



# CO-WORKER / COMMUNITY EDUCATION



## Discussions Across Differences

Diversity Media Clips (YTD) December 28, 2016

INTERNAL

% Participation - Goal Target 70%

DMC Series	BSCOR	REGILS	REGMO	TRANS
DMC Series 2 The Psychology of Race	79%	86%	88%	86%
DMC Series 3 What Respect Looks Like	81%	85%	86%	91%
DMC Series 4 Teaching for Inclusion	81%	85%	84%	90%
DMC Series 5 Reading Between the Line	79%	84%	83%	81%

EXTERNAL

City of Ferguson • City of Belleville • City of Creve Coeur

Downloads over 12 months: ?????



# PIPELINE IMPACTS



## Formalizing Ameren Scholars Program

- Partnership with higher institutions
- Missouri S&T, Lincoln University, Fontbonne University, Webster University
- Formalizing A-5 touch points with students each year
- Goal - Improve conversion rates to Ameren employees

## Supporting Human Resources on Connectivity with HBCU's

### Bolster Use of Talent Ambassadors (Targeted Pipelines & Employee Resource Groups)

## Strengthen Relationships with Wyman Center, UMSL Bridge

- In fuse co-workers into efforts to supplement financial support



# INFLUENCE CO-WORKER DEVELOPMENT



## ERG Leadership Academy (Align with Ameren Corporation)

- Equipping ERG officers & leaders with shields to run an effective organization
- Organizational Management
- Budgeting ???
- Strategic Planning
- Resource Allocation
- Program Implementation & Execution
- Development

## Expanding Support for Focused External Development Programs

- Hispanic Chamber of Commerce Leadership & SLBDI



# COMMUNITY OUTREACH



In 2016 Ameren Commits \$8M to Community Causes

Continuing to Build on Ferguson Training

- DMC's City Personnel Training
- Infusing Ameren co-workers in UMSL Bridge program

Better Family Life Arts Project



# INCLUSION CRUISER STATS



## 2016 Education

- Internal Audience
- ERG Focused

## Missouri & Illinois Territory

Total Visits: ?????

Total Expenses:  
740 (MO) + 598 (IL)

Total Miles Traveled: 2,572



# 2016 AWARDS & RECOGNITION



Top 5 Utilities Companies for 2015  
by DiversityInc



Corporate Equality Index (CEI)

Disability Equality Index (DEI)



Black Enterprise

Recognized by the Hispanic Leaders Group  
of Greater St. Louis



# 2017 Forward Look



## Revamp Inclusion Cruiser

### Best Practices

- Information sharing, white papers

