



Facilitator Guide

StoryCast Part 1 Description

“Everyone’s Walk Is Different,” focuses on the experience of one Ameren co-worker and mother’s journey to find acceptance for her son, who had an experience of being excluded for being gay that helped her become a voice for Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) community. Participants will be encouraged to develop ways to understand challenges faced by some in the LGBTQ community, and ways to embrace diversity, equity and inclusion both publicly and privately, through new and different lenses. **Respect of co-workers is an Ameren value and always an expectation. Ameren respects varying religions and religious views; and, this is not the only acceptable religious perspective or viewpoint. The StoryCast program is designed to serve as experiential learning so that co-workers gain better insight into the feelings of others who may be excluded, in part, because of who they are. Such learnings apply to both personal and professional settings.**

Objectives

Participants will be challenged to:

- Begin new dialogues on issues that may face co-workers in the workplace and the community
- Learn how to be brave (*as we listen to Tafi’s story and others’ sharing within their debrief discussions*) and lead from where you are
- Explore and discuss ways to support your organization’s efforts to build a more inclusive workplace

Target Audience

This program is intended for groups, organizations and people interested in building inclusive communities through dialogue and discussion.

Tips for Facilitating

As a facilitator, your role is to encourage discussion. Considering the opinions and points of view presented in this presentation, focus discussion on those conversations and thoughts that

affect inclusion, respect, and valuing others. To best facilitate the discussion, **carefully review the video and prepared materials in advance of presentation.**

Guidelines:

- Review all presentation materials and the video in advance of your session.
- As you begin the session, establish ground rules for sharing (**see *Ground Rules Samples***).
- Stress the need to be respectful of others.
- Set expectations for the session by sharing the objectives (**see *Objective Section above***) and agenda.
- Actively manage time to allow sufficient discussion of the topics highlighted in the video.
- You may encounter off topic comments in your session. Prepare to steer the conversation back on topic. An example of something you could say might be “***That is an interesting comment. Let’s discuss it further after the session to allow time to cover discussion items more directly related to the video.***”
- At the conclusion of the session, thank everyone for their participation.

Materials and Equipment Needed

Presentation: “*Everyone’s Walk Is Different*”

Click on link: [Everyone's Walk Is Different](#)

Wi-Fi or data connection is needed to view video

Laptop with Video Screen for showing video via virtual platform (*i.e., Skype or Microsoft Teams Applications*)

Facilitator Guide

Participant Booklet

PowerPoint Presentation

Time Requirements

Skype or Teams Meeting Log-in Preparation: 5 - 10 minutes

Video: 8:05 minute runtime

Discussion Time: 30 - 40 minutes

Presentation

Introducing the Program

Welcome participants. Explain that the story they are about to hear focuses on courage and inclusion. Courage is to check in with our values, weigh the options, become brave, and do what is right. Courage is to live your values consistently. Inclusion is to create a space where people feel seen, heard, and valued. Being inclusive makes a difference in the lives of people who are lesbian, gay, bisexual, transgender, and/or queer. As a strong proponent of family, values, faith and tradition, Ameren co-worker, Tafi, shares her family's journey to find acceptance and inclusion for her son.

Tell the group that you will be asking questions following the video.

Provide Sample Ground Rules for Clips Discussion

Facilitators, encourage people to be involved as active listeners and participants. No one else knows a person's thoughts and experiences as well as that person. Suggested ground rules are below. The bracketed portions are optional, so, feel free to include or not.

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|-------------|---|
| Participate | I encourage you to participate. [You will find you will get more out of the program, likely, enjoy it more and hopefully, even have a little fun.] <i>Note to Facilitator: give advance notice that you will be calling on co-workers by name to ensure you have their attention and to avoid embarrassing co-workers.</i> |
| Respect | We expect everyone to be respectful. [Not everyone may agree with each other, but when we are respectful, we live up to Ameren values. With respect, we establish, maintain and even improve the way we relate to one another.] |
| Open | We hope you will be open. |
| Educate | We're here to learn and to inform, but we are all students of diversity. [Some may not have any experience participating in discussions of this nature or on these topics. And some may not have done so in a work environment. So, we expect understanding as we learn how to talk about these issues, because some of us may not feel we have the "right" words to share our thoughts.] |
| Share | Sharing our experiences, respectfully, can help us connect with each other. Doing so, also can help us build trust. |

As you ask questions, remember to allow people time to think before they respond. Do not jump in too quickly with your own answers. The role of the facilitator is to generate discussion. Ideally, you will be neutral and not share your perspective.

Group Discussion

For large audiences (more than 10-12 people), consider dividing into smaller groups to discuss questions. Key points from each small group can be shared with the larger group and captured on the flip chart at the conclusion of their discussion

Discussion Questions

1. Please use one or two words to describe how listening to this story made you feel? Did anything surprise you and if so, what?

Possible Answers:

- **Frustrated** (that we are still having these types of discussions in 2020).
 - **Hopeful** (that people are being brave and entering these kinds of conversations to support and respect differences).
 - **Feelings of guilt** (not knowing what to say).
 - **Empathy** (to acknowledge someone's pain while feeling for them as human beings even when we may not necessarily agree or understand them).
2. Tafi talked about the fact that several people, including the youth pastor, left the church they attended because her son was not welcome. They became allies. An ally is someone who may or may not be a part of the same group or identify personally in the same way, but is associated with another to give assistance or moral support.

Have you ever been an ally for someone in your organization or in your community? If so, what was the situation and what did you do?

Possible Answers:

- Answers will vary based on personal experience.
3. Part of Tafi's role is to deliver onboarding training which contributes to making co-workers feel welcome (*for who they are*) from day one. What do you do to make others feel welcome at your organization?

Potential Answers:

- Volunteer to be a New Co-worker Mentor.
 - Set up meet and greet or touch base meetings with co-workers.
 - Send an email to new team members/new hires and welcome them to our department.
4. Tafi stated "*At Ameren, our differences make us stronger and it takes courage to make diversity, equity and inclusion a reality.*" What does courage mean to you? How can you demonstrate courage to advance diversity, equity and inclusion at your organization and in your communities?

Possible Topics:

- Open Responses.

Review Objectives

This video is intended to build awareness of diversity, equity and inclusion by challenging us to:

- Begin new dialogues on issues that may face co-workers in the workplace and the community
- Learn how to be brave (*as we listen to Tafi's story and others' sharing within their debrief discussions*) and lead from where you are
- Explore and discuss ways to support your organization's efforts to build a more inclusive workplace

Closing Comments

Conclude the session by sharing your organization's or group's policy statement or position on diversity. Be sure to thank the participants for their contributions to discussions and for their time.

Survey

Please take a few minutes to complete a brief survey on *The Courage to Live Your Values* video series:

Click on link: <https://www.surveymonkey.com/r/DiscussionsAcrossDifferences2020>

Let's keep the dialogue going.