



## Courageous Conversations

### George Floyd Tragedy & National Unrest

Want more? Find additional Global Inclusion content here: [REPLAY](#) | [Yammer](#) | [Champions](#)

### Courageous Reflections

It was clear when over 3,000 employees registered for yesterday's Courageous Conversation with just two days notice that we were all anxious to have dialogue about the recent tragedy involving George Floyd in the Twin Cities. Our sincere thanks to all of you for expressing your emotions, sharing your stories, listening, and learning. Despite the technology challenges many of you encountered in getting to your breakout rooms, the feedback has been so overwhelmingly positive and we again thank you for your understanding.

From the authentic opening from Jeff and James, the vulnerable stories shared, and the raw emotion shown in the breakouts yesterday was an true testament to our Culture of Belonging. We have so many amazing employees who are motivated to take action and to ally against racial and social injustice. There is no simple playbook as to what *your* allyship should look like as it requires real work and commitment and needs to be authentic to you. Your actions, both big and small, have impact. Please take a look through a number of resources below that we feel can help you progress in your journey.

For those who would like to continue the dialogue or who may have been unable to join yesterday, we'll be hosting a Courageous Conversations follow-up to start off our Day of Courage on June 12<sup>th</sup>. No agenda, just an opportunity to continue the conversation from yesterday. Please click here to register and your ZOOM link will be sent prior to the conversation. If you're not on the Courageous Conversations distribution list, please [request access here](#). *(full directions at end of email)*

~ Molly Sjostrom

### Continuing the Conversation on June 12

Join us to kick off the Day of Courageous Action this Friday, June 12 (9:00-10:00 CST) as we continue the dialogue that was started during last week's Courageous Conversation: George Floyd & National Unrest. No speaker, no agenda, just an opportunity to continue the conversation in small facilitated groups. [Click here](#) for more information and to register.

### Expanding our Understanding of Gender Identity on June 23

In honor of Pride, we are going to keep our scheduled June Courageous Conversation with the GenderCool Project. Join us as we welcome a panel of transgender and gender non-binary youth from the GenderCool Project and their parents to share their stories, passions, and plans for their bright futures. [Click here](#) for more information and to register.

## Event Specific Links

### Links

[Opening and Welcomen from Jeff Harmening and James Momon](#)  
[Courageous Conversation Guidelines and Facilitator Questions](#)

### Feedback Requested

We would appreciate your feedback. [Click here](#) to complete a short 2 minute survey. Thank you for the gift of your feedback.

## Resources

### Inclusion Contacts

Here are few inclusion contacts relevant to our discussion.

[See Inclusion Contacts](#)

### AllyAsks

There are several new AllyAsks for you to complete.

[#AllyAsks](#)

### Additional Learning

In addition to Inclusion Contacts and AllyAsks, we've compiled a list of other ways you can learn.

[Read more](#)

### Wellbeing

Our employee benefit plans and programs provide you many choices and options.

[See Resources](#)

## Join our Distribution Lists

Joining our distribution lists is easy. Simply request it directly from here. In "Individual Group" type **Courageous Conversations** to receive invitations and resources related to Courageous Conversations, or type **Allyship** to receive resources and information on furthering your allyship journey. Better yet, join both!!

If you have joined and are not receiving emails, first check your "other" folder. If emails are not there, contact SolveIT for assistance.