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).