WHICH MOVIES?



# HIDDEN FIGURES

- AS THE UNITED STATES RACED AGAINST RUSSIA TO PUT A MAN IN SPACE, NASA FOUND UNTAPPED TALENT IN A GROUP OF AFRICAN-AMERICAN FEMALE MATHEMATICIANS THAT SERVED AS THE BRAINS BEHIND ONE OF THE GREATEST OPERATIONS IN U.S. HISTORY. BASED ON THE UNBELIEVABLY TRUE LIFE STORIES OF THREE OF THESE WOMEN, KNOWN AS "HUMAN COMPUTERS", WE FOLLOW THESE WOMEN AS THEY QUICKLY ROSE THE RANKS OF NASA ALONGSIDE MANY OF HISTORY'S GREATEST MINDS SPECIFICALLY TASKED WITH CALCULATING THE MOMENTOUS LAUNCH OF ASTRONAUT JOHN GLENN INTO ORBIT, AND GUARANTEEING HIS SAFE RETURN. DOROTHY VAUGHAN, MARY JACKSON, AND KATHERINE JOHNSON CROSSED ALL GENDER, RACE, AND PROFESSIONAL LINES WHILE THEIR BRILLIANCE AND DESIRE TO DREAM BIG, BEYOND ANYTHING EVER ACCOMPLISHED BEFORE BY THE HUMAN RACE, FIRMLY CEMENTED THEM IN U.S. HISTORY AS TRUE AMERICAN HEROES.
- —*20TH CENTURY FOX*

# HIDDEN FIGURES



Mary

Katherine

Dorothy



# ZOOTOPIA

- A WALT DISNEY ANIMATED FILM THAT DEPICTS THE MODERN MAMMAL METROPOLIS OF ZOOTOPIA, A CITY LIKE NO OTHER. COMPRISED OF HABITAT NEIGHBORHOODS LIKE RITZY SAHARA SQUARE AND FRIGID TUNDRATOWN, IT'S A MELTING POT WHERE ANIMALS FROM EVERY ENVIRONMENT LIVE TOGETHER—A PLACE WHERE NO MATTER WHAT YOU ARE, FROM THE BIGGEST ELEPHANT TO THE SMALLEST SHREW, YOU CAN BE ANYTHING. BUT WHEN OPTIMISTIC OFFICER JUDY HOPPS ARRIVES, SHE DISCOVERS THAT BEING THE FIRST BUNNY ON A POLICE FORCE OF BIG, TOUGH ANIMALS ISN'T SO EASY. DETERMINED TO PROVE HERSELF, SHE JUMPS AT THE OPPORTUNITY TO CRACK A CASE, EVEN IF IT MEANS PARTNERING WITH A FAST-TALKING, SCAM-ARTIST FOX, NICK WILDE, TO SOLVE THE MYSTERY.

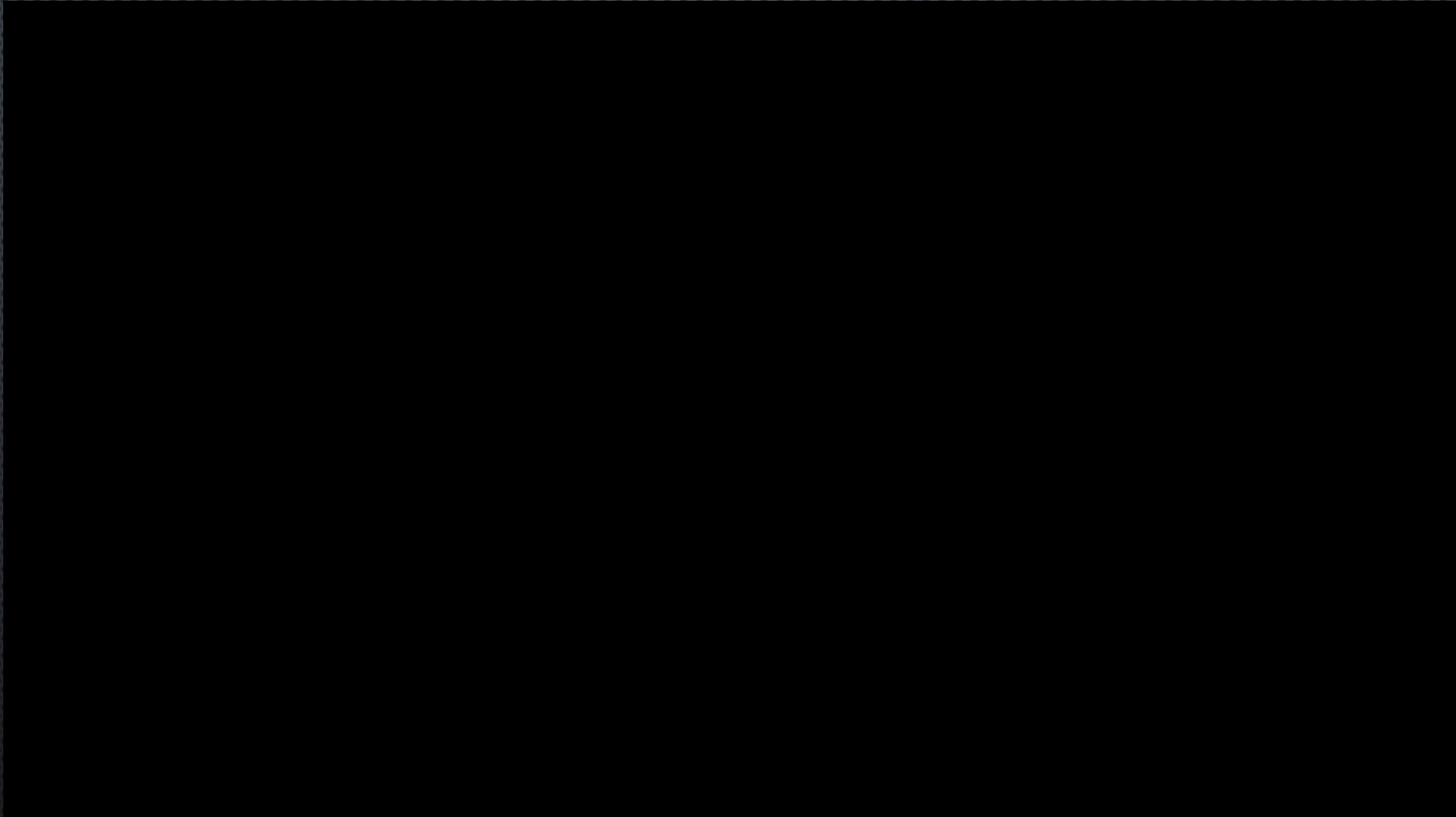
# BLACK PANTHER

- CENTURIES AGO, FIVE AFRICAN TRIBES WAR OVER A METEORITE CONTAINING VIBRANIUM. ONE WARRIOR INGESTS A "HEART-SHAPED HERB" AFFECTED BY THE METAL AND GAINS SUPERHUMAN ABILITIES, BECOMING THE FIRST "BLACK PANTHER". HE UNITES ALL BUT THE JABARI TRIBE TO FORM THE NATION OF WAKANDA. THE WAKANDANS USE THE VIBRANIUM TO DEVELOP ADVANCED TECHNOLOGY AND ISOLATE THEMSELVES FROM THE WORLD BY POSING AS A THIRD-WORLD COUNTRY.
- PRESENT DAY WAKANDA, T'CHALLA RETURNS TO WAKANDA TO ASSUME THE THRONE AND BE THE BLACK PANTHER. WAKANDA'S PRINCESS, SHURI, T'CHALLA'S SISTER, IS THE GENIUS BEHIND SOME OF WAKANDA'S MOST ADVANCED TECHNOLOGY AND THE CREATOR OF UPGRADED BLACK PANTHER'S SUITS AND GADGETS MADE FROM VIBRANIUM.
- BLACK PANTHER IS MORE THAN THE LATEST SUPERHERO'S JOURNEY; IT'S ALSO ABOUT BLACK CULTURE'S JOURNEY. IT ACKNOWLEDGES AND CELEBRATES EVERYTHING FROM TRADITIONAL AFRICAN SOCIETY TO AFRICAN-AMERICAN POLITICAL DEBATES FROM THE POWER AND BEAUTY OF BLACK WOMEN TO THE PRESERVATION OF IDENTITY, ALL WITHIN THE LUSH CONFINES OF THE FICTIONAL AFRICAN NATION OF WAKANDA.
- - [www.vox.com/culture/2018](http://www.vox.com/culture/2018)



# BLACK PANTHER

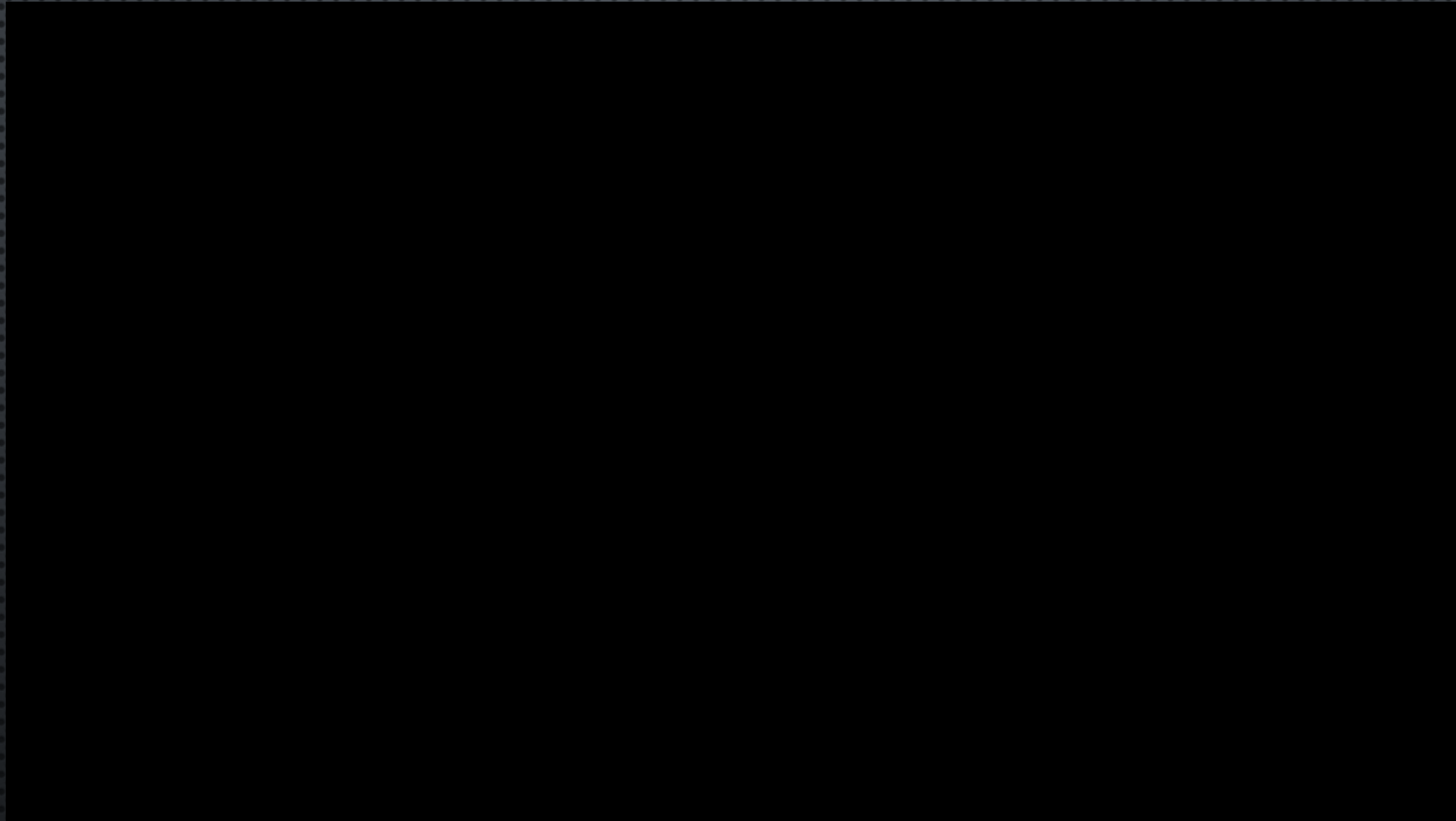
# POWER & IMPORTANCE OF STORY-TELLING



HIDDEN FIGURES - WHERE MARY TALKS TO JUDGE ABOUT BEING THE FIRST

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=PcKzIDc1V-s](https://www.youtube.com/watch?v=PcKzIDc1V-s)

# POWER & IMPORTANCE OF STORY-TELLING



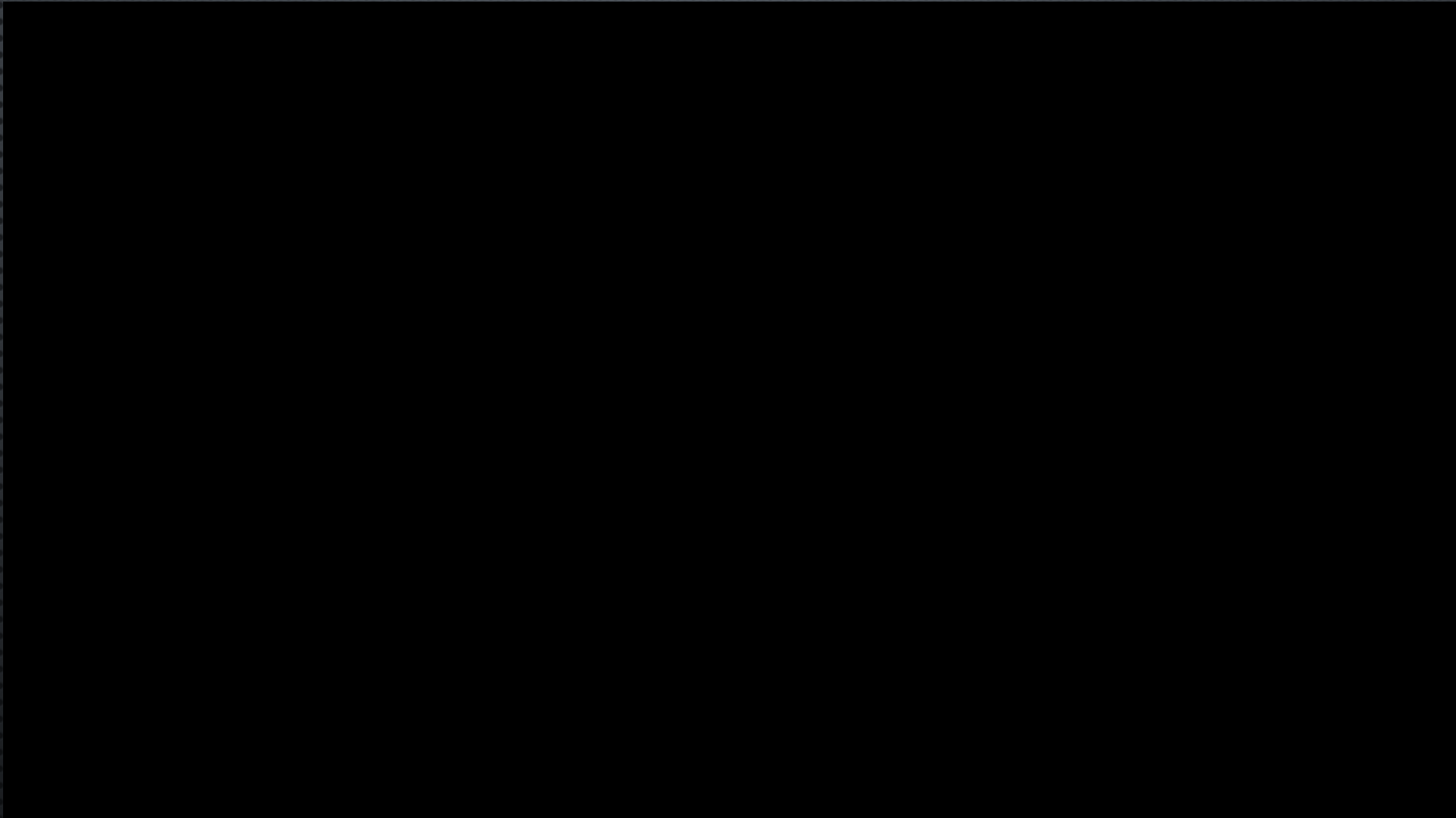
ZOOTOPIA – PARENTS GIVE ADVICE

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=AHDNR5ZG\\_F8](https://www.youtube.com/watch?v=AHDNR5ZG_F8)

# GROUP ACTIVITY 1

- WHAT'S YOUR LIFE STORY?
- WHOSE STORY CAN YOU ADVANCE?
- HOW CAN STORYTELLING CREATE OR REMOVE BARRIERS?

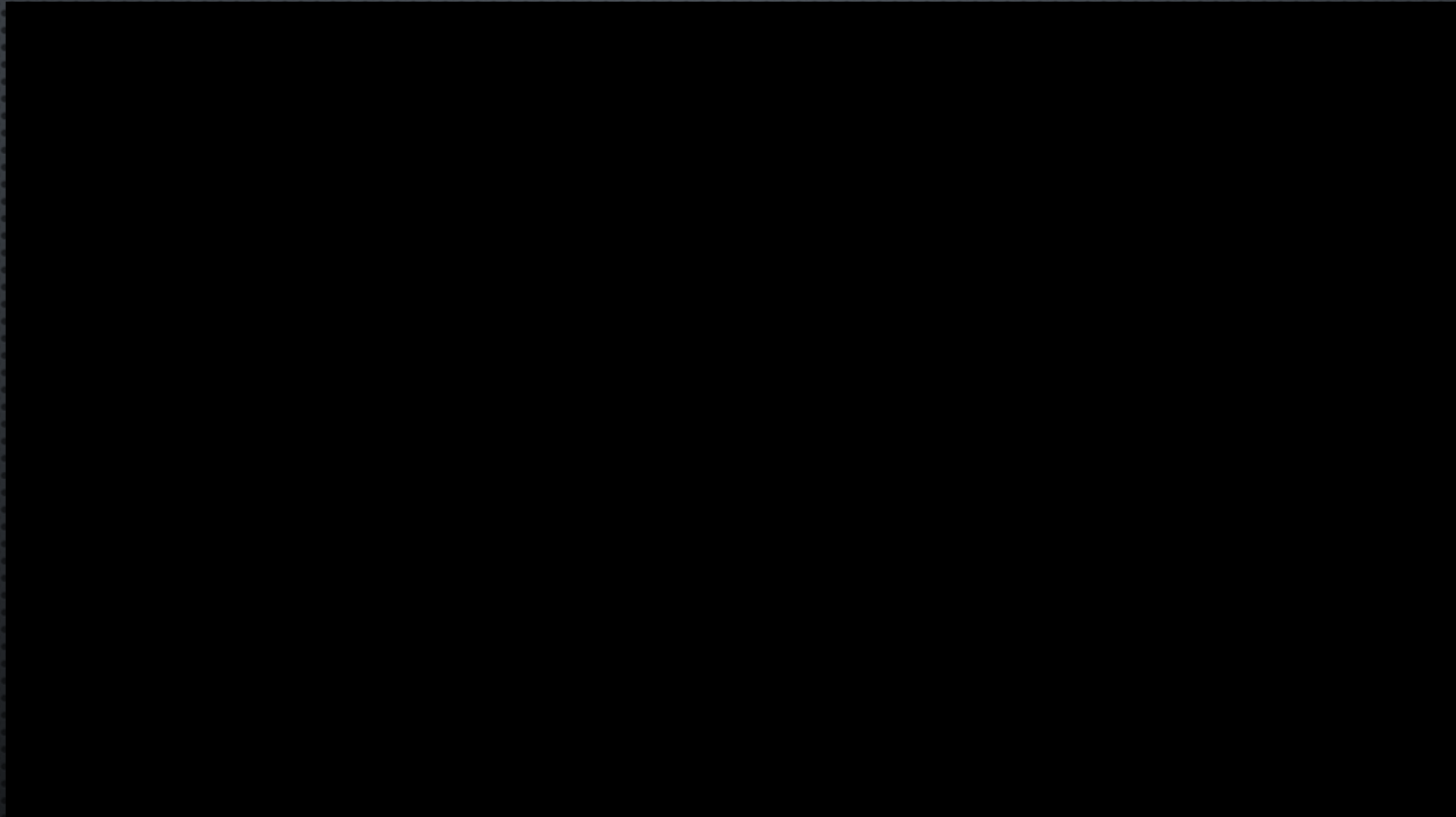
# CHALLENGING EXISTING PERCEPTIONS



HIDDEN FIGURES – NASA RESTROOM SCENE

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=QT\\_d9FGMNC0](https://www.youtube.com/watch?v=QT_d9FGMNC0)

# CHALLENGING EXISTING PERCEPTIONS



BLACK PANTHER – SHURI

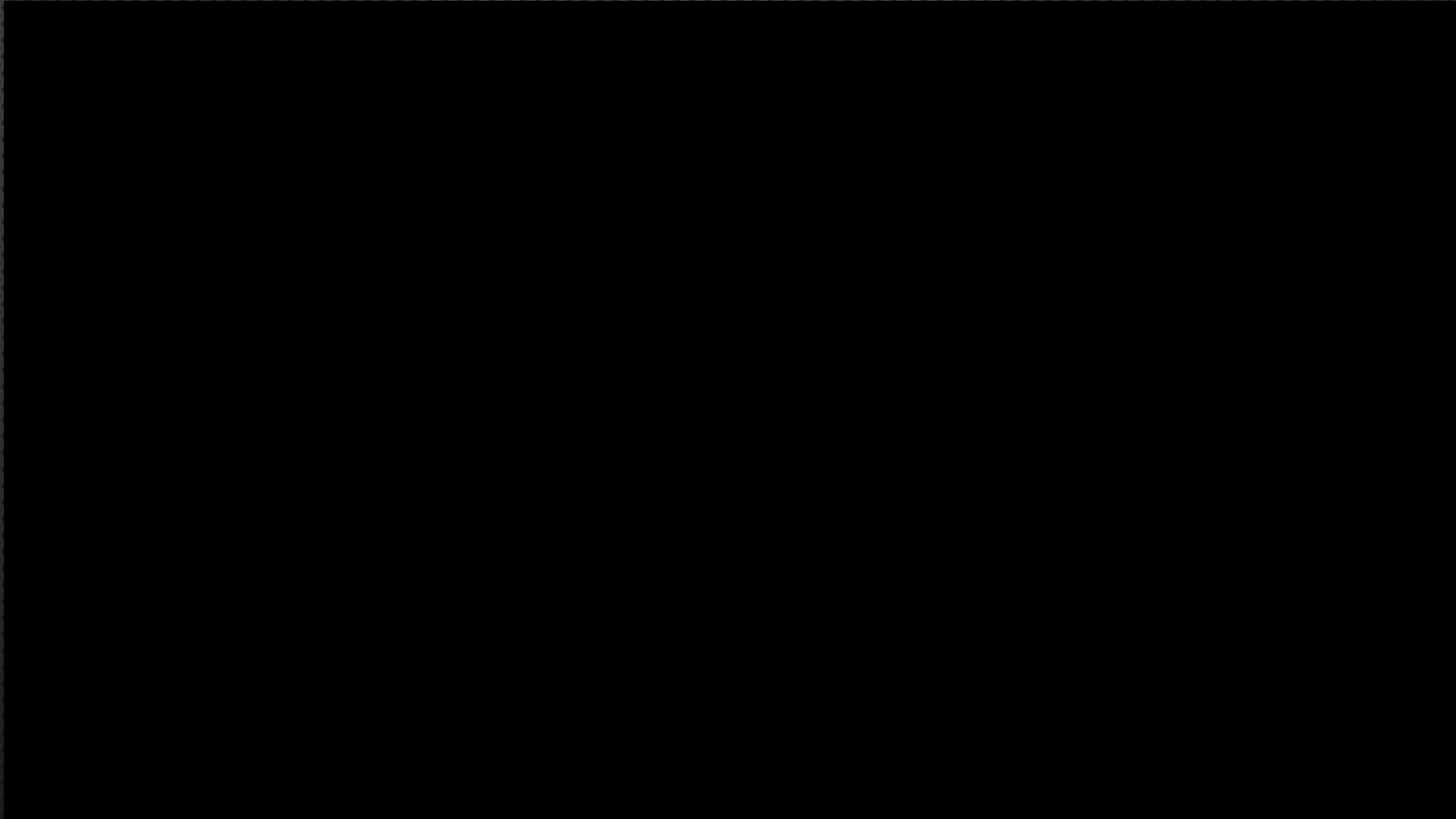
[HTTPS://WWW.YOUTUBE.COM/WATCH?V=KCTO6KZs1H8](https://www.youtube.com/watch?v=kCTO6KZs1H8)



# GROUP ACTIVITY 2

- HOW DOES REPRESENTATION AFFECT A PERSON'S PERCEPTIONS OF WHETHER OR NOT THEY ARE QUALIFIED FOR A ROLE/JOB/ACTIVITY?
- WHAT ARE EXISTING PERCEPTIONS THAT YOU FACE?
- HOW DO OUR IMPLICIT BIASES IMPACT OUR WORK ENVIRONMENT?

# ENCOURAGING RESILIENCE AND POSITIVE ATTITUDE



ZOOTOPIA – BUNNY PASSING TEST THE 2ND TIME

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=0MST\\_OH-AX0](https://www.youtube.com/watch?v=0MSt_OH-AX0)

# ENCOURAGING RESILIENCE AND POSITIVE ATTITUDE



BLACK PANTHER – T'CHALLA CONFRONTS FATHER

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=HYZRS47QAX0](https://www.youtube.com/watch?v=HYZRs47QAX0)

# GROUP ACTIVITY 3

- WHAT DOES RESILIENCE MEAN TO YOU?
- HOW CAN YOU ENCOURAGE/ROLE MODEL RESILIENCE AND POSITIVE ATTITUDE AT WORK?
- HOW DO YOU KEEP A POSITIVE ATTITUDE IN THE FACE OF ADVERSITY?

REFLECTION

# RESOURCES

USING FEATURE FILMS AS THE PRIMARY INSTRUCTIONAL MEDIUM TO TEACH ORGANIZATIONAL BEHAVIOR (GERALD W. SMITH MILLIKIN UNIVERSITY)

**BLUESTONE, C.** (2000). *FEATURE FILMS AS A TEACHING TOOL*. *COLLEGE TEACHING*, 48, 141-146.

(UN)HIDDEN FIGURES DISCUSSION GUIDE FROM OHIO STATE

[HTTPS://WWW.OSU.EDU/HIDDENFIGURES/PDF/CENG\\_DISCUSSION\\_GUIDE\\_D2.PDF](https://www.osu.edu/hiddenfigures/pdf/ceng_discussion_guide_d2.pdf)

ZOOTOPIA

[HTTPS://WWW.GLASSDOOR.COM/EMPLOYERS/BLOG/4-IMPORTANT-LESSONS-ON-DIVERSITY-INCLUSION-FROM-ZOOTOPIA/](https://www.glassdoor.com/employers/blog/4-important-lessons-on-diversity-inclusion-from-zootopia/)

BLACK PANTHER

[HTTPS://WWW.GSE.HARVARD.EDU/NEWS/UK/18/03/BLACK-PANTHER-CLASSROOM](https://www.gse.harvard.edu/news/uk/18/03/black-panther-classroom)

THANK YOU!