



**Group Discussion**

- 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?**

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- 2. Miranda talked about the types of conversations she had with her sons and how they are on the basis of her concern for survival, sometimes being a case of life or death. Do you think these conversations differ along racial lines?**

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- 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?**

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- 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?**

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- 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?**

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