



Facilitator Guide

Description

“Unity is Full of Diversity” focuses on the experiences of two co-workers, whose children were a part of diverse teams or groups, and how they decided to approach the situations. These stories offer participants' insights into individuals, who have vastly different backgrounds, learned to work together within their diverse teams/groups, and find they had much more in common than they may have once believed. Participants will discuss how navigating diversity of thoughts and actions into being more inclusive impacts our organization and community.

Objectives

Participants will be challenged to:

- Begin new dialogues on issues facing our co-workers and our community
- Learn how to be brave (*as we listen to Duane's and Lisa's stories and others' sharing within their debrief discussions*) and lead from where you are
- Support Ameren's efforts to build a more inclusive workplace and community

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: “*Unity is Full of Diversity*”

Click on link: [Unity is Full of Diversity](#)

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: 09:36 minute runtime

Discussion Time: 30 - 40 minutes

Presentation

Introducing the Program

Welcome participants. Explain that the story they are about to hear focuses on how team or group performance in life and business can be improved with the addition of unique skillsets. It features two Ameren co-workers. Each share their story about how diversity affected their children's teams' performance. Duane coaches his son's predominately white JFL football team and was given an opportunity to grow his team by partnering with another local team, who were predominately African American. Lisa shares how her daughter, who is white, played a number of sports and activities where the team or members were predominately African American. Each share how diversity within teams contributed to new heights of success and better teamwork. In addition, benefits gained through incorporating diversity into the team is no different in the workplace or our communities.

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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.

- | | |
|-------------|---|
| 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.] |

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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. What were some of the messages you heard in the video related to courage and inclusion?

Possible Answers:

- Courage asks us to take what is different and sometimes uncomfortable and make it a part of how we do business, a part of our culture and a part of who we trust and rely upon.
 - Inclusion involves being welcoming to others, as well as being open to learning different ways of doing things.
 - When team members have a common goal, everyone puts in the cooperation and collaboration to be successful.
 - It takes courage to be true to who you are – may not fit in, but it doesn't mean you should give up/give in/compromise on who you are.
 - Courage includes the moral strength to persevere difficulty or fear.
 - Courage is the ability to do something that you know may be difficult; yet, you are open to learning different ways of doing things.
2. How might co-workers/people get to know and understand others better so as to improve overall performance of their team?

Possible Answers:

- Listen to understand.
 - Safe to say – openly share ideas.
 - Safe to fail – learn and grow from experiences.
 - Share learnings.
 - Utilize technology to readily communicate with others – don't be afraid to FaceTime or turn on your video on Teams calls.
 - Expand and nurture your network – reach out to others to gain new perspectives.
 - Practice diversity of thought – ask others for advice, counsel, and feedback.
3. Encouragement is a critical element of success. Finni received encouragement and support from her mom on a daily basis.

How have you or how could you influence someone on your team to be '*even better if OR 'achieve even greater success'*'?

Possible Answers

- Keeping communication open allows me to learn about ideas and concerns of my team members. As I use this opportunity to interact with them, I discovered new ways of achieving our outcomes more successfully.
- I show sincere gratitude for the contribution everyone makes to our team and our organization.

- I empower my team members by giving them the opportunity to not only implement day-to-day tasks but to suggest new ideas and help make them a reality.

4. Duane said that we are not all that different. We all deal with similar issues in life.

When have you learned that someone who you thought was VERY different from you was actually way more similar to you than you originally thought? What was the situation?

Possible Answers

Requires personal responses from participants

5. Lisa shared that Finni played sports on a team with others who were very different than her.

When have you purposely decided to try/join a group with people different from you? What did you do? What did you learn?

Possible Answers

- Requires personal responses from participants

6. At the end of the video, Lisa says that appreciating diversity and focusing on equity and inclusion does not just happen once you have met your goal.

How do you see your organization demonstrate commitment to diversity, equity and inclusion?

Possible Answers

- Making diversity, equity and inclusion a company value.
- Providing professional development and performance conversations with my supervisor.
- Encourage employee feedback via surveys.
- Education and training regarding the benefits of diversity, equity & inclusion in the workplace.
- Inclusive workplace policies.
- Diversity of thought and diverse conversations are part of day-to-day operations.
- Diverse interview panels.

Review Objectives

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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 in Uncertain Times* video series:

Click on link: <https://www.surveymonkey.com/r/2021DiscussionsAcrossDifferences>

Let's keep the dialogue going.