
**DISCUSSIONS
ACROSS
DIFFERENCES**

**WITH
MIRANDA**

Produced by Ameren Corporation

Objectives

- 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 our debrief discussions*) and lead from where you are
- Support your organization's efforts to build a more inclusive workplace

Discussion Question 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?

Discussion Question 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?

Discussion Question 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?

Discussion Question 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?

Discussion Question 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?

Objectives Recap

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Thank you for participating!