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# Roots + Reaching

## DISCUSSION GUIDE: INSTRUCTIONS

The purpose of the film and this discussion guide is to give people a chance to explore the basic question, “How can we create the conditions for all people to have an equally good chance of thriving throughout their natural resource/environmental careers?”

After watching the film, we will divide into small groups of 3-5 people/per group. You will have 20-30 minutes to explore the questions on the next page. At the end, we will take 5-10 minutes to share back with the full group and close the conversation.

### Instructions for Small Groups:

- Form small groups of 3-5 people per group. Try to find opportunities to talk to some new people.
- Identify someone who will lead the conversation and ensure that everyone has a chance to speak (this person will also participate).
- Review the ground rules (below) and see if anyone wants to add anything. Make sure everyone is ok with the ground rules.
- The guide includes a suggested structure for each question. Go-round means each person speaks in turn, going around the circle, without interruption. Save questions and reactions for your open discussion.

### Discussion Ground Rules:

- Speak one at a time and do not interrupt or engage in side conversations during the conversation.
- Share airtime and respect timeframes. If you usually speak a lot, try listening more. If you like to listen, this is an invitation to speak up.
- Say “Pass” or “Pass for now” if you are not willing or ready to respond.
- Attend to your cell phones and your technology in ways that allow you and others to be as fully present as possible.
- Ask questions and listen to understand, from a place of curiosity and connection.
- Speak for yourself and from your own experience.
- Take the learning, but not others’ stories. Only share specifics of what you hear with permission from the speaker(s).

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## DISCUSSION GUIDE

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| Go-Round (2 min)  | Question 1: Introductions. Share a quick story of a wise person in your life, past or present, who inspires you to do the work you do (or want to do).  |
| Go-Round (2 min)  | Question 2: What were your immediate reactions to the film?   |
| 1-2 minutes jot down your thoughts<br><br>Go-Round<br><br>Open Discussion | Question 3: Exploring the themes in the short film.<br>The film had three main threads that played out for both Linda and Allison:<br><ol style="list-style-type: none"> <li>1. The uncertainty and risk inherent in natural resource and environmental careers, especially when it comes to those early in their career;</li> <li>2. The importance of formal and informal mentoring and support; and</li> <li>3. The need to be effective at navigating and effecting change internally within organizations and externally at broader scales.</li> </ol> |
| Open Discussion   | What are some of the ways that any or all of these themes show up in your career in natural resources?<br>→ How have those themes been connected to gender for you?<br>→ How have those themes been connected to other aspects of your identity, background, education and training, values, beliefs, etc.?<br>→ What does that mean for you about how you would like to be supported, and how you would like to support others, throughout your career?  |
| Open Discussion   | Question 4: What does it mean for our work as natural resource professionals?<br>→ What are the implications of these themes and your experiences/stories for exploring our fundamental question, “How can we create the conditions for all people to have an equally good chance of thriving throughout their natural resource and environmental careers?”   |

Feedback + Suggestions  
on  
WINR, & this Discussion Guide

Roots + Reaching is a short film produced by Bianca Walder, Sera Glass, and Urusha Lamsal for the WY Women in Natural Resources network, as their graduate capstone project at the University of Wyoming (winter 2026).