

Access-4-All Recommendation

At Ameren, we are committed to an inclusive culture that supports diversity and values the perspectives and experience of all our people, including people with disabilities. DisAbilities in the Workplace Network, (DAWN), is one of six employee resource groups at Ameren. DAWN's mission is to engage, empower, and include individuals with disabilities.

To develop Ameren employees on disability cultural understanding, Katie Rodriguez Banister presented at one of our member meetings. Katie talked about her experiences as a person with a spinal cord injury and promoted understanding between individuals of differing backgrounds.

DAWN members felt connected to the mission of our group as they listened to Katie's story about her rehabilitation and those who helped her on her journey to recovery. DAWN members walked away refreshed and inspired for new levels of commitment.

Katie also wrote a poem centered on DAWN's mission statement which was communicated in our newsletter companywide. The poem brought a level of sensitivity which represented the mission of our group, and removed words that connote pity or guilt.

I have worked with Katie on several other projects at Ameren. She is one of those rare people you meet in life who immediately inspires you with her energy, enthusiasm, and passion. She is an extremely effective communicator, articulate and tremendously engaging. Katie is the consummate professional who consistently presents ideas with a fresh perspective. She is a highly committed and an extremely reliable consultant.

Peggy Tedder, President, Ameren's DisAbilities in the Network (DAWN) Employee Resource Group