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DAWN RUDOLPH:

Good afternoon and good morning! Depending on your time zone, this is Dawn Rudolph here at AUCD. Welcome to the 2022 UCEDD TA Institute. We are very pleased to host you today.

This virtual meeting will be held in four sessions, this week and next, and we hope you are able to join as many sessions as possible, to plan and network with your colleagues across the country.

We are very pleased to welcome Jill Jacobs, Commissioner for the Administration on Disabilities, as the ACL keynote speaker today. Joe brings deep and broad experience from executive director roles at an independent living centre, and an HBS coordination facility, as well as experience in family advocacy, and disaster response following hurricanes Harvey and Maria.

Jill Jacobs, thank you so much for taking time out of your busy schedule to join us today! We welcome you to our meeting. And we know that the UCEDD directors across the country are looking forward to working with and engaging with you and individuals with this build is across the country, to improve the systems we are all working to improve on together. Welcome! I pass it on to you.

JILL JACOBS:

I am happy to be here and I am happy that you'll invited me. It is weird to see my face on here.

I would like to start by describing myself, I'm a white woman middle age. I have reddish hair, I wearing a blue sweater, and behind me is my home office, and shelves with books. I will say that it is not my favourite thing to give a speech online like this, so bear with me as I read from the screen.

Thank you for inviting me. I would like to thank John and the AUCD team for creating this series, as well as all of the work with UCEDD over the years. I'm excited to talk about where we may be headed next.

I was appointed as the Commissioner for the administration on disabilities. Because I haven't done a lot of intensive learning in the past two months, something I have learned is that federal wheels turn slowly.

A more important thing that I have learned, is that we have a solid foundation here at a ACL. I'm proud to be part of ACL, AUCD, and to increase our visibility as we -- as we look towards the future.

Just a little background on me, I spent 30 years managing disability service organizations, analysing policy, working towards improved health and disability at local, state, and federal levels. I have a lot of experience with health and home-based community services.

I've experience with grassroots advocacy and organizing, disaster relief. I did a lot of organizing around healthcare in 2017, I'm sure many of us did.

I am on various boards, the nickel board, local boards over the years. So that is kind of my work that I have done.

On a personal level, I have a disability myself. I was raised with a person with disability -- with a dissonance about it, my father has quadriplegia. Both of my children have developmental disability. So I have a lot of experience in this with a personal, as well as a professional example.

I also have the expense of being a military spouse. Retired now, but I have a lot of expense -- experience with what is called the exceptional health programs for military family members.

So that is a little bit about me. I knew that I had to tell you a little bit about me, and I had to think what I think about you said.

I have to be honest -- Not a lot -- UCEDD'S. Something about me, I am a -- sceptical person. Try to get preauthorization for people on home and community based services who have IDD. So that makes me a sceptical person, and in trying to get access to vaccines, and in working to keep disabled folks alive in the pandemic -- These things as you know makes you less trusting, I hope you forgive me when I say that I did not take any AoD grantees at face value, based on the reports they come up to ACL.

-- That come up. Instead of looking online, I reach out to people with disabilities. I reached out to people on the ground. I use the trustee tool social media. Of course when use the inter-webs to get information, you can imagine I got a whole range of responses.

Would you guys like to hear the responses? Or you would like me to skip it? Let me know? Yes? OK.

Again, you know where it comes from, and people will say whatever they want. I will tell you it is a mixed bag. One person said "A majority of folks think that UCEDD's are campus disability resource centres. That is inaccurate, but it would be nice to see or UCEDD's partners with resource centres. It is he built an opportunity to create our own future and it is being wasted."

Another person said (Reads) "Our class took classes on job coaching, to support people with intellectual disabilities. You said was a wonderful resource, and we could not have gotten our program off the ground without them --UCEDD. We still rely on them from time to time."

Another person says (Reads) "No clue. They put on a conference and talk about how great they are."

Another (Reads) "They provide a butt kicking, qualitative research project. In fact they produce many of them. I love working with our UCEDD, I go to them often."

There is one that says (Reads) "We have an 18 year relationship with them. They provide services on early interventions for professionals, in parent to parent groups, and really helps us develop policies -- public policies and how people can actually these supported in programs. We are happy to be in a you said that we can work with."

So there are some positiveâ€¦ And there are some that are a mixed bag. So I see this as an opportunity to build on while I am at ACL. There are some things for us to look at.

While I am here, I want you all to approach me, I want to approach you, and I want to talk about what we can all do together.

Here's some information I learned about AoD about what UCEDD have done recently. Over the past two years with the COVID-19 response... As we know the COVID pandemic has been difficult for all of us, and we do know it is disproportionately harder for one segment of the US population: people with intellectual disabilities and their families.

The disability community pulls together to create creative solutions at this time. We will then need to break down biases and stereotypes, as we increased access to vaccinations with individuals with this about these and their care circles.

The relationship established between ACL. A key to the relationship, was dial. It stands for the disability information and access line. They have supported more than 400 people with disabilities since taking their first call 10 months ago, so we have responded to more than 4000 inquiries over the past 10 months. It is a very useful tool.

It has also resulted in AUCD providing \$10,000 to our grantees to increase access for individuals with disabilities and adults. You all have been wonderful, working with community stakeholders, providers, and public health systems at local, state and national levels.

I would like to put a spotlight on some UCEDD's that have implemented strategies during COVID-19. The Kennedy Centre with UCEDD developed the disaster relief with Tennessee Pathfinder. It is a statewide, multilingual information service for disability resource, used to distribute information in response to the pandemic.

In Delaware, the Institute for disability studies, you said and TAL collaborate together for COVID resource materials that was used to help the Delaware community to understand the impact of COVID-19 on the disability committee.

And in South Carolina, at the University of South Carolina for you said, work with multiple key partners to form the vaccine access network. This network successfully brought funds for a campaign that resulted in numerous videos, and established a statewide vaccination hotline.

In these examples I have highlighted, UCEDD has partnered to achieve a greater impact. Your partnership, along with UCEDD grantees to respond to the COVID-19 pandemic has genuinely saved -- saved lives.

I want to stress that. You have come together and literally save lives. You have grown our mission, you have helped us identify our mission, and you have helped us recognize who we are as a disability committee and how we can help one another. That is invaluable!

I'm going to talk about dollar amounts todayâ€¦ But there is no value that you can put on this type of work.

Earlier this year, ACL pointed to the numbers in the work that you have done, to help us secure 150,000 in rescue plan funding. This funding is called Expanding the Public Health Workforce. It has a longer name, but we will just call it that.

Those are aimed at increasing the number of public health professionals that work specifically in disability networks, and to address the specific and unique needs of people with disability and their families, throughout the pandemic and ongoing. All 67 UCEDD were applied and were won \$27 million in funds. I am looking forward to looking -- hearing all the ways you are going to use these funds. I imagine that based on what I have learned by the UCEDD, and by the pandemic, you are going to use them in wisely and created ways. I'm looking forward to seeing what happens with the public health workforce money.

When we talk about the workforce, we have to address a huge issue associated with workforce, which is the direct support workforce shortage. We are in a caregiver crisis right now in this country. It existed prior to the pandemic, starting in 2020. We were already in real trouble. The direct support workforce front across the country.

Of course, the pandemic exasperated and accelerated this problem. Now we are facing a real and dangerous crisis. The crisis is expected to grow exponentially over the next eight years, between now and 2030.

When we talk about this crisis, we tend to talk about data, numbers, large-scale stuff. And we have to, we have to do that and understand what is the impact. How many. But, I think that when we do that, we forget to think about the reality of what that actually means in a human life.

So, I am going to tell you. I will point out to you what it actually means any human life is a timeshare that many of you completely understand this. It needs to just be said. It means getting the absolute minimum care to survive. It means choosing to use the assistance that you do have to eat a meal and get transferred in and out of bed, maybe over showering. It means spending days in bed and developing pressure ulcers. It means illness, isolation and were able to not having daily care or caregiver means real risk every day for people with disabilities. We have to deal with this crisis.

According to the Institute for community integration at the University of Minnesota, nearly 600,000 direct support professionals will be needed... We will need to add more than 600,000 direct support professionals every year over the next eight years. Not total. Over the next eight years, every year. To provide services to the approximately 200,000 people with intellectual and developmental disabilities who are in a waitlist, we will need an additional 167,000 new DSPs. We are talking about almost 5 million workers in this field, going to be needed over the next eight years.

This is where we are right now in this moment. The American network of community options and resources, anchor 2021, state of America's direct work support crisis found that 77% of providers are turning away new referrals. 50% are discontinuing progress and services. 81% are struggling to achieve quality standards. 92% report that the COVID-19 pandemic continues to complicate their ability to recruit and train DSPs will 92%!

At ACL, we have taken steps to address this caregiver crisis. Last October we launched the

blazing new trails for direct community support challenge was top I'm not sure why these names are so long, but... We launched blazing New Trails prize challenge. It sought innovative solutions to support the DSPs, and to try to increase the overall stability of home and community-based services will we got about 30 applicants, and as we went through the process and the competition, it is a multi-phased competition, we ended up with a grand prize winner. The collaborative for citizens direct support for New Jersey. They won the grand prize, and the prize for their development testing of an interactive map tool that indicates where self-directed employees and direct support professionals are located, so that client can contact them about their service. People with disabilities can use this app to directly contact potential caregivers.

This tool has grown and grown. Today, it has a network of more than 700 people who share it, promote its use, and continue to grow it. They use it to find caregivers, help with training and education of caregivers, and for people with disabilities to submit information about their staffing preferences and needs.

The project has demonstrated that through proper formalized partnerships, effective marketing, and professional training, it is possible to increase the size and improve the stability of the DSP workforce while improving the capabilities of the DSP workforce. Within the next week or two, ACL will publish a notice of funding opportunity to address the direct workforce crisis by establishing a national technical assistance Center. This project will be funded at \$1.3 million per year over a five-year period for a total of 6 1/2 million dollars. When fully operational, ACL envisions the center will be a central hub for federal state and private entities involved in the delivery of home and community-based services. We will use this... They will use this to access a curated array of model policies, best practices, training materials, technical assistance and to build learning collaborative.

The goal of this initiative is to strengthen the TCW to better meet the needs of older adults, people with disabilities, their families and caregivers. It is a step in the right direction I think.

So what have UCEDD's done to direct -- help the direct service crisis? In Minnesota, they offer a nationwide online competency-based curriculum to enhance the skills and knowledge of DSPs, frontline supervisors and managers supporting people with disabilities and community settings. The training tool includes a suite of competency based curriculum for professionals providing services to people with disabilities, to include intellectual, develop mental and psychiatric disabilities.

In New Jersey, the (unknown term) Center for UCEDD's, provides technical training to service providers, state employees, families and individuals with disabilities on persons who are (indiscernible) support. In Iowa, the (unknown term) for UCEDD,... Proposing innovative strategies to recruit or retain direct support professionals will they were warding \$25,000 grants.

In Texas, the Texas (unknown term) UCEDD... They partnered with bravos Valley Center for Independent living to offer direct support professional certificate program. I wanted to thank you all for your leadership to help the nation, as we emerge in this continuing caregiver crisis will stop I don't think we are emerging, I say as we continue to go through. We have a long road ahead, and over the coming years, we are going to rely on UCEDD innovation to strengthen capacity building. We will rely on your research and evaluation and on you to help build systems for people with intellectual disabilities when it comes to caregiving.

In closing, I would like to thank you for the opportunity to share my remarks with you today. I appreciate that you welcomed me here today, especially being such a new guy. On behalf of my team, we look forward to collaborating with you as we jointly address the pressing issues that are faced by people with disabilities as we emerge from the pandemic.

I want to say that we have plenty of opportunities to work together. I wish I could address all of the initiatives we have on it top, but I want to leave time for questions. I will say that we have opportunities around equity, mental health in the DD community and housing. I want to leave time for your questions and for us to have conversation, and we can do that now. Thank you so much for your thoughtful leadership, for the work you do every day. I look forward to working forward together as we pivot towards, hopefully a brighter future. Thank you.

DAWN RUDOLPH:

This is Don, I welcome anyone to drop a question in the chat box as we have five minutes for questions. While you are thinking about your questions, I do want to thank you Commissioner Jacobs for sharing your history and passion and your vision and priorities. We certainly look forward to looking together with you to address the DSP workforce crisis was on a personal note, I will say that this is a passion of mine. As my first full-time job ever at age 18, was as a DSP. I fell in love, and I have never left the field. I hoped in all those years, that we would see the efforts of ACL is making out to address the crisis in the workforce. Myself and many in the network are grateful.

JILL JACOBS:

I have been a DSP to. Starting out in college, I lived with the person who had a disability and was her DSP for three years. I still had to pick up DSP duties for family members from time to time. I completely get it. I have worked through the system on a personal and professional level for many years.

DAWN RUDOLPH:

There is a question in the chat box was it is from (Unknown name) and Montana for the, "Omission or, you mentioned housing that is a higher priority for our UCEDD in Montana for time wondering if there any more specifics on housing initiatives?"

JILL JACOBS:

We do have our housing resource Center, and I can make sure after this meeting to get you the link... That is something that ACL sponsors will it is an opportunity to find housing solutions. It is a TA center online. I can make sure that I will jot down everything that I mention here today, and send it back to you also you have the links for those.

We also have a housing challenge that will be coming up. We will be publishing that in the next few months, and it... The challenge is similar to the DSP challenge. It is a competition. You go through the phases, and if you are the grand prize winner, you get a lot of money. So, to carry out your idea for the we have coming up to.

Internally, we are always working on housing issues. We completely understand that when we talk about community living, there is a whole bunch of development surface you have to have a roof over your head, access to food, caregiver, friends, opportunities to work, and go to school

and just live your life. Housing is certainly a key element for everyone, when talking about the hierarchy of needs it is right on the base. I hear you and I am glad that you are all interested in that.

It looks like Jennifer is dropping these things in the chat, by the way for things Jennifer.

DAWN RUDOLPH:

The house of representatives from the housing resource Center will be in one of our breakout sessions on the final day of this TA Institute as well. There will be an opportunity to talk further (indiscernible).

JILL JACOBS:

Fantastic.

DAWN RUDOLPH:

I also wonder about equity for it is a big topic for the current administration in the White House, and for our network. I wonder if you can speak to what aspects you would be most interested in, or focused on.

JILL JACOBS:

Thank you for bringing that up. I shortened my speech, because I wanted to make sure we had time to talk. I'm glad that somebody brought up equity. As a matter fact, published just today, we have (unknown term) publishing a funding opportunity around equity for you can take a look at that.

I will say that, you know, in the disability community in particular, we have a saying, "Nothing about us, without us." I want to acknowledge that that has not really been a true statement from the disability community was we have left out members of our community, and we are, you know,... ACL has and intends to and has a strategy to change that. The people we have left out or people of color, we have left out people who live on tribal lands, we have left out people new to our country, we have less of people from the LGBTQIA+, with intellectual and developmental disabilities and particularly those who communicate in ways that are not verbal. These are just some of the people that we have not included when we say, "Nothing about us, without us."

It is part of my work here, while I am here along with my colleagues, I have fantastic colors, to create an equity plan for ACL, and to work within the context of the Biden administration's efforts around equity. Within what the ADH as is working with equity to make sure that we are working to import a more equitable future, to be more equitable in the way that we find opportunities and the work we do across the board.

I would love to have conversation. I want you all to reach out and give meet your ideas.

DAWN RUDOLPH:

Thank you so much for sharing that. And thank you for sharing the link in our chat.

There have already been some conversations around the network. Folks are partnering, looking, and collaborating on ways to address that. -- It. So you have a lot of champions here.

JILL JACOBS:

Good. I cannot wait to see what comes our way.

DAWN RUDOLPH:

(Laughs) Same. We thank you for sharing your time with us. We have a lot of breakout rooms build them, purposefully to build and more time to share and learn more about what the network is doing is the impact they are making, individually and in individual states and across the region.

JILL JACOBS:

I appreciate your time.

DAWN RUDOLPH:

Let me go back to my screen, I do have some updates to share. I would like to give a tremendous thanks, because we have a planning committee that has informed this meeting. I would like to give a special thanks to Katie Johnson for their leadership in the committee, and in coordinating the speakers for this year's Institute. So kudos to the team here on the slide!

I do want to share some TA activities coming up in the near future, so you can keep your eye out for these things coming out.

The new Five Year Report for UCEDD is now built in two webinar materials. That template will be rolled the summer " make this summer -- this summer. The template will pull from cumulative data that you already entered, so you are reducing duplication wherever possible, there are going to be some things that you need to add in.

One of them that is a priority to add in, will be a party for each of the core functions, and we will be sure to provide supports on that too.

We do have a request for proposals out right now, proposals due this Friday, to submit updates for to our TA plan. The consultant will engage with our members, to evaluate our approach to evaluate the two new goals that have been evaluated in our new UR CTA contract.

As you can see on screen here, we cannot do this without collaborating with you, because the goals address -- address increasing quality of data collection, and increasing the percent of people with this -- with disabilities abilities across cultural groups reporting greater equity and opportunities within the UCEDD network and in community life.

I do see a question in our chat box, for those during Five Year Report's you also complete the (unknown term), the answer to that is yes. This is a very heavy writing your for you. -- Here for you. Here your full grant application, you are PPR, and your Five Year Report all do in the same year.

(indiscernible) although this is great data to share, they share with Congress and it helps for continued funding with a network. So there is a light side and a dark side as always.

You can keep an eye out for upcoming announcements regarding the emerging leaders and of your webinar scheduled for May 25 -- -- End of Year Webinar.

There is an opportunity focusing on the core functions of UCEDD, and cultural competency. There is at least one training identified for each of the councils to support them in their activities. Cancel trainee representative application. Those that are in these roles will receive a (indiscernible).

We remind you again, that if you can keep your centre directory updated, as the ACL website now directs users to the AUCD directory to identify UCEDD contacts.

Your data core reader can help with this. UCEDD has updated their own directory, it can be done in yours. There will be link dropped in the chat box to give guidance on this. And we will have data coordinators meeting on May 5 where we will address that as well.

-- We also have.

We have eight workgroups that we would like to highlight, to invite your colleagues and trainees to engage in these workgroups that address needs: Business Managers Work Group, Territories Work Group, and Workgroup for Equitable Engagement with Indigenous Communities is all managed by Jamie Koenig.

The Spanish Language Caucus has been a powerful group supported by Jeanette Cordova, to help us identify the resources that we need translated and prioritized. We need all resources translated, but prioritized would be the priority of which order we need that in, and to help us facilitate and inform others in the network on how they can build translations into their everyday practice.

The caucus itself does not do the translations, just to be clear! We have had a number of requests on that.

And similarly, The Plain Language Advisory Group run by Katie Johnson cups with identifying materials -- Mike helps with, identifying materials that need to be translated into plain language so more people can have access to the information.

They will also provide technical assistance for how you can address this at your own centres. The last two workgroups listed are managed by me, Performance Reporting Workgroup. The supplemental funding that has been received from public health force initiatives -- So you can look for a survey, to help us identify the burdened hours.

That is a required data point from the White House office of budget. We will design a space near to update and upload those data points into your annual PPR. Finally, the Applied Behaviour Analysis Workgroup. It is presently closed to new participants.

This is a heavy issue. We have heard from the artistic community on ABA, and to the harm it causes -- autistic. We have spent many hours already building a coalition, in and out of our network, as well as autistic (unknown term) that can help us improve resources on guided trainings.

We are taking care in each step, and as we engage stakeholder engagement, we are doing this

with sincerity and respect. We think there will be opportunities to open for new group members, but we are taking our time initially, to ensure that they get started respectfully and the groups priorities.

I like to think ritual white, and Matt Lerner as network leaders on this workgroup team. A tremendous thanks to Wyoming, South Dakota, and Nebraska UCEDD's by pushing this party forward. It is delicate but it needs to be tackled! And we are really grateful to be working so closely with folks who care so deeply, with such a compassionate lens.

On our next slide, which is all about promoting equity diversity and inclusion in our network. Our UCEDD resource Centre has continued to grow. In the supports available to you in this area.

There is free coaching available to you in areas of equity, diversity and inclusion. This could look like a number of things. It could be a one-on-one consultation, reviewing documents, connecting to resources, and otherwise helping UCEDD's implement the (indiscernible) action plan.

There is a page that is already dropped into the chat box, thank you Jeanette for keeping our chat box populated. Where you can learn more about the coaches. Each of them have areas and strengths of expertise, and the coaching is covered by the funding to our TA Centre so you need not be worried about it.

The equity diversity and inclusion hub is a website that has now been brought with the centre of Georgia State University. Thank you for your assistance. In helping us tackle the my rate of resources that we have on this topic --the myriad of resources.

The hub does include something that we created, I think back in 2015, as well as resources for the ED&I action plan. The hub also has a -- a webinar library, including the (unknown term) webinar series, driven by the topics by implementation working groups our staff are currently supporting across the network.

It also includes AUCD network narratives, including podcasts of members working in spaces promoting equity diversity and inclusion. We have talked about us wanting to hear success stories, so that way we can share and learn to not recipe mistakes. So if you have not heard the part has said, I encourage you to -- not repeat mistakes.

We will be filming again in the summer. We also have a number of resources -- available in Spanish. The most common is the use of the language model, so that folks have better access the UCEDD network.

Lastly, we are recruiting a part-time intern for the summer. We have had a good response for the supper. We do have a number of UCEDD tip sheets.

We continue to expand this number of tip sheets. We know that the more smoothly these functions work, the last time we have to spend on them, and the more time we can spend on improving systems that support people with disabilities.

So take a look at the tip sheets, there will be a link in our chat box. If there is a topic you would

like us to address? Just let us know.

And to the very last thing! I think I may be saving the very best for last today. The deadline for the UCEDD continuation application, for those of you submitting this year, is now extended by one week because of the concerns with the grant system.

Recognizing the SF424 and SF424A forms are not available in Grant Solutions, which has caused a lot of havoc. The new deadline is May 9, 2022. You can access these forms on the ACL website -- download these forms.

Thank you Pam again for all of your support! Throughout this reporting cycle. I think those are all of the updates I had to share.

I would like to really thank our UCEDD team, and all of our staff who are working long and hard to support all of your priorities and meet your needs.

Thank you. With that, I will turn it over to Jeanette will take us into our next activity. And you are muted.

JEANETTE CORDOVA:

(Laughs) I know it just popped up, "Muted". I will share my screen. And shortly! Katie has already put in the box! (Laughs) She is so fast. As you can see, we are going to be doing a little activity on meant to meter. Your first question will be, "What is an area of emerging for your center? Include your center name in your response."

Katie did put in the box that you... As soon as you enter the code, you will be able to type in your responses. I believe it gives you a chance to type more than one, or type all of them in one box will stop we should see them populating as soon as people start to enter.

So, we have some coming in. Emergency preparedness, community engaged research of IDD, that includes the community at every step, including hiring arteries with ASD and IDD. As a person with IDD, I appreciate that one. Building capacity of disabled researchers "University of Cincinnati". We also have mental health, housing in Montana, public health, WI HD inclusive communities, healthcare integration. Dual diagnosis. Transition age, healthcare access. Indigenous communities.

I will give it a few more minutes. Katie, keep me on time.

Sensory friendly University event centers. That is another good one. A lot of housing. American (indiscernible) University... Vermont shared accessibility and higher education. Refugees, employment and disabilities. Masking in autism. Thank you Cincinnati. A lot of overlapping there. Increasing DSP capacity in the state. Employment of IDD. Couple inclusive higher education. So, it looks like some of the priorities emerging work is definitely across the board.

So, you all can continue to do that, but we will move onto the next one. We will be sharing this after.

Okay. So the next one, and Katie will put in the chat momentarily, is, "Rate your UCEDD's ability

to respond to emerging needs identified by your CAC and community needs assessment." I meant to hide the results. Let's wait for a few more to come in, and we will go ahead and share them.

SPEAKER:

I am in a meeting honey...

(Laughs)

JEANETTE CORDOVA:

We will wait a little bit more until we get to the participants. All right, I think we are about halfway. So, we have today as the highest point. Two years ago, 3.1 full 10 years ago, 2.8. We still have people adding.

DAWN RUDOLPH:

Jeanette, this is Don, because this is the topic that Jamie who has been facilitating the (unknown term) tips series, identified this as a topic that might be helpful for tip sheet. Like, when you've got a portfolio, and you've got your court grant plan and needs shift, how do you facilitate that shift? I think that everyone has gotten a lot of practice with that through the pandemic. But, we certainly want to think about how we can address that.

JEANETTE CORDOVA:

All right, as I said, you can keep entering and there, but we will go onto the last one. So, this last one is, "What region are you in?" Katie had made a comment in the box, that it is a pre--- big jump from pre-pandemic to now. Very true.

All right, we are going to be... Hold on a second. Let me just get to where any to go. We are going to be heading for a break now. I went over a couple of minutes will stop so, we will restart back at 4 PM. However, these Mentimeters will stay open for a little bit. If you have not responded, I will leave the map up a little bit in that way you can see you -- continue to see where folks are from. Enjoy your break and we will see you back at 4 PM.

(Meeting break) Recording in progress.

DAWN RUDOLPH:

Hello everyone. This is done at AUCD back from break. --Dawn. I'm not sure if any folks are back from break? I do not see any of your pretty faces! So I am going to give it a few seconds to let folks come back from break.

I see faces now! Jesse is waving at me, hi Jesse! It has been a long time.

-- OK. We are heading into our last session, which is really going to be an opportunity for you to connect with other folks in your regions, has the last activity Jeanette did reminding us which region we live in.

Thank you Jeanette with helping us with technology. In our next session, we will do breakouts. Go to your region, Anna will bring up the breakouts. Our staff will be in the breakout rooms, both facilitating, and running through any questions in the agenda. What are your goals in the next



year? What is an area of emerging work? Which was just mentioned, and how can cross cultural communications strengthen your impact?

We know you well, we know that you can and may converse in other areas as well, that is fine! We will take notes as we go. If you do not mind bringing up the breakouts? That would be great. Thank you.

And you have to scroll all the way -- all the way down to the bottom to find your ration, and it moves around as people come and go, so if you are in the wrong one, just pop out and go into the right one. Anna Costalas will stay in our main room to help anyone, if any help is needed.