

PreventConnect

TEXT CHAT TRANSCRIPT

WEB CONFERENCE

Links Between Bullying & Sexual Violence: Possibilities for Prevention

March 2, 2012

2:00-3:30 PM Eastern (11:00 AM – 12:30 PM Pacific)

Presenters and Guests

Dorothy Espelage, Ph.D., University of Illinois Urbana-Champaign

Kathleen Basile, Ph.D., Division of Violence Prevention, CDC

Heather Carter, MA, OUTLoud Project Manager,
Youth Suicide Prevention Program, Seattle, WA

Host

David Lee, PreventConnect Project
California Coalition Against Sexual Assault

Participant names have been removed from this chat record, unless provided by the participant in text.

Happy Friday everyone!

Thanks:)

Happy Friday to you to Kaitlyn and to everyone else!

ADV&SAS Streator, IL

Chad Sniffen: Welcome everyone. We have about 5 minutes until the conference starts.

David Lee: Hello everyone - tell us where you are from (City, State) and the weather there

Concord, New Hampshire

Doylestown, PA cloudy

Bay City, MI- cold and expecting SNOW

Newport, Vermont and St. Johnsbury, Vermont

Springfield, Illinois

Paterson New Jersey cold and overcast

Snowed like crazy yesterday, but today it's nice

Portland OR 43

Santa Cruz, CA - sunny and mid 50s

Chamam NM

Okemos, Michigan. Mid 40s and WINDY!

Grand Forks, ND

Springfield, Vermont. Snow filled and cold.

sorry....Chama, NM

Pittsburgh, PA - 54

Morristown, NJ

Portland, OR - cold, cloudy, and rainy

Los Angeles. Beautiful sunny day.

Attleboro, MA cold and rainy!

Kankakee, IL Sunny with storms to come.

Olympia, WA

Louisville, KY - preparing for possible tornados to hit soon!

Arlington, Virginia. Mid 50's and partly sunny

Chicago, IL. it is currently in the 40's and raining

Phoenix, Arizona -- Breezy but sunny with clear skies.

Mt. Pleasant, Michigan 36 degrees and gloomy

Tornadoes yesterday; rain, cloudy and cold today; but expecting snow this weekend

Oskaloosa, Iowa--it's snowing!

Waco, TX

If we exit the conference call, that means we're fleeing to seek shelter from the tornados

Ithaca, NY

Raleigh, NC - cloudy and a bit rainy, but nothing too intense so far!

Denver, CO 32 degrees and sunny

Red Wing, MN -- mid 30's, overcast, no snow...lame winter.

Heather Carter: wow jessy! take care

Seattle, wa!

Lincoln NE

mankato mn

ladysmitth wi, dealing with 16 inches of snow from Wednesday and suppose to get more!

columbus, OH

Boston, MA

Joni Drake, Stockton, CA - Sunny

Tampa,FL

Melissa McNinch Sterling, IL

cinci oh

Richmond, VA

Carissa Conway Meriden, CT

Oregon City, OR party cloudy, as always...

Wentzville, MO

Waynesville NC, gloomy and thundering

Hi Jenny in Boston. I was there now in sunny Florida

Robbyn, Milltown, Wi 15 inches of snow tues/wed

San Diego, CA...sunny and beautiful

Hebron KY-possible hail and damaging winds..ahhh

Boston, MA- rainy and cold.

Portland, Oregon.

Outer Banks, NC it is cloudy but mild!

Hi Ann! The Center for Women & Families is here: Kathleen, Jessy & Lori

Jessy! Yeah!

Hey ladies!

Laura from the Alaska Native Tribal Health Consortium is here. It's snowy here. Very.

Mark in Boston was there now in Florida summer is coming soon in Boston.

June Jenkins and project staff from Safe Schools/Healthy Students Charlottesville, VA

Sarah Colome, DePaul University, Chicago - cold and rainy

CHRISTINE Gilfillan, Berks Women in Crisis, Reading, PA

Red Cliff Community Health Center in Northern WI

Mia Doces from Committee for Children in Seattle

Hi from Big Piney, Wyoming.... Sunny and FREEZING here!

I am the Children and Youth Advocate for a shelter for victims of domestic violence and sexual assault

prevention educator, Freedom House, Princeton, Illinois

Resident Advocate from a domestic violence and sexual assault center in Florida

Minnesota department of human services/Minnesota sex offender program

dual dv/sa program and LGBTQ community org.

prevention consultation and training

Tribal TANF

prevention/education

child advocacy center

Oregon Partnership, suicide and substance abuse prevention.

Julie Dugery, Coordinator of Volunteers and Community Outreach NOVAJamison, PA-
cloudy

Substance Abuse and Domestic Violence

Amy Kenzie MN Department of Health

Yeah, looks like Tornados are imminent. We in Louisville, KY are out. Looking forward to reviewing this webinar info later!

former prevention educator. currently SART Coordinator at a dual SA/DV agency

David Lee: <http://preventconnect.org/2012/02/links-between-bullying-sexual-violence-possibilities-for-prevention/>

Heather Carter: Stay safe KY!!!!

stay safe!

Thanks!

David Lee: Why is reaching youth in middle school important for prevention?

the younger the intervention the better

To end the cycle of abuse

because it's important to reach them before they begin dating relationships or having sex

It's a prime opportunity developmentally for primary prevention

To prevent harm before it begins. Again, the younger the better.

This is the time they're developing self-awareness, helpful to teach about healthy relationships at this point.

transition before high school

I think it is important to reach them even earlier

those are the onset years for adolescent behaviors

May be easier to impact change - more influential

That's when they form their "relationship skills" and patterns.

Because we can change behaviors and cultural norms

This is where they start to test boundaries more and more and see what they can get away with

the younger the better

Both developmentally ripe time and a time when they begin to have more mature relationships

crucial age to reach the children at- they are developing relationships and means of interacting with fellow peers

cultural norms

they're old enough to start to understand, but young enough that they're less likely to have already perpetrated or been victimized

They are more likely to buy into rape myths as their brains and critical thinking aren't as developed

Developmentally, middle school students are beginning to enter into the identity exploration phase, and it's important to help them develop a healthy self-image and understanding of healthy relationships.

because we are seeing a lot of harassment happening among middle school students still influential; it's a time of transition

Middle school is a time that youth are developing a lot!!!

they are developing.. Important brain development stage.

Children are just starting to form dating relationships and forming their ideology about relationships and their contexts.

It is the prime in children's lives and they are learning to develop relationships

Time for awareness of healthy relationships with both male/female friends.

if you can get them educated prior to them getting set in certain harmful behavior patterns in relationships

more receptive

David Lee: How is bullying seen in your community?

Problematic.

Risk factor for other violence

It is definitely a problem in our schools

It's important, but it is misunderstood.

class issue

precursor to other violence

only a problem between girls

its recognized as important, but the media is blamed over the behaviors

I think it's seen as inevitable

it's evolving, but my community is still very influenced by the traditional ethos of "boys will be boys" etc.

Denial

It's recognized as important, but regardless of identity bullying is normalized

May link to more aggressive behavior

I see more of an emphasis on internet bullying

It's seen as a problem that is not being effectively addressed by the school system

a lot of schools are looking to address it generally - not always to address sexual harassment and anti-gay bullying specifically

It can be a manifestation of other things going on at home, etc.

Bullying is the starting point that could lead to sexual violence and more

recognized but many are not aware but schools deny/avoid issue

staff are perplexed at solutions

What I see a lot is that when asked about it people are completely against it and see it as a major problem but very few are being proactive about doing anything about it

leaders in the community see it as problematic however the public in the community does not think so

currently it has been in the lime light due to a situation in a local school; but overall, public views it as kids being kids

it's a problem but schools do not know how to properly address it

Bullying in our community is a more publicly acknowledged in our community.

seen as important, but not sure that our programed are the best. Linked with racism.

Often mischaracterization of sexual harassment or abuse.

Younger age bullies unfortunately.

schools would rather address "bullying" (or call it bullying) than sexual harassment because they're not legally liable if people are getting bullied, but are if there is sexual harassment...

It is a serious problem but often overlooked

acknowledge but aren't taking the steps to solve it

I think there are obvious forms of bullying that are seen as problematic but there are more insidious types of behavior that are types of bullying but not problematized in the same way

It is a problem but we work to try and identify it with the students but it is a pattern and the same students get involved with it over and over again

bullying is a term used for many other types of conflict

across the spectrum - many feel it is an issue while other believe it's part of growing up. Cyber bullying is a concern

Meredith has done wonderfully this semester when able to help in client services. She is doing some CAC accompaniments and has answered the hotline here in the office and from home. She is empathetic with clients, informative and extremely supportive. She is always willing to help, I hope to get her more client contact this semester.

Right now, seems as if all unsocial behaviors are called bullying, including sexual assault and sexual harassment

It is a big problem

Bullying effects learning. The bullying is generally not being done in school but outside of school and it seeps into the learning

issue about "who is responsible" parents/teachers/law enforcement

Bullying is part of Oppression

there's also a divide between the "it's just a rite of passage, kids will be kids" school of thought and those who recognize it as something more

racism, sexual harassment and bullying very linked

Schools do not want to discuss sometimes Head Start program in my community allow me to facilitate classes on bullying.

Many times kids are told that it is their problem that they have to deal with, leaving them without models on how to handle it or how to access adults as allies

there are many strong links between bullying, sexual behavior problems, sexually aggressive behaviors and social norms

We can't stop any form oppression, without addressing all parts of oppression

Risk factor for suicide and substance abuse. Not sure how the public sees it, however, I think it is accepted on some level because it's just "kids being kids."

Bullying is a major problem with many factors, name calling, taunting, cyber bullying, sexual aggressive behaviors...

there seems to be a disconnect between students and how to go about reporting it to schools to get help

I also have heard several folks in the education field say things like "it's a normal kid thing"

we've noticed several incidents of admins/teachers accusing victims of false accusations - think it's a sign of them being overwhelmed

Jennifer loves you Cordelia

David Lee: CDC bullying sexual violence page
http://www.cdc.gov/ViolencePrevention/youthviolence/bullying_sv.html

David Lee: Dorothy L. Espelage, Ph.D., Kathleen C. Basile, Ph.D., Merle E. Hamburger, Ph.D., Bullying Perpetration and Subsequent Sexual Violence Perpetration Among Middle School Students, Journal of Adolescent Health, Volume 50, Issue 1 , Pages 60-65, January 2012 Full text at
<http://download.journals.elsevierhealth.com/pdfs/journals/1054-139X/PIIS1054139X11002746.pdf>

David Lee: ASAP http://www.cdc.gov/ViolencePrevention/pdf/ASAP_BullyingSV-a.pdf

Isn't the use of such slurs sexual harassment t?

Heather Carter: YES Kathleen! well put!

David Lee: @Dianne - did she answer your question?

NO

David Lee: Will get back to that question later

where were the middle schools?

I also wonder if the use of overlapping categories will muddy the waters when schools/others are trying to identify what is happening with the students and how to address it.

did you capture demographic information about transgender students or sexual orientation at all?

Heather Carter: Dianne, I will address this a bit when I speak so hopefully we'll answer your question then

Yes, what schools were used?

I see " homophobic teasing" as a common behavior against many students, not just those who are gay/perceived as gay. Wonder about that definition.

Kathleen Basile: Dianne, the scales coming now will show you how we differentiate, but you are right there is some overlap

David Lee: For more info about AAUW study go to <http://www.aauw.org/learn/research/crossingtheline.cfm>

was there an option for students to identify as transgender?

I hear you David

(mrs. r)

I have always understood that calling someone gay, lesbian etc. is, in fact Sexual Harassment.

Is that the Chicago area?

Chicago?

no it's south of there

it is central Illinois

Thanks

It's about 2 hours south of Chicago

you could sing a song David

is she looking at the chat?

Could we discuss more about the links between sexual harassment and homophobic slurs

Dorothy - we can't hear you

Heather Carter: we will kaitlyn

Dorothy Espelage: got disconnected, will try to dial in again

Dorothy Espelage: Kathleen can you pick up and discuss

Heather Carter: she is Dorothy-no worries

Dorothy Espelage: ok

Heather Carter: sorry everyone-you gotta love technology issues during a webinar

David Lee: Dorothy let us know when you are back on the phone

"teasing" seems such a minimizing term...was that language chosen intentionally?

I feel that victimization certainly gets at the seriousness of the issue rather than teasing. Teasing seems to me as less intentional and less harmful

These all sound like Title IX issues, no?

Dorothy Espelage: I am back

But by calling it teasing, you don't name it as the crime it is.

David Lee: What are some potential implications for prevention practice?

this is very important in how we think about preventing perpetration

Dorothy Espelage: need to talk about homophobic teasing

Include homophobic victimization in your bullying prevention programs taught in schools

talk about power and control at earlier ages, working on power-sharing at earlier ages

I like this because it breaks down prevention into concrete behaviors to address with empathy building, and gaining skills for bystander intervention and peer support.

seeing bullying as an underlying condition of sexual victimization

I agree with Dianne to call it teasing to youth will not help them understand the full impact of the damage that they are doing.

Heather Carter: we need to call it what it is-if it's anti-LGBT harassment name it that not something else

@Krisin, Mark & Dianne-I agree it's seems like schools could say "oh it's just homophobic teasing" and not sexual harassment, not Title IX violation, so it's not as serious

sorry, I meant perpetration!

Also, talk about what constitutes manhood, i.e. Coaching Boys to Men

while I agree that "teasing" minimizes it; it is a term in a survey that youth will resonate with

I like the definitions of the different terms. It makes it easier to understand the similarities and differences between all the ideas

Address the issue of hegemonic masculinity and talk about different ways to be a man so as to not reinforce heterosexists behaviors

I think with the large amount of attention that "bullying" is getting through the media, and the focus within schools to focus on it, we can spend some time making the connection for them in other violence prevention

I had a question: was it specified on the survey that youth used the terms, meaning them as insults, or just using the terms?

Students are observant and notice when adults skirt the issues--the adults have to talk explicitly about homophobic harassment and sexual harassment, and racism--this is what teens have told me

I think that we would have an easier "sell" to gain access to schools and put forward sexual harassment and sexual violence issues. Some schools still deny it or blame the girl for wearing provocative clothing - even in young grades. Homophobic bullying against boys rarely recognized as harmful and just something boys have to put up with. I am excited to see that there is some research that supports what many of us have experienced either as youth or as prevention educators.

@Jess--Yes re-title ix. What we call it affects institutional responsibility, perpetrator accountability, and survivor options.

Heather Carter: YES!!!

Thank you Dianne d. My view as well.

My son said "thank you " when he was told he threw like a girl because the women in his life are great athletes! He was 6 then

Heather Carter: cordelia-fabulous!

Hm, important to address that "throw like a girl" is both meant to insult a boy and to put down all girls!

Thanks for the Title IX discussion!!! Very important.

have these suggestions been piloted/tested in any schools or communities?

agree with mark

David Lee: Slides and materials can be found at <http://preventconnect.org/2012/02/links-between-bullying-sexual-violence-possibilities-for-prevention/>

agree with Mark, I meant to say.

and in the example I gave of my son, he knew it was a put down of his "masculinity" and he was making a point that there was nothing wrong with being female

Even though there are requirements in the law for teaching these ideas of no tolerance of bullying in schools. each school is given the choice of how they want to do this in my community. In Head Start Programs it is a pleasure to facilitate and teach anti-bullying behavior in my community in.

Nice, Cordelia!

How was the decision made to choose the school and geographic area?

David Lee: What questions do you have about this research?

was this exclusively survey based or did you also do any interviews?

and why/why not?

Why is there a link specifically between homophobic harassment and sexual harassment? Is it just because that is the most popular form of bullying right now or is there another link you have found?

the survey questions available for others to u

I am frustrated by this because it seems that when you invent a third, overlapping category, you are essentially saying there is a link between sexual harassment and sexual harassment.

Was the bullying and homophobic harassment link also tied to ideas of traditional femininity--that is, are you seeing that homophobic harassment is also used to police the gender expression of girls, or primarily boys?

are the survey questions proprietary? can others use them?

Excuse my typing, in a cast.

the teacher thing seems particularly relevant to thinking about prevention work. we're so focused on youth that we may fail to focus on the adults who are in charge of moderating these cultural attitudes.

who was instigating this nervous game

I had students tell me about the nervous game too - I was surprised

One of the ways I find the distinctions useful is with making arguments with schools that want to keep any mention of LGBTQ issues OUT of bullying. This study was very important when I was doing Training in Anoka HN school district who was under fire for their policies and practices particularly as it relates to LGBTQ students

But they're saying there's a link between one type of sexual harassment (anti-LGBTQ harassment), and later, other forms of sexual harassment (i.e. males to females in general). Right?

Thanks, Cordelia. That's useful to hear.

Heather Carter: sexual harassment is part of anti-lgbt harassment but there's more to it-we can also see anti-lgbt harassment as gender bias or gender based harassment

so the scale is you own?

David Lee: Where do you see overlap in risk and protective factors?

Dorothy Espelage: the bully scale I developed in 2001 and homophobic scale in 2005; sexual harassment is the modified aauw

Dorothy Espelage: all have strong evidence of reliability and validity

power disparity

rigid gender ideas

having strong social supports is a major protective factor for several of those

Dorothy Espelage: traditional masculinity

they all rely on the silence/inaction of bystanders

Dorothy Espelage: family violence

I think norming of behaviors can be a risk and protective factor

healthy models of manhood needed as a protective factor

Yes

acceptance of using, abusing and exploiting others to meet one's own needs; entitlement, patterns of behaviors of contempt accepted

all rely on powerlessness (or feelings of powerlessness) of victims

risk factor - living in an society that tolerates oppression

capacity for empathy is a common factor

depression/family history of MH issues.

in all cases, the victims might not trust systems that are in place to help them, so they stay silent and/or don't seek services

Risk factors: low SES, history of family violence, peer acceptance of violence anti-LGBT and sexual harassment

unaddressed trauma in families, including intergenerational and historical trauma (here in AK this is a major issue in suicide and violence prevention work and I would think in bullying prevention work)

Kathleen Basile: @Charisa - we conceptually distinguish homophobic teasing as bias around sexual orientation and sexual harassment as bias around sex (m/f)

risk factors? what about a person's choice that this is how they want to behave...has anyone done a study on how many kids from low SES or with a family of MH do NOT engage in such actions?

Yay Mo!

woo! thanks heather!

Way more research on risk factors than on protective factors at this point, Abdul. Would be hard to capture what you bring up.

David Lee: samples of some of Heathers slides are on slide 41-50 of today's slides (available at <http://preventconnect.org/2012/02/links-between-bullying-sexual-violence-possibilities-for-prevention/>)

David Lee: You can also download many materials from YSPF that Heather is talking about today

The link doesn't work

Carol, delete the closed-parentheses at the end

David Lee: <http://preventconnect.org/2012/02/links-between-bullying-sexual-violence-possibilities-for-prevention/> this will work

(did I spell parentheses right...?)

88% of the kids studied did not engage in bullying behaviors, so it would be interesting Abdul to further survey these kids, most of them are still from the same lower SES schools

Thanks, I had already downloaded them

Hi Rhonda

Hi Dianne, have a message for you in the private chat

David Lee: Suicidality among Gay, Lesbian and Bisexual Youth: The Role of Protective Factors <http://www.jahonline.org/article/S1054-139X%2806%2900171-6/abstract>

Dorothy Espelage: Rhonda, we are tracking these kids for two more time points, they are in 9th-11th grade now

Dorothy Espelage: 88% did engage in "some" bullying but not high levels

So is the term 'bullicide' misleading as well?

Dorothy Espelage: we are adding teen dating violence measures

Dorothy Espelage: yes bullicide is not helpful

Can you please repost the website for the slides

David Lee: documentary Bullied <http://www.tolerance.org/bullied>

David Lee: <http://preventconnect.org/2012/02/links-between-bullying-sexual-violence-possibilities-for-prevention/>

Heather, it sounds like some of the things you just described were focused on perpetration.

sorry running late meeting ran over

what do you think about using the words BULLY and VICTIM? I think that it should be avoided because it labels and victimizes further. However, I can see that for research purposes it gets the word across...

we should be careful with these words

Dorothy Espelage: it might be helpful to use terms that kids use meanness and drama

I would use terms like bullying behavior, the person being bullied, etc. Dan Olweus really emphasizes this...

the slide we see is still focus on bullying and suicide--is that the slide we're supposed to be on?

Dorothy Espelage: yes

David Lee: Yes it is

Dorothy Espelage: dan olweus' program does not work in our country, so not sure if we should quote him

David Lee: How do you link

anti-LGBTQ bullying to gender bias?

rooted in basic notions of male privilege

Power over.

No don't quote however that is what he relates through his material

When I'm in the classroom, the "In The Box" exercise works well because so many of the outside-the-box insults are homophobic slurs....

Dorothy Espelage: heteronormativity

anti-LGBT bullying polices masculinity and femininity and roles of power

(to demonstrate the links)

Pharr's homophobia as a weapon of sexism.

some anti-LGBT bullying is because the guy is perceived as too feminine and girly
misogyny

Anti-LGBTQ bullies may be more likely to think boys are stronger/smarter/better/etc and anyone who does not fit their biased profile will be targeted with anti LGBTQ bullying and harassment

LGBT people are either women or are perceived as feminine and are therefore considered less than traditionally gendered men.

fear of sexual assault

It also is a tool to police difference of any type--cultural difference can be called gay

if being female is negative, then orientations associated with femininity are seen as negative

(which is a misogynist attitude)

Yes Laura!

If a youth does not fit the gender norm, due to gender bias he may be link to ante-LGBTQ

Does OUTLoud have a website?

David Lee: http://www.yspp.org/lgbtq/outloud_overview.htm

If a youth does not fit a gender norm, due to gender biases he may be perceived as LGBTQ

David Lee: Based on hearing this information, what are you considering to do next to enhance your prevention efforts?

I had to leave the phone portion of the meeting for another conference call, so maybe this was already addressed, but I would like to hear more from Dorothy about why Olweus doesn't work in the states. Many schools are utilizing this, though I am concerned that it doesn't get to root causes nor does it connect homophobia or sexual harassment.

Partnering with local LGBT center

create awareness, create groups in schools involving teens/students

talk to my local school board and ministerial association

Our community's first GSA meeting is happening next Tuesday night, and it was possible because of partnerships between our high school admins, our DV/SA program, local faith leaders, and our local substance/tobacco/suicide coalition

I would like to have a training for our staff/crisis line volunteers around bullying and MH issues/linkages.

pushing my junior high schools to understanding that talking about LGBTQ is not "inappropriate language"

In Alaska, the Alaska Native Dialogues on Racial Equity project is also looking at the role of racism in bullying and sexual harassment, where AK Native students are targeted in really scary ways.

as a researcher, looking for different programs throughout the state to help them evaluate their programs and how they are linking together to form a cohesive front

Break down what bullying/harassment really is...include sexual comments, LGBTQ speak

enhance links between suicide prevention, public health, and ongoing bullying prevention work we're already doing

will we be getting slides and links?

Will continue to work with LGBTQ programs in healthy relationship promotion/sexual harassment prevention (including anti-LGBTQ harassment).

Which program are you referring to, Dorothy?

I'm at the state health department. We've had many conversations about whether to fund bullying prevention programs as part of sexual violence prevention. Thank you for this information. It helps the discussion.

Heather Carter: thank you all for the work you do!

David Lee: <http://preventconnect.org/2012/02/links-between-bullying-sexual-violence-possibilities-for-prevention/>

And the racial equity project is involving the queer people of color (QPOC) community to talk about ways to elevate their experiences of bullying

Dorothy Espelage: great!!!

Anyone have any suggestions as to how to implement a program like this (addressing homophobic bullying) in a conservative area?

Dorothy Espelage: frame as bias

We began a cool initiative called Safe Youth around Day of Silence and showing Bullied in Delaware, Ohio.

I plan to revise our bullying prevention program to include these definitions and examples

good Q. we need that here in AK

addressing prevention with adults (parents, teachers) in conjunction with youth prevention programs

awareness is among the biggest keys.

Dorothy Espelage: start young

I created a Violence Prevention Group in a Middle School, with the youth offering support for targets of bullying and speaking out against bullying

Dorothy Espelage: www.groundspark.org has some nice videos

honeycutt is the best last name ever

some LGBT groups have speaker's bureaus that can provide low-cost community presentations to raise awareness of impacts bullying and sexual violence on the population. once you win over community partners, more concentrated pressure can be put on school systems, etc.

educate the school administration about the interconnections between bias and violence, get them to advocate for you with parents

We are starting bullying prevention program at K-5th grade level

Dorothy Espelage: yes!

David Lee: <http://preventconnect.org/2012/02/links-between-bullying-sexual-violence-possibilities-for-prevention/>

get PARENTS to approach the board/admins & ask for the prevention efforts

Thank you Heather, Dorothy, and Kathleen!

Heather Carter: TY!

thank you!

Thank you so much for this informative webinar.

Thanks!

Thanks everyone!

Heather Carter: thank you all for being here today

Thank you for a very helpful presentation.

Thanks - great job!

Thank you for the presentation

Thanks for all your hard work

Thanks!

Thank you from D.C.

