

The  
*Courage*  
To Live Your Values

**DIVERSITY, EQUITY, AND INCLUSION**  
WOMEN IN THE WORKPLACE

# Objectives

- "Thinking outside the box" when looking for ways to be accepting of differences.
- Understanding how experiences shape perspectives and biases.
- Understanding the value of being advocates for our team members.

# Discussion Question 1

- What were some of the messages Cody, Jennifer, Drew, and Bhavani shared related to courage and equity?

# Discussion Question 2

- Cody and Drew stepped out of their comfort zone by moving into a non-traditional career for women.
- What were some successes and barriers they experienced?

# Discussion Question 3

- All four co-workers shared a time they experienced an assumption being made because of their gender.
- How can we acknowledge our biases and prevent them from becoming a barrier to learning or supporting others?

# Discussion Question 4

- Encouragement is a critical element of success. Jennifer talked about the male champions at Ameren who play an integral role in promoting diversity, equity and inclusion.
- How have you or how could you support someone on your team to be successful?

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Thank you for participating!