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AUCD

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TA Institute

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>> Welcome back to the 2021 UCEDD Technical Assistance Institute, a virtual series designed to leverage the connections and the collective expertise in the UCEDD network to tackle the most pressing things facing your organization, our network, the disability community broadly, and even more broadly than that, our country.

During this, our day two, we will be focusing our attention on responding to the calls for racial justice, equity, diversity and inclusion.

Today we'll be using the full two hours from 4:00 to 6:00 p.m. eastern, and then the next two sessions, we will be back to wrapping up at 5:30 and having informal networking opportunities for the last half hour.

As we did in our first session on Tuesday, we are going to start today by hearing from you directly, using this virtual engagement tool called mentimeter.

On your screen, you will see a URL, an access code alongside a QR code.

Either of those can be used to access a poll.

It is best to use your mobile device, if possible, but any internet browser will do.

Our first mentimeter of today is to take the emotional temperature of the room.

You're invited to share one or more words to describe what emotions what feelings, you personally experience when considering today's topic of responding to calls for racial justice.

We know that this work, especially these topics, be quite emotionally charged.

They are deeply connected to personal experiences, which can trigger a strong, emotional response.

We're offering this as a way for you to anonymously share what those emotions are as we, at the start of today's discussions, so that collectively, as we proceed through the conversations of the day, we can all be aware of the range of feelings that people are bringing to this, into the room.

I'm now going to switch over to mentimeter and see if we have any responses coming in.

Well, there's certainly one theme here, it is overwhelming.

It is challenging.

I see helplessness.

Difficult.

Timely.

Compassionate.

Hopeful.

Glad.

Glad we're talking about this.

It is needed.

It is important.



Tired.

Disappointed.

I see sadness, anger, mad, ineffective.

It's critical.

Isolated.

I see the word mixed in there.

Certainly a lot of mixed emotions.

Urgency is certainly something that is taking center stage at the moment.

Hopefulness.

Some sadness.

Some helplessness.

I'm going to give a 30-second count down as people continue to join the room.

They will be able to add those in.

I know we may have participants just joining us.

If you are just joining us, there is a URL at the top of the screen, and be the code with which you can use to access the poll for today that we are using to get started in our discussion.

We see a lot of different emotions that are, people are bringing to this discussion.

Fear.

Urgency.

Overdue.

Compassion.

Ally ship.

Well, thank you very much, for sharing with such openness and honesty about what you're bringing to these discussions.

I'm going to move us into the second poll, as we get started.

But, before I do, I want to describe it so that people can start thinking before you enter your responses.

The next poll that will be visible on your device asks you to consider each of these topics as an individual concept.

Racial justice.

Equity.



Diversity.

And, inclusion.

And then, to rate yourself on your familiarity with those concepts, thinking about whether you are somebody who is a novice, this is the first time you're really engaging deeply with the concept or whether you see yourself as an expert, being the person who is frequently the best person in the room to be informing others on this topic.

So that we can collectively understand the backgrounds that we're bringing to these discussions.

We have heard many times over the last year that we need to push back against an instinct to lump all of these concepts together into something like a buzz word basket, so today, we're asking you to consider to learn about, to discuss and to work toward implementing each of these independently, in addition to the collective action that we're taking together.

And this poll is showing up on the screen right now.

I see people feel most confident about inclusion and diversity with maybe some less confidence in the areas of equity and racial justice being at least, right now, the area where we feel collectively the least familiar.

If you're just joining, maybe we can put the link to menti.com in the link to make it easier.

You can use the menti.com and the code at the top of your screen to contribute to the poll.

I am going to start our 30-second count down so we can continue to move forward.

It is interesting to see, you said directors like data.

The slope on these graphs is also an interesting item for me.

I don't think it is a surprise that racial justice is one of the least, the areas of least confidence for our network and I think we will be spending a significant amount of our discussion time today really focused in on that topic.

So thank you again for participating in these polls.

It's been really valuable for me and I hope for others who are either facilitating discussions or participating.

Everyone who is participating today, for us to now understand a little bit better where we're coming from, both emotionally and in our conceptual frameworks.

I'm going to close out mentimeter for the time being, but we are going to return to this tool a few more times throughout today, and so if you want to keep it up on your device or your screen that will help you access it a little bit quicker next time around.

All right.

I'm going to switch over, switch back to my PowerPoint slide.

You should have received the materials for today's discussion in your e-mail inbox yesterday afternoon.

If you did not, you can find them on the TA Institute event page but I also encourage to you e-mail Katie Johnson so you can receive the e-mail in advance of the next two sessions next week.



I made an announcement we will have the new commissioner on the Administration of Disabilities speaking on Thursday at our closing session for the TA Institute.

If you have any questions that you would like asked of commissioner McDeed please e-mail them to me by close of business next Tuesday, they would like to have the questions in advance.

She is open to a question-and-answer session but she does want those questions in advance.

We have a few engagement tools that you've already interacted with.

Thank you all for your active participation in mentimeter.

I have no doubt that you will also enjoy engaging on Jamboards in our breakout sessions today but I want to remind folk about the shared Google Doc we have for collaborative note taking.

You can see some of the great notes that were taken on Tuesday during each of the sessions.

There were just a few bullet points that people pulled out and Katie went and cleaned this up after the last session.

And we've already got a few people starting to add for today's discussion items.

But anyone is welcome to use this.

If you're going to be taking notes, if you're like me and like to take notes anyway, why not take them in a place they can be shared and will be archived along with the rest of the event materials for collective use and utility.

All right.

I also just do want to remind people that the event is being recorded and live captioned, if you have any captioning needs, you can access that at the bottom, well, on your zoom tool bar.

And the recording for the whole group sessions will be available after the event, in the event archive.

Moving on to the agenda for the day, we're almost finished with our welcome section and we will shortly be moving into some time for small group discussions where conversations will be facilitated by AUCD staff and utilize a Jamboard to discuss today's topic of racial justice.

Then, we will return to a large group session where we'll use mentimeter for people to share out some of their key take aways or observations from the small group discussions.

And that will be followed by some very, we're calling them mini group breakout discussions where we're encouraging people to self-select into small breakout rooms.

We're hoping in the area of 4-5 people to really dig a little bit deeper into the topics of the day.

And just like you did in the networking session at the end of Tuesday's TA Institute, you will be able to move yourself around those mini group discussions.

And, after those mini groups wrap up, we will all come back together into the plenary area for a presentation on the URC's plan for implementing the Equity, Diversity and Inclusion Action Plan.

That will follow a short session through mentimeter before we close out the day.



That should take us right up until 6:00 today so, without further ado, we're going to get started with some of these breakout rooms and start our discussions on responding to the calls for racial justice.

>>I hope you had as great discussions in your breakout rooms as we did in the one I was on.

We were just in the middle of something.

I know we get the countdown timer and I, it is so hard to cut off conversation.

There will be an opportunity to return to those groups if you would like in some of the self-directed time.

You're self-directed so you're welcome to go wherever you like.

Right now, we want to take just a minute in a whole group for people to share some of the most salient topics of discussion in your breakout rooms.

Any of your key takeaways as part of another mentimeter.

I have the QR code up against and the URL and we're going to switch over to the mentimeter.

Open.

An opportunity for you to share up on screen for the whole group any lessons learned, observations, strategies, or resources that were shared in your breakout discussion that you think would be particularly relevant for the whole group, or might be valuable for others.

We're going to take just a few minutes to do this before we switch over into ourselves-directed time.

Someone has already posted, there were a lot of common challenges.

A strong desire to do the work.

There is a lot of work to be done.

Still feeling a little tentative and unprepared.

No one feels ready.

Language is a challenge people are struggling with.

Don't have the same understanding of different terms in meetings.

Trying to find answers or directions could be a moving target.

UCEDD could be a model for other agencies.

Dealing with racial injustice is too sensitive for people to address unless they have to.

More comments about modeling.

AUCD and the UCEDD can be a model.

Excellent perspectives about our history.

Not including people of color.



UCEDD could be models for other agencies, again.

I'm going to start our 30-second count down timer because we're already at 5:00 and I want to make sure we also have plenty of time for the self-directed time.

Awful lot of learning going on across the network.

What does action take?

You don't have to do it alone.

Tap into others who are passionate and knowledgeable.

Disappointed there was resistance to change and address racial justice head on.

Language and attitude matter.

Not prepared but not very willing.

So, the Jamboard discussion notes will be available after today as part of the event archive, but I really want to make sure people have enough time really dig into some more individualized discussions.

We're going to go ahead and move on to the next portion of our agenda.

So, in the next half hour, we're going to have some self select mini groups to continue discussing to responses for racial justice, equity, diversity and inclusion.

You will have a few choices.

You can return back to the Jamboard groups that you are participating in previously, if there were topics or individuals that you wanted to reconnect with or keep working on some of the content of the Jamboards in organizing your thoughts there.

It could also, there are, we identified two topics with our planning committee that might be worth having break small, very small breakout discussions on.

One is the strategies for promoting equity, diversity and inclusion in a virtual environment, and the other is prioritizing equity within the context of your UCEDD.

So those two topics actually have a handful of rooms assigned to them because we wanted people to really have an opportunity to connect in very small groups.

So what is going to happen, you will be able to see who is in each room, and then once a room has five-ish people, we would encourage you to start a new room.

There are a couple of rooms assigned to these topics and you can fill them up with time.

You could also, if you prefer, instead of going back to a Jamboard or talking about one of these predetermined topics, we have a few rooms that have letters assigned to them, and you can message someone you've been planning to connect with and both go into one of the other side rooms to talk about a topic of your choice.

A self-directed topical breakout room.



You could use those areas to problem solve with a colleague or to seek mentor ship from a peer or reconnect with a mentor you've worked with in the past from the network.

You will be able to select your own breakout room, as I mentioned.

For those who stayed for the optional networking portion for Tuesday's agenda, you will remember how this works.

When you go to the zoom tool bar, you will have an option that says breakout rules, and then, when you click on that, you will be able to see all of the breakout rooms and who is in them.

On the right hand side there will be a button that says join so you can move yourself to which ever breakout room you would like to join.

And again, we're aiming to have four to five people in each room or not more than five people.

You don't have to spend be the entire time in a single room, if you have a great conversation and it wraps up, you can move to a new room at your leisure.

If you have any challenges with this, Katie Johnson from our staff will be in this plenary space to help you get where you need to go.

All of the rooms will close at 5:30 p.m. eastern with the standard one-minute warning before hand and then everyone will kind of be swept back into this plenary space and we will close out the day with the discussion of the URC's TA plan for the Equity, Diversity and Inclusion Action Plan.

>> Sarah, this is Katie speaking. I just wanted to draw attention to the chat.

Kimberly Mills suggested talking about resistance to change, so I've made Room A that topic and you'll see that I changed the name. So that is another option that people have.

>> Thank you. I appreciate that.

Feel free to make those types of recommendations to Katie and she'll do adjustments to the names of rooms if you want to add something. Thank you, Kimberly, for bringing that up.

Alright, so if there are any questions, feel free to chat or unmute yourself.

Otherwise, you are free to disperse to your individual rooms...

The last section in the agenda today is a presentation from our URC team on our technical assistance plan for the network as you all implement the Equity, Diversity, and Inclusion action plan.

I am going to get us started and then I'm going to hand if off to Katie who is kind of coordinating all of the logistics for this effort and has been instrumental in putting together the TA Plan with input from the network.

I'm going to start off by saying, we saw in the mentimeter at the beginning of today's session that people have been working on this for a long time.

We understand this isn't new work for almost anyone.



You've all been given these materials in the past and there have been significant past initiatives that have addressed these topics and that cultivated levels of expertise in the network we want to make sure get incorporate understand this process.

We are not interested in starting from scratch.

We're not expecting that we're start from scratch here.

I want to make sure that everyone is reminded that we have had many projects funded from ACL, projects run but AUCD and projects you all have implemented in your uses around the diversity fellowships and minority partnerships, the embedding project out of UCEDD in D.C., the communities of practice she is running.

We've got the very and inclusion toolkit that's been developed.

A strict map.

Websites coming out of the embedding project, as with that have, that exist and are resources that are available for you.

We have events in the national, local levels with the AUCD leadership academy and the leadership for cultural and linguistic competence.

I know there has been a lot of mentorship and peer support that happened in the network, where you all have been reaching out to each other to cultivate expertise.

So, through all of these efforts, we've learned a lot.

We've learned that this process is a slow process.

And we've learned that it really requires broad investment.

It is not one individual or one work group that is going to move the ball forward.

It needs every person in every role in every UCEDD in partnership with every community that you're working in to really make these visions a reality.

And so we are hoping that our work is going to tap into all of that existing expertise to make the vision of the Equity, Diversity and Inclusion Action Plan a reality.

We did a presentation on the Equity, Diversity and Inclusion Action Plan, that's not what it is today.

It is not what it was intended to be.

If you missed that we did it at last year's TA Institute and it is archived and available on website but I wanted to make sure we define some terms and refresh our memory if you were not able to look at it as part of the event materials that were sent out yesterday so you understand what we're talking about when we talk about the TA Plan and what we're looking for from you as we implement the TA Plan.

All of the background information is summarized by the authors of the plan themselves.

They all did a phenomenal job of defining terms and recapping what is available to the network and then putting together a vision for what would make meaningful change for the national, what they call the DD network so it is not just UCEDD, as the funder for all of this work.



The goal is to have all four levels working together to address four areas of focus, workforce diversity, cultural linguistic competence, state and local impact and then a variety of cost-cutting considerations.

They have an objective tied to the outcomes they're hoping to accomplish with this action plan.

And each of the objectives has specific action steps that are intended to move our national network forward toward the vision of equity, diversity and inclusion over a multiyear cycle so they put forward a vision for what might happen in three years.

That's a framework we can start with and adapt from.

You know, start implementing and adapt from there.

So, in the plan itself, it looks like this.

You see it on your screen.

You know, the area of focus being workforce diversity, objective is increasing, recruitment, retention and advancement of individuals from underserved groups.

Then they have specific action steps that AIDD could take, the URC could take and UCEDDs can take.

What we are hoping this TA plan is is for us to support you all as UCEDDs and UCEDD directors and UCEDD leadership in implementing your column of action steps.

We are also working on implementing our column of action steps and I'm really happy to share this example.

We are adding to the directory a set of fields that would allow us to track that data.

We will be working, we also had opportunities at the conference to talk about workforce diversity.

We're hoping to continue to implement these at the national level and utilize the TA plan to support you in implementing at the state and local levels.

That's the background of what our goal for the TA plan is.

Now I'm going to hand it over to Katie who helped put together this TA plan.

>> Thank you, Sarah.

Thank you for the background and history of kind of how we got there.

Well before my joining there has been years of effort.

I'm going to talk through just briefly how we got to the plan we're going to share with you today.

We have been hearing from the next work there is need for technical assistance, so this great plan is written and there is a continuing need to support those efforts.

In August and September of 2020 we brought a group of implementers to form a work group to look specifically at the needs of network members and prospective implementers what do they need support in to implement the plans.

So I'm happy to see these people in the work group today.



That work group came up with a bunch of difference ideas around what support the network kind of needs.

That individual UCEDDs to make progress forward and they shared a report with us to guide the planning process for the use of TA plans from.

There, we drafted a plan and started reviewing it with lots of stakeholders so we reviewed it with the original plan authors, we reviewed it across all of the councils and wall. We shared it with the prospective implementers in that August/September work group, talked individually with key network leaders doing equity and inclusion work, and we shared it with our PAC (Project Advisory Committee) and that process was iterative and we got to the point we were ready to start launching this one-year long TA initiative to support the beginning of that implementation.

It is a three' pronged approach.

One, we're launching implementation groups.

The second, we're inviting expert coaches from the network to support and inform kind whatever that TA is, so supporting individual network members, helping AUCD with the content, presenting at webinars.

That is the third prong, we will have a webinar series to support all network members.

And kind of with these three pieces, we're hoping to support individual members in making progress on implementing aspects of the ED&I plan.

People have been making success, finding success in implementing the plan and learning from each other's success um might have noticed we sent out a call for coaches and implementers so we're trying to recruit 3-5 coaches to support this TA initiative from April through September of 2021.

We will compensate the coaches at \$150 an hour.

They will be supporting the content the groups are engaging around and they could possibly help presenting at webinars and they will provide us with one on one coaching to network members to meet specific network needs.

The implementation groups are up to four groups of 5-8 people that will meet.

They are similar around what TA needs, what do they need to support a single aspect of the equity, diversity and inclusion plan.

They will meet monthly and make progress on the single element of the plan they're working on, they will attend the quarterly webinars and they will have access to one-on-one coaching opportunities so that's the overview of what we're planning to do as you know, we September out that call yesterday and it was attached in the materials, so I will explain who should apply and how do they go about applying.

For the coaches, we're looking for UCEDD leaders who had success in implementing the plan itself.

We would love to have people with experience in providing training or technical assistance around equity, diversity, cultural and linguistic competency, we want to capitalize on the expertise that already exists in our network and be able to shine some of the success.

As you're thinking about this TA initiative, we hope that you're thinking of peopling at your center or each yourself who might share as coaches in those roles.



Have a need for technical assistance in implementing an aspect of that plan who have the capacity to participate in our Technical Assistance and then those who have support from UCEDD directors.

So, for instance, you might remember the example that Sarah showed you have the different objectives and action steps written in the plan.

She shares the workforce diversity action step 1.1 so UCEDDs in this action step are looking at data and how they can have more demographic data that is more equitably captures.

How are they going through that process.

You might have a data coordinator who really wants to assure their data is good and ready to be entered in years and may want to adjust what data they're collecting to help you, you know, meet the goals of the plan.

So you, as UCEDD director, could, you know, propose that your data coordinator come join one of these implementation groups.

Another example could be you have a core function coordinator who wants to examine how cultural linguistic competency is playing out in their individual core function area.

It's not just the typical, you know the leader doing the work.

We really want to encourage everyone has a role in implementing this plan so broadening who you might think of in tapping into this resource.

So, with that, we have sent out that call for implementers, which explains some of what Sarah and I have walked through of what the plan is and who are we looking to apply.

It has a link for the coaches in the slide tab, as well.

Those go to the application for coaches and the application for implementers.

Those are collaboratively created.

The deadline for those applications is April 19.

If you would like more information about this, we sent them in the materials.

On the next sliding, make sure everyone knows there is that call for coaches and implementers that explains all this we will have a webinar on the network April 12 from 4:00 to 5:00 p.m.

We will go over the team plan, the call for coaches and implementers and the application process.

If you have people at your UCEDD who might be interesting in learning more about this, anticipate 12.

They will have until April 19 to complete their applications.

So that is kind of what Sarah and I wanted to share with you but we know there are probably questions about the plan about how we got to the plan so we wanted to save some time for Q&A.

And there is that mentimeter code again.

If you want to go to www.menti.com and enter that code.

22385883.



We'll use that for question and answer.

>> I see one question there.

Good start on these conversations.

What's next?

So I think I hope we answered that, what's next is a series of work groups action oriented to support individuals from the network actively working on implementing the work of the action plan in their UCEDD on in their local communities to provide them with peer support and individualized coaching if that would be more use solve that when people come across the roadblocks we know happen and have in the past ground all of our good intentions to a halt because of the barriers that exist to implementation of the action plan that we have people who have a record of success that can kind of coach people through that, problem solve as issues come up so that's our hope.

There is a more specific question?

I'm happy to answer.

We have or can we organize anti-racist train forget our colleagues.

This is needed for them to recognize their bias and become allies.

That is a great question.

That could be one of the topics of our webinars.

The webinar we're planning to companion this is driven by the needs identified on these topics, whether that is through the conversations of today when we're looking through the archive and trying to identify the top needs, this is one that has come up and that would be something that is a good candidate for the training resources and the webinar that would go along with the implementation plan.

Thank you for that.

Could we establish a network wide community of practice regarding anti-racism for leaders?

That would be, you know, so to a certain extent, we are going to see what network needs come upped in the applications for implementation of the action plan.

If that is a topic that comes up as need, we will take a look at what implements or requests come in and you can submit more than one.

I don't know if that was one of the questions that got asked but it was one I should mention.

You don't have to just submit one coach or one implementer or choose between those, you can submit for as much as you want.

This is to a certain extent a little bit of a needs assessment process.

If you're asking for TA but submitting the name of an implementer who could use assistance that will tell us there is a need for that and these work groups will, to a certain extent, serve as a community of practice.



If there are a variety of network leaders who request support as an implementer to address anti-racism in implementing the action plan, we will put together that community of practice as a work group.

>> If I could jump in really quickly just to add, the way the application is set up has you identify specifically parts of the Action Plan you need support in, so one of the hopes we're hearing is, there was a lot of resources put into what made the action plan, a lot of thought, multiple years of work so we're trying to really tie those needs for TA directly to those action steps.

So I just wanted to so I that when you're working on your applications, for yourself or people at your center, thinking through how does this apply to what the action plan is and what is that specific need for the TA.

If it is about anti-racism, we could make a community of practice around this topic.

But the application will ask you to tie it to the action Lansing chief.

So just so you know when you're filling out.

>> Thank you, Katie.

I also see the link in the chat box, we will fix that.

>> Is there 5-8 or 35 implementers?

We will have up to four work groups, depend on what needs get expressed from the network.

If only two or three needs, we will have up to four work groups.

That's about what our staff capacity is available to support and if there is a greater need than that, we will do this for multiple years and continue the support and over time.

But each work group, we're aiming to have 5-8 participants so they can build strong relationships with each other and serve as a peer support for each other.

That means he will have about 35 implementers, maybe, you know, yeah.

30-35 if we maxed out those numbers.

So, let's see.

I'm answering all these.

I hope it is organizing them in the right way.

Leaders need skills for facilitating different conversation with moving the work forward.

That is certainly a need.

It has been a theme over all of today that that's one of the areas that people feel is the most challenging in this work is the anti racism work that was highest rated in our very first mentimeter where people feel the least comfortable.

Overwhelmed by the amount of e-mail from AUCD.

Can't find the e-mail about implementers and coaches.



We will resend that.

It will be included in the TA Institute resources, it will be on the page, on the TA Institute page.

It will be on, in the e-mails that go out in advance of the next two sessions.

And it is in the e-mail for, that was sent yesterday for today's session.

>> And, Sarah, I added a working link.

The original link copied is wrong there is a working link in the chat.

>> Thanks.

We focus on equity in general as we leave out a lot of groups, persons and needs when we focus on just one, like racial discrimination.

Yes.

So the, actually, the action plan doesn't specifically focus on racial discrimination it talks about equity broadly and diversity broadly and collusion in those four areas of need.

So, I think, I feel pretty confident that the authors did a good job of balancing between the priority areas so yeah, as Katie said, there was a lot of thought put into the action plan and what sort of very concrete steps could be taken to address all three of those areas, equity, diversity and inclusion across areas.

Really like the plan to build the examination of our UCEDD staff.

Action planning processes.

Because that could amplify, I'm getting probably effectiveness, I think that was cut off.

Well, thank you for that comment.

I hope our TA Plan with be flexible enough to address that.

Maybe in the webinar series or resource development, if there is a significant need that gets identified we might leverage some of the coaching time we are applying for to address that need for capacity building.

Implementer process feels complicated.

I can understand that it feels like a very complicated process and I agree with the statement at the beginning that this process can sometimes feel overwhelming.

If there are ways that we can help make this clearer, I'm very interested in hearing that.

You know.

The way I conceptualize the implementers are people from the network that can be receiving TA for the implementation of these action steps to move things forward at the UCEDDs.

And then be the coaches are those that are going to work with us to implement, to provide TA to the network as experts.

Will the action plan with reflected in the core grant applications coming up.



That is a good question that may be something we ask ACL next week.

Because we will have their ear and we know this is something that is a priority for them, so I would not be surprised if that is the case.

I don't have an answer.

But it is a good question for us to pass along.

Please speak more to the experience you're seeking for coaches.

As I said, we're looking for coaches who would be the people providing TA with us to the network or for us to the network, depending.

And, so, those would be people who have demonstrated success at taking action on elements of the action plan.

So, people who have both expertise and a capacity to share that expertise through, you know, clear communication skills and a record of providing training and technical assistance in other areas of their work.

Katie, was there anything you would want to add to that?

>> No, I think you covered what's included in the call.

And so we really welcome voices that aren't, you know who might not have been recognized before for having expertise in this area.

You don't have to have been the person doing the webinars before, you might have different kinds of experience but that success of implementing aspects in your role at UCEDD, and looking for coaching, mentorship and training and Technical Assistance around the concepts.

>> I would say we are in both the implementers work groups and the coaches that we, you know, ultimately select, we are hoping that they will be a diverse representation of the network in a variety of aspects of diversity so that, you know, depending on be the individual need, somebody may benefit more from one, somebody who is similar to them or different from them or has some, you know, whether it is geography or race or level of experience, so we are looking for a diverse, hoping in five coaches we can get some diversity of perspectives to support the network.

I think we are at 6:00, I don't want to go too much over so I'm going to go' head and say thank you all for joining us today.

If you're not going to be joining for future sessions, please complete the evaluation.

Otherwise, we will see you all again next Tuesday.

Same place, same time, same zoom.

Have a good weekend.

If I don't see you between now and Tuesday.

