1) What types and sources of support do you think would be beneficial?

- Groups to talk about situations and topics about the company culture and environment; small groups, advisory boards, some trainings.
- Tool box to present information to the powers that be.
- Documentation on how to report concerns and observations.
- Top down approach.
- Start at young age.
- community outreach - bring people together.
- Having support and bringing in professionals to provide training. Knowledge is important!
- Providing mentors with similar backgrounds.
- Bonding over similar situations.
- Training to managers directly.
- Small discussion groups.
- Planned out and well executed activities.
- regular check ins to understand next steps.
- WEF could provide DE&I playbook (thought leadership) to participating municipal and private entities.
- Support from groups outside of those who are directly impacted.

2) What challenges do you think we will face and need to work towards overcoming?

- Bias (conscious and unconscious).
- "Just because you don't experience it, doesn't mean it's not there."
- Getting comfortable being uncomfortable.
- Accepting of change.
- Fear of Retaliation.
- Disbelief that this is a critical issue. Pushback from higher-ups.

3) What is the role of YPs in moving the ED&I discussion forwards?

- Talk about it more.
- Don't ignore issues that come up!
- Ask people how they feel about an issue.
- Have a conversion with people in the correct context when you don't agree with something.
- Mentorship.
- Knowing how to "call out" in a respectful/non-degrading way.
- Generational communication breakdown (and engagement).
- Asking "why?" / challenging processes (ex. hiring).
- Don't be scared to ask questions.
- Hold leaders accountable.
- Changing the language and educate each other.
- Don't be a bystander / idea of ally-ship
- Use increased awareness to drive the changes we want to see.
- Don't let it be a trend.
- Connect with other professionals, identify challenges, and have conversations about DE&I (make it commonplace to discuss).