



Group Discussion

- 1. What were some of the messages Stephanie shared related to courage and inclusion?**

- 2. Stephanie stated, "*There's so much opportunity to help people on their journey to get to a better place for them. That's what's reflected in my home life.*" What are some things Stephanie does at home to support her family? Are any of them familiar concepts that you either can or do use at home or at work that could enhance diversity, equity and inclusion?**

3. Stephanie advocates to "look at a person's character regardless of their external appearance." What do you already do or what can you do to see each person as an individual?

4. Stephanie talked about how Ameren cares about its co-workers as individuals. Stephanie's team members play an integral role in promoting diversity, equity and inclusion to ensure she succeeds. How have you or how could you get to know someone you work with?

5. Stephanie offers her perspective of those living with disabilities, her personal views about raising her children and the joys and challenges of temporarily working remotely with children also learning at home, an entirely new way of living during a pandemic. What are some ways that we can support team members who are balancing work/life during COVID-19?
