



Facilitator Guide

StoryCast Part 1 Description

"Shifting the Conversation," focuses on the experience of an Ameren co-worker who is also a mother raising two African American young men during the aftermath of George Floyd and Ahmaud Arbery's deaths; and actions she took in creating an empathic space to communicate a path forward. Participants will be encouraged to develop ways to understand issues related to racial inequality experienced by some, related challenges, and how to embrace diversity, equity and inclusion both publicly and privately, through new and different lenses.

Objectives

Participants will be challenged to:

- Begin new dialogues on issues facing people in the workplace and in the community
- Learn how to be brave (*as we listen to Miranda's story and others' sharing within their debrief discussions*) and lead from where you are
- 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: “*Shifting the Conversation*”

Click on link: [Shifting the Conversation](#)

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: 9:00 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. In the aftermath of George Floyd's death, race relations and change were at the forefront of many people's minds, in the workplace and in the community. StoryCast 1 focuses on courage and being brave every day. It features a co-worker, Miranda, sharing her personal experiences on racism, parenting, and hope. Through Miranda's words and actions you'll hear how she approached having conversations that lifted up and sustained the efforts of others with whom she was connected, who are leading the way forward for change.

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

Provide Sample Ground Rules for StoryCast Discussion

Facilitators, encourage people to be involved as active listeners and participants. No one else knows another person's thoughts and personal 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 our company's 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, equity and inclusion. [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 and find ways 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:

- **Solidarity** (to co-workers looking for ways to help heal and support our friends and family who are struggling during this time).
 - **Frustrated** (that we are still having to address these types of issues in 2020).
 - **Hopeful** (that people are being brave and entering these kinds of conversations to make progress).
 - **Feelings of guilt** (not knowing what to say).
 - **Tension** (political divides and different personal experiences may make it difficult to have conversations about race and racial equality).
 - **Lifelong learning** (an opportunity to examine how I show up in conversations and support friends and family).
 - **Better understanding or Lack of understanding** (to co-workers who may not have the same understanding or perspective).
 - **Empathy** (to acknowledge someone's pain while feeling for them as human beings even when we may not necessarily agree or understand them).
2. Miranda talked about the types of conversations she had with her sons and how they are on the basis of survival, sometimes being a case of life or death. Do you think these conversations differ along racial lines?

Possible Answers:

- Yes. I was shocked but not surprised by George Floyd's death. I have paid attention for years and have had these uncomfortable conversations with my children.
- Yes. I can't afford to wait until adolescence to begin these conversations about identity.
- No, individuals of any and all racial backgrounds may worry about interactions with police.
- No, as a non-minority, I have similar conversations with my children and family. I worry about my own, and my children's, safety.

3. Miranda talked about turning her pain into a message for fostering change. Miranda created a group chat for her team to have productive conversations about race, perceptions, and biases. This created a safe space for her team members to support one another and to continue to learn.

What is one step you can take to increase your own understanding and action, across racial lines, in the workplace and in the community?

Possible Answers:

- Recognize my own unconscious bias. That it may affect my behavior.
- Think about my views or actions towards other individuals of different races in various situations.
- Try to place myself in another person's shoes.
- Explore what events/needs there are in my neighborhood/local community and contribute where/how I feel comfortable.
- Listen to understand.
- Open conversations with others (similar to the statements in the video).
- Talk to others with different backgrounds and experiences.

4. Miranda talked about the importance of creating a team culture that acknowledges biases while at the same time creating an environment of allyship, belonging, and trust.

What is one way you stand in support of our black community now and moving forward?

Possible Answers:

- Recognizing my privilege. Understanding how race and racism can impact the path of individuals, my co-workers, my friends and my community.
- Educate myself. The real work of allyship comes in the form of educating myself on the things I need to personally learn and unlearn in order to be a better advocate.
- Check in and speak up. Checking in with my colleagues to show that I care and am aware of what's going on.
- Share my own story as a member of the black community. To educate others and create awareness.
- Share personal experiences so others may better understand a different perspective.
- Be open to potentially learn and grow from another's experience or personal story.

5. Miranda stated, "*the greatest example of not making this time a moment but a movement is Ameren's movement to make diversity, equity and inclusion one of our corporate values.*"

What can each of us do to assist in making Diversity, Equity and Inclusion a movement rather than a moment for your company and for your community?

Possible Answers:

- Share my own story, as a member of the black community, to educate others and create awareness.
- Create my own personal DE&I commitment statement and see it through/live up to it.
- Read/watch/listen to stories about social injustice and share what I have learned with others.
- Thoughtfully engage in conversations/ask questions of those who have experienced social injustice.
- Continue the conversation we began here today!

Review Objectives

Participants will be challenged to:

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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.