

DISCUSSIONS ACROSS DIFFERENCES

The
Courage
To Evolve and Grow



Objectives

- Begin new dialogues on issues facing your co-workers and your communities
- Learn how to be brave (*as we listen to Sudikisha's and Ray's stories and what others share within their debrief discussions*) and lead from where you are
- Support your organization's efforts to build a more inclusive community

Discussion Question 1

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

Discussion Question 2

In the first story, Sudiksha talked about mentoring underrepresented students to help prepare them for their graduate studies. She also stated that she hadn't realize how much she needed the experience and what she would learn from the experience of helping others.

Have you had an experience where you offered to help someone and you wound up learning or growing from the experience? Maybe during a volunteer opportunity?

Discussion Question 3

As Sudiksha talked about mentoring underrepresented students to help prepare them for their graduate studies, how many of you are or have been a mentor or mentee at work? What did you like about your experience?

What could be the benefit to others if they have a mentoring program they can join?

Discussion Question 4

In the second story, Ray stated "*everyone is not the same but if the results are the same, I think we win.*"

How can embracing what makes us different help us find the courage to evolve and progress?

Discussion Question 5

Who can share an example of a time when you "evolved" by seeing someone doing something VERY differently from you, but got the same results?

Did you begin to adopt or do things his/her way?

Discussion Question 6

What does the statement
"if you are not always learning, you are taking a step backwards,"
mean to you?

Discussion Question 7

Ray reinforces that "*change is going to occur.*" And that some people can be a part of the change, others can work within the change, and others can grow with the change.

For those of you that often see a change coming or are a part of it early on: what tips can you share with us to help others be more aware of change that is coming to help others evolve, grow, and perhaps adopt or adapt change; sooner rather than later?

Objectives Recap

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

Thank you for participating!

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