

# DIVERSITY EQUITY AND INCLUSION LEADERS ACADEMY

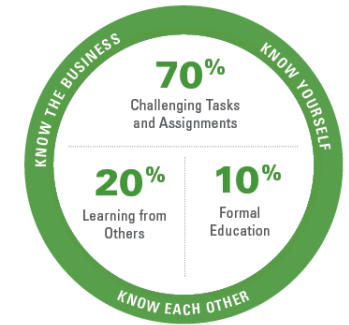


## OVERVIEW

The **Diversity Equity & Inclusion (DEI) Leaders Academy** is designed to provide those who serve as DEI leaders with essential diversity, equity and inclusion developmental skillsets and knowledge to deliver key messages, building engagement and support others. Participants will be exposed to concepts and tools that support Ameren core leadership competencies and reinforce the Ameren values.

Objectives: At the conclusion of this program, participants will have developed skillsets in:

- **Drive Results:** Concepts and tools to serve as Diversity and Inclusion Leaders.
- **Champion Learning:** An enhanced self-awareness of the strengths and development as they relate to Diversity and Inclusion.
- **Be Strategic:** Applied program concepts and tools back on the job.
- **Build Trust:** Networked and learned from Ameren co-workers and leaders.



**PROGRAM STRUCTURE:** The program delivers training to co-workers who participate in the following groups; DEI Council, DEI Ambassadors, Employee Resource Group Leaders, and Ameren Leadership Team.

Program Start	DEI Council Group	DEI Ambassadors Group	Employee Resource Group (ERG) Leaders Group	Ameren Leadership Team (ALT) Group	Program Completion
Participants receive a <b>welcome email</b> introducing the Diversity Equity and Inclusion Leaders Academy Program with links to documents to share with their direct report. Participants and their direct leader discuss and complete a <b>Diversity Equity and Inclusion Academy commitment statement</b> .	<b>Required Events</b> New Council Member Orientation (1/2 Day) Diversity Council Strategic Planning (1 Day) Diversity Equity and Inclusion Leadership Summit (1 Day) <b>Required Skill Building</b> Diversity Media Clip Train the Trainer (1 Day) <b>External Training</b> *D&I Foundations: Executive Diversity & Inclusion Councils (Whitepaper) <b>Elective Courses (choose 1)</b> Crucial Conversations (2 Days) Effective Communication Skills (1 Day) Presentation Skills (2 Days)	<b>Required Events</b> Diversity Equity and Inclusion Leadership Summit (1 Day) <b>Required Skill Building</b> Diversity Media Clip Train the Trainer (1 Day) Lead 1 Diversity Media Clip Sessions (1 Day) <b>External Training</b> *Build the Business Case for D&I: Why is D&I Important (Presentation) <b>Elective Courses (choose 1)</b> Crucial Conversations (2 Days) Effective Communication Skills (1 Day) Presentation Skills (2 Days)	<b>Required Events</b> Diversity Equity and Inclusion Leadership Summit (1 Day) <b>Required Skill Building</b> ERG Strategic Planning (1/2 Day) ERG New Leader Orientation (1/2 Day) <b>External Training</b> *Masterclass 1: ERG Leader (Webinar) <b>Elective Courses (choose 1)</b> Crucial Conversations (2 Days) Effectively Leading Projects & Managing Change (1 Day) Presentation Skills (2 Days)	<b>Required Events</b> Diversity Equity and Inclusion Leadership Summit (1 Day) <b>Required Skill Building</b> The Inclusive Leader CBT Inclusive Leadership Program (8 sessions at 90 minutes)	Participants receive a <b>certificate</b> of completion and acknowledgment at an internal Diversity and Inclusion event.



\*Presented by Gartner (<https://www.gartner.com/en>). Note: to sign up for webinars, first time users will need to setup an account ([click here](#) for instructions) Minimum/Maximum Required Events/Courses: 4 to 5.5 days **within a 24 month period**.