



An Ally Moment

go/Allyship

Ally Community,

When I sent the [initial Ally Moment e-mail](#) a few weeks ago referencing the Ahmaud Arbery tragedy I thought that would be the last I would send for some time. Unfortunately, we're navigating yet another race-related tragedy, and this time in the backyard of our World Headquarters here in Minneapolis. For those of you who aren't aware, a black man by the name of [George Floyd](#) died after a police officer placed a knee on his neck for what felt like an eternity. This incident is horrifying to watch and listen to, and does not reflect even the most basic tenets of human dignity and respect.



This week has been hard for me personally. As an inclusion leader I've sadly found myself wanting to seek the refuge of my quarantine bubble and tune-out all that has occurred in the last week. Exhaustion and fear can do that to you sometimes. It can be a necessary step in our self-care journeys. But leadership and allyship often require us to show up when the weight is heavy and the timing inconvenient. [Jeff's note](#) as well as the many others I received from leaders and colleagues were the inspiration I personally needed to get back off the canvas and move forward.

So as we all try and process this moment and as a city many of us love is put under a microscope and possibly exposed for some very uncomfortable truths – I ask us all to use our REAL allyship framework to support one another as we navigate this moment together.

R - Reflect and understand your own experiences and blind spots.

- What were your initial reactions to the news/videos? Did they change as you learned more or heard the reactions of others?
- Do the implications of this incident have an impact on you and your family? If so how?
- What about this tragedy makes you uncomfortable and what emotions are you experiencing?
- What conversations are occurring in your family or close circle about this tragedy?

E - Empathize and try to feel what others are feeling.

- What feelings and emotions do you think George Floyd encountered during his final moments?
- What must colleagues and friends from communities of color experience/feel when they see the images of George Floyd's final moments?
- What level of frustration and anger could prompt a community to riot?
- How might this tragedy impact the decisions of employees or candidates as they're asked to relocate their families to the Twin Cities in the future?
- Read articles and social media posts from those who are experiencing the pain of this tragedy in a meaningful way.

A - Act on behalf of or in support of those you're allying for.

- Seek out those who need support and create a safe space for them to open up to you.
- Share this tragedy with others in your close circles so they too can have understanding and empathy.
- Find ways to show your visible support for George Floyd's family and the entire community (social media posts, protests, etc)

