



## Creating Emergent Spaces for Sexual Violence Prevention During COVID-19

December 16, 2020

11 AM-12:30 PM PT / 2 PM-3:30 PM ET

TV: You can download the PowerPoint slides for this session here:

<http://www.preventconnect.org/wp-content/uploads/2020/11/Emergent-Space-final.pdf>

LS: you can only choose one resources from NSRVC-- I use a lot of the resources!

LL: @liz me too!

GM: Hi All! for anyone interested in checking out the grassroots initiative check out

[www.consentcultureinitiative.com](http://www.consentcultureinitiative.com)

HH: Thanks Gina this sounds really interesting! Hello all, from Bozeman, MT as well! Lots of MT representation today :)

ED: Thanks Gina!

A: Hi Mo, wondering if you can share when the SAAM theme will announced?

ML: [resources@nsvrc.org](mailto:resources@nsvrc.org)

HC: We always utilize the SAAM toolkit! So helpful!

TV: About the web conference series: <https://www.nsvrc.org/covid-19-web-series>

TV: A Second, Silent Pandemic: Sexual Violence in the time of COVID-19

<http://info.primarycare.hms.harvard.edu/blog/sexual-violence-and-covid>

Resources for COVID-19 Response <https://www.nsvrc.org/blogs/resources-for-covid-19-response>

Preventing Violence in Our Homes: Meeting this moment with connection, care, and justice  
<http://www.preventconnect.org/2020/04/preventing-violence-in-our-homes-meeting-this-moment-with-connection-care-and-justice/>

SO: It's one thing for an insular community like the folks who do our work to understand those wider inequities, but what COVID has done is highlight it and bring it to awareness to wider audiences that might have not known before, or have denied those inequities may have existed in the first place. You made a great point, thanks :)

ML: Yes Sara, thank you for this

KVS: Yes!!! There are people who didn't make it

TV: Emergent Strategy: Shaping Change, Changing Worlds  
<https://www.akpress.org/emergentstrategy.html>

AF: Thanks for providing us with these resources!

AF: these resources

AL: Reading "Pleasure Activism" by Adrienne Marie Brown right now!

BM: We have been working on making a sync/async workshop. We have been trying to be more human and openly grieving in our content creation. This intro really affirmed to me that this was a good direction to take. I feel cared for because of the time you (Mo & Tori) took at the start of this. Thank you.

CC: I love Pleasure Activism! And also, just recently read We Will Not Cancel Us. Good stuff!

KE: Currently reading it

AH: I read Emergent Strategy with a group of like-minded colleagues this summer and fall!

MR: I started this book but have not finished it, ha!

JG: @Brenna - that is amazing...thank you for sharing that.

NP: I just ordered it last week after learning about it at a conference. So excited!!!

TR: Nothing wrong with joining a book club :)

JB: "There are no failures, only lessons" this is where I've gotten in the book! P41 I'm so happy you are having this now.

ML: I'm so excited to hear what everyone thinks about Emergent Space and Emergent Strategy! This is exciting

JP: I love the idea of a variety of spaces—I know in the work I do we have gone away from saying "safe spaces" since honestly you can't guarantee any space is actually safe for a person physically or emotionally.

LL: I think safe spaces are often too accommodating of abusive or unhealthy attitudes, but I agree, brave spaces can be difficult for new learners.

GB: Safe spaces often feel performative-- I've been in many safe spaces that feel like not places where I can actually be safe and supported.

MS: I program using the language of safeR spaces. Because all spaces are guaranteed to be safe, but WE can make them safeR together.

AM: We use a set of "Brave Space Guidelines" in our Women's Center at UMBC and I appreciate the idea of creating something in the middle! I'm excited to hear more, as our understand brave space is possible a bit closer to "emergent space."

GM: Yes, Mica!

RG: I definitely lean towards brave space given I think it is difficult to guarantee safe spaces. That being said, in a remote environment there was hesitation participating in that brave space.

KCS: Safety, especially when it comes to social identity work, cannot be guaranteed. Brave space invites us into the complexities, joys, discomforts, etc of doing social justice/identity work

KS: I have worked in another organization where we used "brave" spaces and often it felt as if we were pressured to share when it didn't feel safe. I do love the idea of the variety of spaces.

A: I am excited to read the book to learn more about emergent space as opposed to brave space. I have stopped using safe space language.

CM: A challenge I see in the safe space model is that, often, the audience we most need to reach are not in those spaces. Instead, we're largely speaking to the choir. So I like the idea of a space that holds safety and learning as important

LM: I have found brave and safe spaces require marginalized folks to still do lots of emotional labor.

T: We use the 7 commitments of the Sanctuary Model.

ED: Exactly Christy

CM: yes Layla! I totally agree!

AM: That's so interesting and totally antithetical, Christy.

RC: I concur, they are BRILLIANT!

TM: I definitely agree @layla

RC: Yes Layla. It's very burdensome

MT: ^^^^ agreed! thank you both! Great to hear about amazing work happening in NC as your fellow North Carolinian.

SS: Thank you so much for doing this-- this is my dream webinar!

LM: Non-profit world!

TW: I'd just like to mention that the presentation slides itself are so engaging and beautiful!

JR: Love this!!!

ED: ^^ Right Layla!

CC: Yes, Layla! We are going to be talking some about that in the second half of the web conference! So important to address!

CC: Access <-> Responsibility going together — so important, Shareen!

AM: Y'all are BRILLIANT!!!!

CC: Feel free to add any of your favorite Transformative Justice resources in the chat box!

JR: Beyond Survival - Fantastic Book

TW: I'm reading Beyond Survival right now!

LB: ^^ yes! I was just about to suggest that, too!

BBK: I'm reading Beyond Survival right now as well!

KCS: Beyond Survival is spectacular

AG: yes, we cannot hold space for others if we do not hold space first for ourselves

KCS: spectacular\*

SJVL: Returning to the Teachings: Exploring Aboriginal Justice; Rupert Ross

CC: Love with Accountability

S: recommend anything by mariame kaba

SO: Who's the author of Beyond Survival?

AL: also loved Beyond Survival

GG: Creative Interventions has a really helpful toolkit: <https://www.creative-interventions.org/tools/toolkit/>

TW: yes^^

CC: YES. Love the CI toolkit! Luckily you can download just the tools you need if the whole thing feels overwhelming!

BM: ^^ just going to mention the CI toolkit. Also Fumbling Towards Repair

TV: Text Chat Question: What do you plan to do to create more opportunities in the spaces you exist in?

TP: Collaborate with my co-worker>

MK: train colleagues about LGBTQ identities.

JP: I plan at looking at our spaces and trying to look at them with fresh eyes. I also want to see with spring semester likely involving more virtual programming and support, seeing how I can make those virtual spaces as comfortable for people as possible.

CT: Network with my college more and learn how others can be more collaborative with me

LS: learn more tools and skills for practicing generative conflict in my personal and professional relationships

DN: trying to see things from others perspectives through a different lens

SO: Continue to create materials & integrate LGBTQ representation in my work and our agency

TW: internal and outside trainings, collaborating with my community and making virtual spaces more accessible with interpreters and closed captions, etc as well as working closely with coworkers about new and exciting ideas

SH: collaborate with youth, my team, and broader network

LW: Collaboration and I think trying to create these virtual spaces as their own unique elements rather than just trying to replicate the physical safe areas we have for a virtual world.

JS: Making sure that our services and information are available to community members that may not speak English as their first language

LB: here's Beyond Survival: <https://www.akpress.org/beyond-survival.html>

JG: Budget the necessary time it takes to create these spaces - and not doing things last minute and hoping for the best. Being intentional.

AL: Pod Mapping [www.batjc.wordpress.com](http://www.batjc.wordpress.com)

JL: Incorporate training like this and share with workers including their families. It helps create that bonding trust within each other.

HC: Creating a culture of feedback for growth

AD: Working in a very rural, poor, conservative (politically & religiously) area I find myself needing to move forward with invitation rather than confrontation as it is traditionally known and used.

DB: For a start-up non-profit prevention org, examining a framework that allows for healthy growth and impact, and creates a team aspect towards success and learning.

JM: I agree Jen G. I see that happen all the time.

MA: Engaging in conversation in spaces in my community to keep the conversation center and loud.

MK: OH, Amber, that is such an interesting point.

LB: YES!!!! accessibility is so very important, and often so overlooked! thank you for including this!

JT: language access too.

LM: Using more plain language and less academic language so that everyone can get the info.

JT: *YES!*

VdM: ditto Amber Dixon.

LM: YES!

MW: Shows the importance of health literacy!

DB: pre-emptive radical inclusion.

JR: Thank you for sharing the language change information, I was unaware and that's so incredible and important!

KVS: having the feature does not always make it accessible. A pay wall for example.



CC: Yes! For NC's SV Primary Prevention Summit in January, we are planning to use interpretation services and provide a Spanish language channel, as well as ASL interpretation!

BM: Do y'all have any drafted evaluation tools?

LB: Also, be aware of invisible disabilities and set aside implicit biases that go along with those so that we don't judge people who are accessing those necessary accommodations!

LB: so great!

GB: ^ also curious about evaluation tools!

GM: I second that Brenna!

DB: Thanks Lana!

AA: Yes, what evaluation tools are you using or have created?

EF: Loving everything in this chat, it's amazing. I wonder if it would be possible to get a transcript of the chat, because I am struggling to keep up with it all! <3

CC: Love that, Amber!

GM: You can save the text after the meeting via the file icon in the bottom right of the chat window @Emma.

JG: Hey Emma - I believe the chat is saved and shared.

A: YES, Lana. I have an invisible disability and deal with stigma and disbelief all the time.

EF: Thanks all!

LB: me, too! :-)

LM: We have moved away from the word "rural" and try to use "remote" instead because of the stigma tied to it.

LB: invisible disability warriors for the win!

A: Heck yeah!

SO: Exactly Amber! I too am in a rural, economically disadvantaged area that is also quite conservative and religious. It's a challenge when my work is misunderstood and considered controversial

DB: Hey Sara Owen—thanks for your work. I see you.

SO: Thanks Danielle. :)

MR: YES Amber!

DB: This is Lisa McAllister on Dani's account, Sara!

AG: I am in the healing arts space, would love to learn more about logic modeling

SO: Thanks Lisa :)

SL: I have just been digging into this blog from the Innovation Network on emergent learning tables that I'm excited about. <https://medium.com/innovationnetwork/data-placemats-emergent-learning-tables-ea65352ebac9>

EF: Thinking about adaption in the non-profit world feels really important — how do we change how we set up our expectations to allow for that growth?

CS: Thank you all for a very informative presentation. Great job!

CC: That's a great resource, Sally! I love those sensemaking strategies, and they dovetail so nicely with this framework.

JG: Hi Adrienne - NSVRC has an evaluation toolkit on our website and this link to it contains a nice, short video about logic models: <https://www.nsvrc.org/prevention/evaluation-toolkit/s5>

SL: @Christy there is so much synergy happening!

AD: this is so good! thank you!!

TV: Text Chat Question: How can you build emergence into grant writing, evaluation, and prevention program planning?

RC: I know Sally Laskey! Isn't it FABULOUS!

LM: Check the boxes while subverting from within!

TP: I think this would be able to be worked into Booster sessions in Green Dot high schools to get the students more involved.

JG: When we are grant planning now, we are making sure when we submit budgets to include line items for interpretation services, accessibility, translations, etc. And funding those items fully!

JB: I urge CDC to read Emergent Strategy and apply it inside CDC, as well as promoting it for local public health departments.

AG: @Jen grove, thank you for the resource! I truly appreciate it.

RC: Absolutely Jen!

JG: @Adrienne – you're welcome.

GB: totally agreed Jim! so much primary prevention is not emergent and can be really restrictive since it relies on the CDC public health model. Maybe I'll get it as a secret santa gift for the public health department in my community :-)

CC: I think an emphasis on outer layer prevention gives us an opportunity to have these conversations with our funders!

TR: Including emergent spaces in our "Purpose" section in a request for application or proposals. Depending on the type of funding we receive we could solicit proposals for organizations who are developing or creating emergent spaces.

JB: You go @Gabby! Great idea...

CC: In new ways and with different language.

JG: I love that, @Tanisha!

TV: Yes Christy!

AA: Trust is crucial to Emergent Spaces. - How do you go about building or re-building trust in virtual spaces?

CC: @Alejandra — that's a good question. I'm going to share a few practical examples on the next slide!

DB: can we please not lose the virtual spaces when the pandemic is over? Lots of us disabled people are able to attend events we couldn't pre-pandemic.

ED: Agreed, Danielle.

TW: Agreed wholeheartedly, Danielle,

KE: Agree!

JW: Exactly, Danielle. I'm invisibly disabled and the pandemic has given me access to so much more.

TR: Thanks @Jen Grove! Also, for evaluation if we have a contract with an evaluator, the evaluator can provide technical assistance for an agency's evaluation plan. Our RPE program has done that for our rape crisis centers,

ABJ: Agree!

TV: @Lisa on Danielle's account, very true. PreventConnect is, was, and will be online, but we recognize we're not the only ones online, too

JR: That does make me curious, has anybody found an effective way to include those that don't have access to internet or technology? I also live in a rural state and was shocked to find out how common it is here,

LB: it's important to acknowledge that a lot of people - i.e., within the disability community - have solely relied on the virtual world to connect with one another... the pandemic has brought to light that when things are more accessible for one group, they're more accessible for all,

JG: @Danielle - I hear you, and I hope we don't lose the spaces we're working hard to create for everyone. I think even when we go back to in-person conferences, how do we virtually bring people into those spaces at the same time.

BM: I don't know actual evaluative outcomes of this. But I wonder if virtual (especially async) may have more positive outcomes for behavior change BECAUSE it can be done slowly/when a person is ready rather than a 2hr straight workshop. In other words, I wonder if async allows for more emergence as people's world views change... But does anyone know if this holds up (maybe with research on the impacts of webinar/tutorial-based learning)?

J: those calls have been so important and grounding for me throughout this year,

ABJ: We have been trying to provide hybrid spaces, zoom if want, at our location, and we provide transportation and childcare if needed. We have a part time person to check in with people and an advocate to be a contact for staff in between check ins.

TV: I really appreciate this conversation in the chat recognizing that the gaps in our systems that existed before COVID are more recognizable now, especially re: disability access and virtual events, and how we have a responsibility not to lose what we've learned about accessibility and systems gaps when our landscape shifts again when the pandemic is over.

JG: That's awesome, Amy!

AKJ: @Brenna I definitely don't have the answer to your question, but that is something I'm super interested in too. I'll dig around and see if I can find anything.

BM: That would be great, thanks Ashleigh!!

NV: I love that you flipped it to show that,

ABJ: That includes staff training, youth panel, support group, housing clients, etc.

BQ: RPE stands for what? (Sorry if I missed that),

TW: rape prevention education!

TV: Rape Prevention and Education

LB: rape prevention education

CC: Rape Prevention and Education. It's a grant we receive through the CDC

BQ: Thanks!

CC: To fund sexual violence prevention in the communities in our state

AKJ: @Buffy here's more info on RPE  
<https://www.cdc.gov/violenceprevention/sexualviolence/rpe/index.html>

BQ: Much thanks...

TW: thank you for recognizing rough days Christy, today's one of those for me!

JG: @Tessa - I'm glad you're here. :)

TW: @Jen thank you so much, that means a lot <3

TR: I absolutely love this! I would love this type of workplace

SF: that is me today, distracted and not my best but I am only human. :)

TW: exactly Sharon! all we can do is show up and do our best

TV: Very grateful for everyone who joined us today as they are <3

JG: I appreciate so many of you showing up for this web conference, even when you'

JG: you're having a rough time

GM: <3 !!

SE: Also, very grateful to everyone for holding this space today!

GB: such a good point Christy! yes! I am all for critically analyzing the idea of professionalism in work that should be community centered :-)

SKB: Some wonderful information on trauma informed advocacy:

<http://www.nationalcenterdvtraumamh.org/trainingta/resources-for-advocates-trauma-informed-dv-advocacy/>

AD: YES! TO THIS!!

AG: Also, wondering how can professionalization allow for fluidity? how can professionalism emerge in a new way?

TW: Yes! to all of this!!!!

JS: Fractals: our workplaces must reflect the larger world we wish to create.

DWD: If you're interested in joining a conversation on the trauma-informed workplace and the role of leaders in creating it, check out the Dallas County Domestic Violence Task Force's webinar on January 19!

<https://www.eventbrite.com/e/trauma-informed-leadership-managing-with-empathy-to-build-resilience-tickets-133002258335>

DB: Yes, the professional hierarchy can be a hurdle towards creating an emergent organization.

LM: We need more board members and EDs to attend things like this!

JW: Agree, Layla

TR: Acknowledging each other's own humanity...I absolutely love that. It seems like such an empathetic culture which is so important

VdM: Lord have mercy, we need this!!

AKJ: Oh, this slide. <3

JM: @Daniella, thank you for that!

TR: This is good!

BQ: I have that brochure right now on my desk, in front of me!!!

JB: IMHO local govt public health has many amazing courageous people, yet it has a very long way to go in becoming more oriented towards social justice, reducing oppressive hierarchy. I hope Emergent Strategy can help us!

TW: And they sure have been blowing our minds!



JG: My most recent call with my supervisor was about 40 minutes of just sharing funny family stories. I needed that.

MS: They did!!

SD: I have an incredible supervisor who truly models this! She is anti-capitalist in many ways and it fosters a team that isn't productivity-driven in harmful ways.

LB: slippers and tie-dye pants!

CC: The pandemic has definitely pulled back the curtain on "professional" dress codes! Lol

TV: Text Chat Question: In your role, how can you use emergent spaces in different ways to prevent sexual violence and foster connections?

TW: that sounds amazing @Sarah.

AKJ: @Sarah hi! also, love that.

RG: I plan to utilize it to grow our peer educator programs and enhance those groups.

JM: At the American Public Health Association conference this year, the theme was Preventing Violence. One speaker said that the more we talk about this, the more acceptable it is to talk about, and the more unacceptable it is when it happens.

LB: I haven't shared how I plan to utilize this great information with y'all, but I have so many great ideas running through my head and I've been writing down so many things in so many lists!!!

JG: thinking about my role in "middle-management" and how I can influence organizational practices and decision-making.

GM: I plan to be more human and authentic in the process of networking and collaborating. I hope this will help prevent violence through inspiring others to do this work as well via fostering authentic connections.

TR: Part of my position includes being a part of the MD Women Color of Network. I think discussing emergent spaces is a great start.

ML: If you have questions for Montia, Shareen, and Christy feel free to ask here!

JC: Thank you all! I am feeling inspired, and will be reading the book and mindfully practicing what y'all have discussed today. Best webinar to date!

JB: I hope to deepen relationships via zoom meetings rather than just create more..." critical mass"

AKJ: Somehow, I do supervise people and I've always wondered if my inability to be "professional" was bad but that last slide really resonated with me and I think I can continue to show up as my messy, imperfect self and encourage that with the people I work with.

AT: I think this is a great topic we can use both with our clients through groups and events as well as staff.

T: I plan to utilize emergent spaces principles while hosting/co-hosting with team members team development projects or activities that may lead to practicing new norms.

CC: The full Emergent Space document is available at our website, which you can find through [www.emergentspace.org](http://www.emergentspace.org).

TV: @Ashleigh, as someone you supervise, I cannot stress enough how much your authenticity has helped me grow and break toxic perfectionist habits. Thank you <3

AS: Will the video recording be available to us to review?

ML: The video and chat will be available as a recording!

AKJ: @Alana YES!

AS: I am loving this conversation and want to review them later

AS: Thank you so much

LM: Y'all are amazing! Thank you and so much food for thought!

JG: Ashleigh - let's embrace our messy, imperfect selves! :)

SD: @Ashleigh I think the best supervisors are the ones who don't take that title so seriously and are willing to learn from their team too :)

KVS: Thanks for this great conversation and for adding to my reading list!

AKJ: @Jen LET'S!

S: <3 mia mingus

ED: mia mingus!!

AKJ: @Sarah totally! I agree — I've learned so much from people who are able to show up that way!

AL: Yes!

JG: I just discovered the work of Mia Mingus - thank you for mentioning this!

ML: <https://leavingevidence.wordpress.com/2019/12/18/how-to-give-a-good-apology-part-1-the-four-parts-of-accountability/>

AT: Yes! I think modeling that behavior goes so far in others feeling comfortable to admit that they can be 'messy' too!

CC: <http://emergentspace.org>

MW: We NEED y'all at the table!

CC: YES.

CC: I am so glad they are at this table! And that I get to work with them!

NKC: I've got to run to my next meeting, but this workshop was a breath of fresh air. Thank you!

TW: this was such a lovely webinar. I really appreciate hearing from Shareen and Montia and their incredible voices! I just graduated so y'all being here makes me feel so happy and hopeful. thank you for being here and sharing your ideas with all of us.

MW: Please don't ever lose that passion for this. You are all so appreciated!

LM: The mutual respect you have for one another is apparent and beautiful!

AKJ: Love that so much, Montia.

CR: Yes, continue wearing your hats! Shareen and Montia, I am very proud of yew both. ^\_^  
Great job presenting everyone!

AG: Thank you so much for this webinar, this was wonderful <3

JB: Thanks @Christy Montia and Sharon, I downloaded it and am looking forward to using it in our health equity coalition meetings and work

JG: Thank you, Montia and Shareen, for sharing your brilliance with us...as Melanie said, we need you at the table.

LW: Thank you so much for sharing all of this!

ME: Thank you so much! Montia and Shareen!

T: thank you, Montia and Shareen!

RB: Absolutely, Thank You!!!

KS: At a time when hope seems thin for so many ... this is a ray of light. Let us all spread it. Thank you for sharing everyone.

IB: Thank you so, so, much!

SE: Thank you so much for sharing!

SH: Thank you Shareen and Montia!

TV: Emergent Space website: <http://emergentspace.org/>

A: Thank you!!

MW: I love how you mentioned your own expectations for a positive work environment.

TR: That you all so much!

GH: Thank you all!

AD: Thank you!

NP: Thank you so much for putting this space together. So, appreciated!!

GM: This was SO amazing. I feel renewed and inspired. Thank you so much for everything y'all have done and continue to do. This is just, fantastic. I cannot wait to see what Montia and Shareen do in the future!

EI: Phenomenal work!!!!!! One of the best webinars I've attended

JG: Thank you, Christy! I'm so glad we could make this webinar happen!

M: Thank you!

AS: This webinar has been great, thank you all so much!

SS: THANK YOU!!!!!!!

HSW: thank you!!

MW: Thank you SO MUCH! You all are brilliant! I can't wait to see how far you go!!

CR: Hey Angela Seguin!

CP: awesome thank you

JM: Thank you!! That was so great. Looking forward to re-watching this, reviewing the PowerPoint, and reading these books!

SJVL: This was fabulous and so needed. Thank you all for sharing your gifts, visions, research, and best practices with us.

AS: Hey Caress!!!

DB: So valuable. Thank you for such inspiration, and everyone in the chat with these incredible resources. Wow.

MM: Thank you so much! This has been amazing!

CR: Missing y'all at UD, ALWAYS!

CS: Thank you so much! Fabulous!!

JL: Excellent webinar, I love the involvement with everyone!

CP: Thank you for re-inspiring me!

TR: Thank you so much! This was inspiring and I learned so much.

AS: Miss you too and your name comes up often!

SE: Thank y'all so, so, much. Your presence here today and time you took to hear our ideas really means a lot.

CR: Proud of yew Shareen!

HH: thank you for this!

NC: Thank you. Very informative.

AB: Great work and information shared. Thanks!

EB: Thanks so much :)

EF: Thank you all so much, really appreciate this space more than I can say

AL: Thank you so much - this was great!

DG: Great resources.

AD: This was wonderful! Thank you everyone!

SD: thank you all!

MD: Thank y'all for your support and validation! I'm so thankful to share this space with y'all.

KR: Thank you!

CL: Thanks so much!!

P: Thank you!

MS: You're all so impressive. Thank you for intersecting and the needs of our LGBTQ+ community and theory in your interventions. This was explained so well! I hope you celebrate your success.

CR: Proud of you too, Montiaaa!

AM: Great session. Thank you very much!

LB: amazing information! thank you, all!!!

AF: That was so good! Thank you all so much!

AH: This has been awesome! I can't wait to share it with my friends!

TV: About the web conference series: <https://www.nsvrc.org/covid-19-web-series>

AT: Thank you all so much, this was a great conversation and so important in this work!

SS: I want there to be a national emergent strategy community of practice

AA: Thank you all so much! - Looking forward to further conversations about Emergent Spaces!



MA: Thanks, you all for your presentation. It is an eye opening and engaging to say the list.

EW: thank you all!

JB: Good work! Solidarity!

SF: thank you

JG: Take good care, everyone! Thanks, Tori and Mo for hosting!

BAS: Thank you!

ADS: Thank you all for this excellent presentation & discussion... Continued safety and wellness :)

SE: Such an honor!

AKJ: Thanks to everyone! Appreciate each one of you.

MW: Thank you!

ML: Thanks, so much Montia and Shareen and Christy! And Tori! And Aberdeen Captioning!

K: Good job. Thank you

MA: Bye