



**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. 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?**

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- 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?

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- 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?

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