

Ransom Washington: Good afternoon. Everyone. I see people are still signing in, so we will get started momentarily. Just want to wait for

Ransom Washington: the rest of the group to sign on as well.

Ransom Washington: Good afternoon, everyone. I want to thank you for joining us this afternoon for the Webinar. I know that some of you are still joining and signing on. So we're going to go ahead and get started.

Ransom Washington: I want to first mention that the chat is disabled, and all questions and requests for any technical help should be answered in the Q. A.

Ransom Washington: Good afternoon, everyone. My name is Ransom Washington, Jr. And I'm. A program manager in the youth, Justice and Systems Innovation division, with the office of juvenile justice and delinquency. Prevention also known as OJJDP

Ransom Washington: OJJDP provides national leadership coordination and resources to prevent and respond to youth, delinquency, and victimization.

Ransom Washington: OJJDP. Helps states, localities and tribes develop the effective and equitable juvenile justice systems that create safer communities and empower you to lead productive lives.

Ransom Washington: OJJDPs guiding philosophy is to enhance the welfare of America's youth and broaden in their opportunities for a better future

Ransom Washington: to bring these goals to fruition. OJJDP is leading efforts to transform the juvenile justice system into one that would cheat, Treat children as children.

Ransom Washington: serve children at home with their families in their communities, and open up opportunities for system of all youth.

Ransom Washington: Next. I am pleased to introduce OJJDPs Administrator Liz Ryan

Ransom Washington: Liz became the administrator of OJJDP. On May the sixteenth 2022 following her appointment by President Joseph R Biden.

Ransom Washington: prior to leading OJJDP Liz Ryan, served as President and CEO of the Youth First Initiative, a national campaign focused on ending the incarceration of youth by investing in community-based alternatives.

Ransom Washington: Liz Ryan founded the youth first initiative in 2014, and under her leadership it achieved the closure of you prisons in 6 states and redirected more than 50 million to community-based alternatives to incarceration.

Ransom Washington: This is an extensive resume advocating on behalf of youth, families, and communities, and I could take up the entire webinar going in more depth. However, in the interest of time, i'd like to introduce this running.

Liz Ryan: Thank you, Ransom. As Ransom said, I am the administrator for the office of juvenile Justice and Delinquency Prevention, better known as OJJDP. And at OJJDP we call it Jj.

Liz Ryan: So our office is part of the office of Justice programs at the Us. Department of Justice, and we are the only Federal agency focused solely on young people who are involved in, or at risk for involvement in, the juvenile justice system.

Liz Ryan: OJJDP is committed to young people to ensuring their welfare and to providing opportunities and tools that expand their chances for success simply put. Young people are at the heart of everything that OJJDP does, and that compels us to listen to young people's, insights, and to work with them, not just for them.

Liz Ryan: Our attendees today, all of you come from communities throughout the United States as professionals in the youth, Justice Field, you bring a wide range of expertise from education, program management, policy development and more.

Liz Ryan: And we are about to meet a panel of young people with lived experience in the juvenile justice system. They know firsthand the programs that work for them and the programs that did not

Liz Ryan: their experiences make them uniquely qualified to discuss their reentry and their insights can and should help all of us to shape

Liz Ryan: and fine-tune the work that we do. I'm asking our panelists to please be candid.

Liz Ryan: Tell us what you think we need to know, to design systems and services that help youth successfully. Transition from incarceration back to community.

Liz Ryan: What did you need?

Liz Ryan: What Who did it? Well what was missing.

Liz Ryan: Your insights will inform the decisions that we make about our programs, services, and policies. Your voices, matter what you tell us will make a difference. Thank you.

Kim Godfrey Lovett: Thanks, Liz, and it's so great to

Kim Godfrey Lovett: have you with us. Thank you for greeting us, and such wonderful welcome to our panelists. Thanks, everybody for being here, and especially to Amiyah Dorrell, Backl and Stephen, and of course, my Co-host Melissa Sigmund. My name is Kim Godfrey Lovett, I'm the executive Director of the Pbs Learning Institute.

Kim Godfrey Lovett: I'm. Going to set the stage for the conversation today and tell you a little bit about who we are and how we got

here, and then then we'll begin.

Kim Godfrey Lovett: So Pbs: My organization performance based standard started about 30 years ago with the grant from OJJDP.

Kim Godfrey Lovett: With the single purpose of improving the conditions of confinement and the quality of life for young people sent to our nation's juvenile facilities. The study at the time showed the facilities were dismal at that dangerous at worst.

Kim Godfrey Lovett: and the existing pass scale Checklist accreditation did nothing to improve the experiences or the outcomes for young people.

Kim Godfrey Lovett: So we started with the vision from our OJJDP project Monitor, that the best way to operate a facility was to treat all young people coming in as if they are one of our own

Kim Godfrey Lovett: We really like that was the best public safety strategy. Even back, then.

Kim Godfrey Lovett: to do so, we developed aspirational positive standards grounded in research and a continuous improvement process, using data to measure and monitor how well facilities were meeting the standards.

Kim Godfrey Lovett: The Pbs has become a tool that helps juvenile justice agencies, integrate research into practice and help them use data to make decisions that increase what's working, and to put a stop to the things that are not

Kim Godfrey Lovett: so. There'll be more information. I'm sure we can put. Give you links, but so fast forward. A few years ago OJJDP asked us to do something similar for re-entry programs and services and re-entry, meaning all the programs and services that help a young person transition from out of home placement to the community, and also termination of community supervision.

Kim Godfrey Lovett: Arguably, some of the most critical points in the experience of a young person who gets involved with the system

Kim Godfrey Lovett: federal agencies, recording millions of dollars and investing in re-entry services with the belief that these efforts upfront would reduce recidivism. But there is really little data to describe the impact of the services which in part is due to the broad spectrum of agencies, locations, and services that really when ideally work together to create

Kim Godfrey Lovett: a successful re-entry.

Kim Godfrey Lovett: Well, also, what was happening around that time was the recognition that successful re-entry had to be measured as more than just recidivism and re-entry programs and services should be focused on making for sure young people are ready and prepared to move on it's it's really about helping them to thrive and live to their fullest potential.

Kim Godfrey Lovett: So that was, of course, music to our ears.

Kim Godfrey Lovett: So after everyone introduces themselves, i'll share a slide, join you. What we came up with, and what we've been taking to the field a part of our current OJJDP Training Technical Assistance Grant, with our partners at NCJJ.

Kim Godfrey Lovett: And now let me, and pass over to Melissa to say hello, and then asks: Ask our panelists to introduce themselves.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: Unmute off Hi! I'm Melissa Sickman, I'm Director at the National Center for juvenile Justice, which is celebrating its fiftieth year. This year.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: We're a year older than OJJDP. We're the research division of the National Council of Juvenile and Family court judges, and I have to say this project with Pbs has been

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: just a wonderful opportunity to emphasize positive things and data Amiyahasurements, so we really enjoyed it. Amiyah Do you want to introduce yourself?

Amiyah Davis: Good afternoon, everyone. I am Amiyah Davis. I was previously on any case, he's third cohort. I am currently the program corner coordinator for the center of juvenile justice reform at Georgetown University School of McCormick Public policy.

Amiyah Davis: I mean. I'm glad to be here.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: Dre, or is it

Derrell Frazier: Derrell: not? No, you You were correct the first time. Yeah, thank you so much, Melissa. Yes, good evening everyone, Derrell Fraser based in Baltimore, Maryland. I have the opportunity to work at Reform Alliance, is a senior manager of membership and community engagement. We're really looking forward to robust conversation. Thank you for having me

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: and Jacqueline.

Jaclyn Cirinna: Hi! My name is Jaclyn Serena. I'm currently consulting with Pbs, and I'm. Happy to be here Also a alumni for any Casey's foundation.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: Stephen.

Stephen Kaplan: Hello, everyone. I'm. Stephen. I work with Pbs as well developing a mentor program trying to really take a lot of the info that we're gathering from what young people need to be successful. Some of my own experiences

Stephen Kaplan: and build a program trying to support people as they transition, especially from incarceration into the real world.

Kim Godfrey Lovett: Thank you, guys, it's so good to be here with you so real quickly before we hear from the experts. What you see on your screen is screen is the framework we came up with. It was about 4 years of research. A field scan field testing. We identified 11 domains

Kim Godfrey Lovett: that we're needed that we but we're best to to give a young person the best possible chance for successful reentry. So we've developed standards around them in both, and identified both administrative and survey data

Kim Godfrey Lovett: to help folks really understand the extent to which the practices were being put into place, and the impact we made it a swoosh to sort of visually represent progressions, so it'd be grounded at a at a state or jurisdiction to be grounded in the guiding principles for for all that they do.

Kim Godfrey Lovett: implementing the practices and the practices. Section of what research says is most likely to really prepare. Young people.

Kim Godfrey Lovett: Look at some immediate or interim outcomes that show what young people are leaving with.

Kim Godfrey Lovett: We've been using

Kim Godfrey Lovett: a couple of years a a backpack metaphor. What what a young people really need to have know the skills, opportunities, and relationships. And then, of course, leading up to system outcomes.

Kim Godfrey Lovett: we presented, as I would say, sort of a buffet

Kim Godfrey Lovett: of ideas and strategies that that an agency could pick up at any place to create a fuller or fill out their continuum of re-entry services.

Kim Godfrey Lovett: So let's move into hearing from the experts. So you heard the chat is broken but you can writing questions we mentioned earlier. Given the experience last year. The young people are really pretty adept at reading and replying to them so much more than than I am.

But just know if we don't get to all of them they will be there, and we just want to have a conversation and keep it going.

Kim Godfrey Lovett: So we're gonna start at the top of the alphabet with you, Amiyah, and congratulations on your new job. That's that's really awesome. Yeah, it's wonderful. A lot has happened, I know since our last year.

Kim Godfrey Lovett: You want to tell us a little bit about some of the things that have happened, and then we'll move into a little bit about successful. Andrew.

Amiyah Davis: Yeah, okay. So yes, some great things have been going for me. I became a certified, full spectrum. Doula, as well as a restorative justice practitioner.

Amiyah Davis: I competitively was awarded a

Amiyah Davis: one year opportunity via. And Casey to become a program coordinator for Georgetown University. So any case, he chose 3 young people

Amiyah Davis: to.

Amiyah Davis: Yes, I don't sorry. Accept the position. What

Amiyah Davis: other jobs within the communities that work for youth, justice, or around you. Justice. So yes, I was selected. Things have been going great. I've had some great opportunities, and i'm here again. I was here last year, and it was a joy, and it's a reunion for us. Hello! The real Hello, Jacqueline is so great to see your face. Hello, Stephen.

Kim Godfrey Lovett: Aww

Kim Godfrey Lovett: Thank you. Yeah, we we we're hoping to get a young person with that competition. But but you did. I know there is almost 80 organizations. So congratulations

Kim Godfrey Lovett: to you all.

Derrell Frazier: I I know you got really Good. Yeah, very exciting. Yeah, it's been a very, very busy year, but I'm blessed and fortunate to continue to do this work. And you know it's been a lot happening, you know. I had the opportunity

Derrell Frazier: opportunity to be a wisey, alive fellow with the national juvenile justice network. I spent a year, you know, just kind of preparing and building myself to develop a program around youth, engagement and mobilizing young people to become more involved in becoming advocates within a community, changing systems, laws, and policies.

Derrell Frazier: and then following at the completing my year fellowship at Ng. And I had the opportunity to run for office, and so I was, I guess you know, candidate who ran in for office in the 45 district in the State of Maryland for State Central Committee. I know 21 individuals that came in the same place, you know, was trying to make it to the top 8, but came in 7. So that was my first time running, really, you know, enjoyed, you know, running, you know, as a candidate. I've worked on plenty of campaigns.

Derrell Frazier: but it was definitely a different experience, being, you know the candidate, you know, and actually our policy can, and building relationships. But overall just my entire. The My experience.

Derrell Frazier: really, you know what resonated with me was just the impact that I was able to have in my community for young people to see someone who look like them will come from their community. What they know the story of how of how they've been impacted, and they, you know they felt like they came a lead to. I think that was just like the most, you know, rewarding for me through out that experience. So yeah, definitely been a busy year. Well, congratulations. And I think you are the one who did set to what one who said last year for it Wasn't a me that

Kim Godfrey Lovett: one of the things that's so helpful is to see young people like yourselves actually do something like, run for the Legislature and do these amazing jobs that you that you have.

Kim Godfrey Lovett: Jacqueline? I know you've been busy. not all with us. You have some highlights and things over your year. Your you want to share

Jaclyn Cirinna: becoming a project associate for them. So i'm really excited for that, and excited to just dive back into the national space again. I was kind of dealing with community for about 2 and a half years, so i'm happy to be back in the space full time.

Jaclyn Cirinna: and then also just looking forward to working with people. Pbs: a little more over the next few years

Kim Godfrey Lovett: she's helping us develop a re-entry app.

Kim Godfrey Lovett: So all this good stuff we will get on your your phones amongst other things. And she's sort of down the road to our office in Massachusetts, which is wonderful. Stephen

Kim Godfrey Lovett: want to give us a little bit of what? What's been going on for you?

Stephen Kaplan: Yeah, I I don't work full time in any one of these programs, but I work closely with Pbs, and it's been an amazing, I guess, a year and a half now since we've

Stephen Kaplan: launched our mentorship program. So I've been working really closely with several scholarship winners from Pbs and giving them

Stephen Kaplan: just kinda we connect multiple times a month, and I even got to fly down and visit a couple of young people that were currently incarcerated, and they're getting ready for their transition back into society, and it's been really rewarding to see

Stephen Kaplan: some of the challenges that other people have, and also it's like, made me reflect a lot on my past. You know what really didn't work, or what did work when I was going through my the transition out into society, and

Stephen Kaplan: it's kind of snowballed from there into we're starting a podcast actually called depicted. And we're taking a lot of the voices from these young people and really trying to search

Stephen Kaplan: from their own voice of what needs to happen for people to be successful. And

Stephen Kaplan: what what are the failures? I think that's a big idea is kind of how do we incorporate all of that? And it's just been a wonderful process to work with. Pbs. And these young people.

Kim Godfrey Lovett: Well, you guys are amazing, and however anybody defines success. I think we're we're hearing about it right here. But.

Kim Godfrey Lovett: Jerome.

Kim Godfrey Lovett: tell us a little bit about what you know we say successful re-entry. But what to paint the picture for us. What does that mean to you? It it at this moment it might even be a little different than last year.

Derrell Frazier: Yeah, definitely, I think there's some trend dissimilarities, but it definitely I believe that it changes depending on the environment of circumstances. And just where we are in life right there isnt a cookie cutter approach to this work, and I think that once you know experts and a lot of you know, individuals who is working in this field begin to understand that and the apply. You know, policies and practices. They is at the end of the day

Derrell Frazier: experiencing, I think we'll be more successful with our reentry efforts. What I experience, you know when I was in the system as a young younger person, you know it's completely different from what the generation this that currently is experiencing is so for me. I just think that you know, depending on you know

Derrell Frazier: what those challenges are really being being able to develop like a

Derrell Frazier: case by case approach to how to address those issues. I think just some of the things that i'm starting to see right now of individuals that they are experiencing is around mental health.

Derrell Frazier: and just say, overall. Well-being that is an area. That I just feel like you know it's not being talked about enough. I've seen plenty of young people as they're reintegrating back into community who are having a hard time and challenges with their mental health, and even just engage with like substance, abuse, and things of that nature. And so, you know, I feel like a holistic approach definitely is a what is a part of what success really looks like for me, I mean even there's been a part of the work that I've been

Derrell Frazier: currently doing for the last year. So it is really bringing awareness educating people around, you know, just some of the efforts that are happening in the community, and where they can find resources. And then just also, really, like

Derrell Frazier: also helping people, you be able to understand that they all can play a role in this work right? That everyone's position in role in title is not going to be the same. But there is definitely different ways that you can be a part of it. So

Kim Godfrey Lovett: Hmm. Aw, that's great.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: I really like what Derrell was saying about the you know wellness and health, mental health, the holistic approach which I think

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: you know, the general justice system was founded on the idea of individualized justice, and I think a lot of systems have kind of gotten away from that bit have to be more kind of cookie cutter, because it's maybe easier for the bureaucracy to do that kind of thing.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: And I think our project. You know our work on improving re-entry data has tried to encourage jurisdictions to collect information. That emphasizes the positive things to not just the the negative things.

Kim Godfrey Lovett: Yeah.

Kim Godfrey Lovett: I I like Jack, and let me ask you a little bit. I When I first met you, your definition of success practically made me drive off the road because I was on calling talking to you.

Kim Godfrey Lovett: Do you put it here? So there's some very traditional ideas of what success means, and I think there's some really big, bold

Kim Godfrey Lovett: once. Where are you now? With that? What? What's going to be Success for you?

Jaclyn Cirinna: I'm. So I have. I have my own plan and goals kind of set out, and and for a while success for me, in my own sense, is like for a while I didn't know what I wanted to do career-wise until I dove into this space.

Jaclyn Cirinna: doing like national consulting and stuff at 18, and then really kind of fell in love with the work, but

Jaclyn Cirinna: at at a certain point I was like all right. What do I actually want to do? Like aside from anything that ties that has ties with my incarceration experience, and

Jaclyn Cirinna: I kind of look back to when I was really young and at like 5 when they asked you in school what you want to be. I was like. I want to be the President because I didn't think of who cares if i'm a female, or

Jaclyn Cirinna: whatever you need to get there. I was like. well, that's what I want. That's what I want to be. I want to run a country, and so for me. That's what success is gonna look like in the future in 2040. But right now I think it's just it

Jaclyn Cirinna: at least making every single year better than the last.

Jaclyn Cirinna: whether that be diving into more of a healing approach, and just just kind of learning about myself more and making making sure i'm going into spaces where

Jaclyn Cirinna: that that will elevate me, and not going around

Jaclyn Cirinna: people. That kind of Don't allow opportunities to flow. just being really a lot more aware of of where I allow myself to be and what work i'm working on.

Jaclyn Cirinna: and just creating a solid circle around me. Also, just like I think success in the re-entry sense.

Jaclyn Cirinna: maintaining, I think, the big piece for me, because I don't really I don't come from a family with a lot of money or anything like I wasn't raised around that. And so for me, and maintaining financial stability, was huge, I

Jaclyn Cirinna: and I think, like I've definitely gone to a point where I have that now. But there was. There was points in times where I was like. Wow! That's all I want is just like that stability, that sense of security. I think that's what a lot of young people want. They come from the complete opposite, and kind of try to strive to get to that space, but

Jaclyn Cirinna: I think the opportunities that I was given at 18, after being committed, definitely helped drive me to where I am now

Jaclyn Cirinna: to receiving that.

Kim Godfrey Lovett: Well, I I know how much you made of opportunities that were good that were given to you, and can only imagine

Kim Godfrey Lovett: what's to come, and you you have my vote. It is Stephen. Talk a little bit about success, and I know, like Jacqueline and and Drell said it changes over time, and I know I know yours is changing definitely. You work in that whole Well, being piece, I think when you

Kim Godfrey Lovett: talk to me about re-entry

Stephen Kaplan: yeah.

Stephen Kaplan: success changed quite a bit. I think it's actually one of the big topics I talk about now with a lot of the young people I mentor because when I was inside success.

Stephen Kaplan: I

Stephen Kaplan: didn't know it at the time, but now I kinda realized it was very 2 dimensional. It's very much about this like you need to get out and have a good job, and then don't commit a crime again.

Stephen Kaplan: and I took that very seriously, and I worked very, very hard. I got my master's degree while I was inside. Since I've been out, you know, I've been very successful in my career.

Stephen Kaplan: I found my passion career of building homes and stuff. I I've done all that.

Stephen Kaplan: But no point. Did it Anybody ever ask me, what is what does Stephen want? Notice, Stephen, Like, you know what makes him feel like a a whole person. And I got so focused on this drive that you know I had a couple of burnout years through just chasing a a lot of this

Stephen Kaplan: two-dimensional success.

Stephen Kaplan: And now i'm kind of pivoting it's not so much that financial stability or that success, if I want to be a CEO at 1 point it's more.

Stephen Kaplan: You know. What are my hobbies? Where do I feel connected with myself? I? You know I enjoy skiing and rock

climbing now, and that

Stephen Kaplan: that was something that took me a long time to slow down and focus on even my relationships with people kind of understanding like. what are the groups of people that I have commonality with? And it was it was kind of it's been a long journey to get there.

Kim Godfrey Lovett: Amiyah tell us a little bit about success for you. And I remember really well what what one of the things you

Kim Godfrey Lovett: explained to us last year was some of it. It was feeling so conditioned to think there were just so many doors that were going to be

Kim Godfrey Lovett: closed.

Kim Godfrey Lovett: How you doing now

Amiyah Davis: i'm off mute. Now I think that my image of success is still the exact same, but even more height. And right now I just have this vision of success, and it's inclusive of now that I occupy leadership, roles, or higher leadership roles being the voice and urging

Amiyah Davis: community outreach or programs, or whatever youth involved to push leadership roles for young people telling people, you know, hey? I kind of young person that can do that, and this would benefit their life to put the business leadership to, you know. Help heighten their leadership Skills

Amiyah Davis: success right now it for me I would say is

Amiyah Davis: urging workspaces to be trauma-informed and restorative, based. People

Amiyah Davis: exit the system, and you know into the community that it has no knowledge around being trauma informed, you know what it's like to experience the system. And what are some triggers? Or how can you work productively with someone who exited the system successfully? So

Amiyah Davis: occupying spaces and urging people and places to be trauma-informed or restorative, based for young people to successfully thrive that's success for me right now, just

Amiyah Davis: being in this leadership role and advocating that to the fullest.

Kim Godfrey Lovett: Would we talk a little bit. So what I hear you guys saying is some of the things that that are really important for for system folk to really focus on our mental health trauma.

Kim Godfrey Lovett: How informed even financial stability, anything around security. But also this bit about giving opportunities for leadership and to have your voices be heard.

Kim Godfrey Lovett: I I know another thing that that that comes up a lot is about you saying mentoring peer relationships. Just this sense of sense of belonging

Kim Godfrey Lovett: as as helpful during re-entry, and actually helpful for all of us. Can you guys think of any examples that of what you've been able to experience, that are things that maybe we could help recreate for other young people as a transition to the community.

Kim Godfrey Lovett: Awesome. Stephen unmuted first. Go ahead.

Derrell Frazier: Yeah, what to say? I just want to just touch on it. Piggyback off with, Stephen stated. As far as like. You know how his journey, of how he got to where he is today, right like he. He used to be so focused on. You know just what he trying to obtain like goals, right, and just a a title in a position, etc. And now he's more concerned about, you know, like his hobbies.

Derrell Frazier: what makes them happy things of that nature, and I feel like a lot of young people when we are coming out of when we are re-integrating into the community.

Derrell Frazier: We have the survival mentality right like we had this about this mentality that you know everything has to be perfect. We are working on trying to get a car. We want to get our own apartment. We want to this idea of what was being responsible of being a mature adult. What that really is. Instead of giving ourselves grace to actually get to where we need to be right, because it actually takes time. And sometimes we plan when we are coming back into community on what we plan to do. Sometimes I'll always work out the way that we want.

Derrell Frazier: and so that's what I really mean. When I when I mentioned about just like the whole list to Kim right like that mental to spiritual physical, like just healing over all around just being, instead of trans trans trans transition out of like the survival mentality and really thrive right? This really focus on what really is making me happy in this moment, and it touches on, you know, even with Jacqueline in a Amiyah said as well like, I don't think there's like a correct answer to you. Know what success is but what is working for me in this

this moment. So

Kim Godfrey Lovett: thank you.

Stephen Kaplan: I definitely think what I found success to help with that success is asking those questions with young people. A lot of the young guys that I mentor it's about asking them. What do they think? Part of life is just this exploration. And now that I've been out for a while, I've talked to people and their journey start really early on, you know, I mean people

Stephen Kaplan: that's all part of going to school and experiencing these things, and then, once they leave home, they get their first department, their car breaks down, and they start learning. What do they want? I mean, even down to how we dress or what cars we do drive. It comes from that experience.

Stephen Kaplan: Most kids lost a large portion of their life, and had to focus on some of these fundamental dealing with traumas or abusive families, or addictions or what not. And now they kinda like, you know, for me. I got out when I was 25 years old, and I was like all right. How much does bread cost right?

And these were all lessons that I just. I had no idea about.

Stephen Kaplan: Nobody had talked to me about, and so

Stephen Kaplan: just the process of exploring that, and and being able to go. Hey? What is it that I like? And it's

Stephen Kaplan: just like Derrell says it's very holistic, because it takes a lot of time. I mean. I can't tell you how much money I've spent on hobby stuff that just sits in the garage now that i'm like. Well, I thought that was a great idea, and

Stephen Kaplan: that takes time, and it takes that support, and it takes learning from other people. When I talk to the young people that I Mentor. It's amazing when they share some idea that they think they're going to be, and we get to dive into it, and they they do some research, and they study this idea, and then they go. No, that sounds terrible like I don't that's not not for me, and I was like that. That's part of this process.

Stephen Kaplan: so I think more opportunities to hear that. And

and other People's stories have also helped me just hearing Jacqueline's and Amiyahs

Stephen Kaplan: experiences and

Stephen Kaplan: kind of goes like. wow! Maybe I don't have to experience that. I'm not gonna buy a a paddle board that doesn't sound fun.

Kim Godfrey Lovett: Jacqueline or Amiyah. Any anything you want to weigh in on, and just sort of this idea of

Kim Godfrey Lovett: some.

Kim Godfrey Lovett: some things, some tangible things that might have worked for you, or things that that you think would help some other young people in this kind of moment of understanding. Well.

Kim Godfrey Lovett: it's it's it's Yeah. it's not perfect, but it's it's making progress.

Amiyah Davis: I definitely will say

Amiyah Davis: programs. We need more programs surrounded around

Amiyah Davis: Youth Healing and opportunities pay programs. I don't think any young person wants to do anything for free. So of course, I offering them compensation so that they can step out of that financial insecurity if need be. And then

Amiyah Davis: i'm highlighting the importance of connection over content. So I think that a lot of organizations might want to dive in when they have their hands on a young person, and they, you know, want them to get to the rural issue or talk about it.

But it's really about building connections, you know, listening to a young person and just asking, how are you today? You know? How are things going, or how are you feeling? Is there anything that we can assist you with? Because I feel like a lot of organizations have the power

Amiyah Davis: and the money to assist young people with a lot of things that

Amiyah Davis: you know. They feel like They're losing control of so creating programs that are, trauma informed. And you'll hear me say that 50 million times because it's so important. Right now, just post Covid, You know. We were just on lockdown, and it locked down, almost felt like being recommitted again. And just just things like a bring

Amiyah Davis: triggers back. So you know, being trauma informed and knowing the the signs of when someone is not filling it 100% and being the support, I think that a lot of young people my age now

Amiyah Davis: we don't have the same experience that people maybe 30 years ago had when it came to community and friends and family that looks a lot different now, unfortunately, but just building community. I think that a lot of young people, my age, are at the stage in their life to where they're trying to meet friends and trying to meet

Amiyah Davis: just community partners and build their own family or their own community, that they feel safe and hurt with so just given that opportunity for young people to experience

Amiyah Davis: connection over content.

Kim Godfrey Lovett: Well tell us a little bit more about how this can building this community can happen, and and you know it

Kim Godfrey Lovett: in in many ways. The the ideal would be that when a young person is a facility or system, it's it's a it's a freshly clean slate.

Kim Godfrey Lovett: right, but a lot of what I've I've heard you all say it's not exactly like that. But what are some strategies to to build a community or a community around yourselves. What kind of people, what kind of people do you need?

Kim Godfrey Lovett: You can go on me. I think you're ready.

Amiyah Davis: I think that

Amiyah Davis: a lot of young people need other experience, young people, and in their life so ease a easy way for young people to connect with other young people that are also previously system involved, so that they can almost learn to survive together.

Amiyah Davis: but also having a certified trauma inform restored, have informed a adult person or older person

Amiyah Davis: in the midst of that that can

Amiyah Davis: help work them through their traumas, because I think that young people tend to bond with each other over traumas, so making sure that those are, you know, healthy bonds. And then the leadership rose. I think that young people

Amiyah Davis: thrive the most when giving full force control, and when it comes to leadership roles.

Amiyah Davis: I've been on the council with Jacqueline and Derrell, and I was probably one of the best experiences, and we binded just our bond was amazing, and it wasn't based off of a trauma bond. It was actually a healing bond. That's what I would consider. We were growing a young individuals.

Amiyah Davis: and we can almost bounce our ideas and our experiences, and how we heal, and how we dealt with our mental traumas off of each other in a healthy way or healthy form. All my experience in life and traveling and telling our story, you know, in different States before Covid ruined it. So yeah.

Derrell Frazier: yeah, and if I could just jump in really quick, I just want to piggyback off of me a cause. I believe that this topic is so important, right, like cultivating these spaces where young people feel safe right, because, having those experiences is not easy to find, like Monday individuals like yourself, right, especially when you've been through so much, so many traumatic experiences. It can kind of sometimes impact the trust that you have in people in in. That's anyone that's around you, right? And it's not personal, but it's based off

Derrell Frazier: experiences. And I think that you know what we're currently doing right now, I can. You use a me as an example, right with how any Casey, you know what came out of the conversations on topics of discussion such as this one right like how young people need to see themselves in others. So I see themselves in certain positions that they're not used to seeing other individuals who have had, you know, similar experiences, but they see them healing right. They see them, you know, in positions that they might have not had seen themselves. And so Amiyah now

Derrell Frazier: she's in a position where you know she's working to join her university, and i'm sure they? She has the opportunity to be. They engage and be around other young people who might have been impacted by this system, and

Derrell Frazier: they can say, Wow! Look at her, you know, like how far she is came to, how much she has grown like. Look how he she is, and we all still Won't do our process right? We're not where we want to be yet, but this is a lifelong journey, but the fact that we are creating opportunities and positions where we can put young people who have that experience who have been impacted in that way. I'm. In those positions, I think, is remarkable. So it should be something that's duplicate

Derrell Frazier: duplicated across the field.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: I just want to jump in and sort of give kudos to to OJJDP I know Liz. Maybe still listening. You know they have really sort of taken up the mantle of encouraging agencies and different components of the system to encourage.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: You know, hey, you need to have some youth engagement partnership with with kids that have been impacted by the system. You need to give them a voice.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: and I think a lot of agencies. Don't really know how to start doing that, so it's good for them to hear you all talking about how you know, hey? It may be awkward at first, you know you're not sure how you know how to do it.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: Let people be candid so that they can tell you. Hey, that was, you know that wasn't cool and the the idea? yeah, you have to pay people, and if all your meetings are in the middle of a school or work day. You need to figure something out out. If the work

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: that someone's doing doesn't afford them the the freedom to you know, to to be involved. It's a it's a different way of thinking for the system to think of

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: the the clients, the the as also as partners. So it's. I I love to hear you talking about it. That's just great.

Kim Godfrey Lovett: Jacqueline or Stephen anything you want to weigh in on that. Otherwise i'll. I'll ask you to talk about a little bit about. Well, so what keeps you what keeps you motivated and encouraged

Kim Godfrey Lovett: because there you've all been through a lot, and you came through in ways that

Kim Godfrey Lovett: are inspiring, and not everyone can can do that.

Jaclyn Cirinna: I'll go. I think, just like, in really simple terms, the work, I think.

Jaclyn Cirinna: when you're actively doing it. You don't recognize it until people start pointing out. Like all you're influencing this or or

Jaclyn Cirinna: like this is inspiring, and it actually does end up helping young people across the board Once they, when they do see people who have been through the same things that they done, they're able to do it just being in that space around people that are working on the same things. That's motivation enough.

Stephen Kaplan: I think, seeing that he, not seeing it, and also feeling the healing that sharing these experiences have.

Stephen Kaplan: I think everybody's touched on it, You know, Victor Fronco wrote a book about man's search for meaning, and it really was about this. We go through these traumatic experiences at different points to our lives.

Stephen Kaplan: and we have to somehow find a value in them right when we go to work. We wanted to see a paycheck, and so once we see a paycheck, we're like, okay, that was totally worth having to sit there and do this work.

Stephen Kaplan: It's the same thing when we go through a traumatic experience that this was really tough. And for me it's actually minimize this trauma that I went through through my experiences even all the way back, and you know my growing up

Stephen Kaplan: to sit there and be able to share with a young person say, well, this happened to me, and this is how I dealt with it, and they go. Wow! And look at what you're doing now like. That's amazing. I want to do that as well, and that's what everybody. All the panelists here are trying to do is like, find their own meaning for that, and help other people find a way to trans

Stephen Kaplan: transmit their experiences into meaning. And that's how that cycle is just going to keep going, As you know. Once i'm long gone, there's going to be other people sharing their experiences, and that's how I think we

Stephen Kaplan: we make other people successful.

Kim Godfrey Lovett: So so start throwing out some some tips for young people who are maybe about to be leaving a facility, or been out for a shorter period of time than than you all. I I remember last year. Lot it it was about

Kim Godfrey Lovett: hope and confidence balance. And then, of course, healing you guys bring up. Bring up a lot.

Kim Godfrey Lovett: What What are some tips or a a story or an aha moment that for each of you, Stephen, you're unmuted. Let you go.

Stephen Kaplan: I was. I was gonna say, you know, Start planning just recently had an experience with a young person, and they got out, and you know we've been talking, and I think they had this

Stephen Kaplan: idea that life was gonna be very different from what it was. They, you know, had saved up some cash and they get out. They were kinda, you know, at the top tier of of their facility, so they just kind of maybe thought they were a really big fish, and then they get out into the world, and it's like nothing goes right. Your car breaks down. Gas is expensive, you know you. You. You find a relationship, and that doesn't turn out.

Stephen Kaplan: and I think they're starting to understand like, Wow!

Stephen Kaplan: Maybe I should have been planning a little bit more, and so for me. That helped me during my transition was really listening to other people's stories and go okay, you know, I should save a little bit more money for this, and and, you know, put a little bit away for here, and maybe read this book, and really like self self-reflect. And that was really helpful.

Kim Godfrey Lovett: What are some other tips Derrell

Derrell Frazier: I would say

Derrell Frazier: for me, I feel like additional tips would be, you know, just to provide yourself with grace right like as much as you know, just speaking to Stephen's point. Sometimes. You know we plan, and it don't always go accordingly, you know, and so understand that

Derrell Frazier: sometimes you gotta make pivots as you are transitioning right Sometimes you have to go back to the drawing board like it's okay to start over right things. Aren't. Going to always be perfect. And so for me. I remember, you know, when I first started really trying to get back on my feet. I was very hard on myself.

Derrell Frazier: I mean a lot of young people who I work with to this day are very hard on themselves a lot of times, and it comes from just the experiences that we had one. Once you to do well, right like I would suggest to do what we want to do. Great. But sometimes, you know barriers present itself, and so trying to overcome those various since

Derrell Frazier: to be a challenge is so really, you know, I talked to a young people out about this resiliency. Right? No understanding yourself, understanding your strength and your weaknesses right where you would like to make it per minute

Derrell Frazier: a self-development. Aspect is so critical as well, too. So I would say that you know, just in those areas those are just some of the things that kind of mind for me

Kim Godfrey Lovett: shows show some grace.

Kim Godfrey Lovett: Amiyah I remember you talking about definitely how hard you are

Kim Godfrey Lovett: on yourself

Kim Godfrey Lovett: when you came out. Is it gotten any easier? Are you taking. I think that I am taking it easier on myself, but i'm also learning to embrace trial and error. I think that that's just something

Amiyah Davis: that comes with life, No matter. You know how great things are coming. You have to be prepared for things to go right, but be prepared for things to get go go wrong as well. Also, I think that young people, when exiting the system

Amiyah Davis: something big that I did not even know that you know. I maybe have suffered from was imposter syndrome. I would be, you know, I would actually work hard for opportunities, or but find myself and opportunities, and I would just think that I was just there by luck

Amiyah Davis: they just probably didn't have anybody else to pick from, so they pick me. But I really possess the qualities as a young person, as a system involved person, as a black woman to just be great. So I really had to learn to embrace my greatness. You know, even on the days that I may have for best of the laundry I only full one. I give myself praise for it, and say, you know

what you

Amiyah Davis: folded one, and I learned that, you know sometimes you want to shoot for realistic go. Should I say? You know you want to shoot for the stars. But the kitchen sink is okay. You know it's okay. If you just get somewhere as long as somewhere is better to nowhere from you for you, then that's all that really matters.

Amiyah Davis: So i'm a little hard on myself still, but in a healthy way I feel like

Stephen Kaplan: I think that's awesome. I think that's a really shared experience, and some of it, I think, comes from like a self esteem aspect. When people are inside. They kind of have been demoted to this, you know I don't want to say trash, but I remember my experience. They almost made you just feel like you're You're less of a person because you're in this system.

Stephen Kaplan: and then you get out, and you kind of like. I have to be something bigger than life, and you work really hard, and, like you said you really not

Stephen Kaplan: down yourself when you miss miss something, I didn't fold all 4 baskets of laundry. Well, i'm a nothing, and that's not really how life is. I've actually really enjoyed just watching other people be

Stephen Kaplan: people this Last year I've been like, well, that person isn't amazing. And that seems okay. Everybody seems fine with that. And I think building that self-confidence, as you say, for all young people that's a really important aspect.

Kim Godfrey Lovett: Alright, so you guys know we do a lot of work about calling it real second chances.

Kim Godfrey Lovett: Jacqueline, what are what are some tips you would you would throw out. You're right, because it it's

Kim Godfrey Lovett: not necessarily a real second chance unless we start figuring this out a little better.

Jaclyn Cirinna: I think, For me.

Jaclyn Cirinna: I was really fortunate in the sense that I was kind of sick of the system halfway through like once I was getting. Once I got committed. I was. I had already been in the system for about 2 years, and gone through so many placements that I was like. I became so sick of it that I was like, Either

Jaclyn Cirinna: i'm gonna get what I want out of this or I'm just gonna i'm gonna make it. Hell for everybody around me. And that worked in my favor, and thankfully they all listened, and, like really help me, was like I i'm not getting a good education like. Help me get that. And they did. And I think just really stepping up and advocating for myself

Jaclyn Cirinna: and finding people that would do it with me and for me and the spaces that I wasn't always in.

Jaclyn Cirinna: I've seen recently that

Jaclyn Cirinna: not not every youth is really getting that opportunity, and a lot of it stems from either court systems or systems that are attached to the court where they're not as willing to give those opportunities

Jaclyn Cirinna: for me any time. Something was going wrong

Jaclyn Cirinna: after commitment like, which is why I really praise DYS and the way they handle committed you Sometimes.

Jaclyn Cirinna: Any time any time something went wrong, my case worker would advocate on my side, instead of

Jaclyn Cirinna: where I was living side, which ended up working my favorite because I was like they were getting me away from violating and getting pulled back in when I was like, hey, i'm doing this. I'm staying late my like. I'm on a bracelet, and I have to stay late at work, and it's going off like I'm at work

Jaclyn Cirinna: like I'm not out doing something bad. There's always this like kind of pressure, or you can't hang out with people who were formally incarcerated. You can hang out with anyone who's on probation. but those are the people you were like raised around, and those are your friends, and it's like

Jaclyn Cirinna: you can't do all these things, but they don't tell you what you can do, and so finally, I was like, all right. Well, this seems pretty reasonable if i'm working, you guys can't violate me at work.

Jaclyn Cirinna: And and so, finding somebody that would advocate that for me in the spaces that I needed it, because I I've seen people just get pulled in for simple stuff like that like

Jaclyn Cirinna: It's not. You have only have so much control over so much. But if you want a young person to be out here making money which they need to survive, they're in survival mode.

Jaclyn Cirinna: Then you need to be able to give them the space to do so. There's so much don't do this, and don't do that instead of hey, here's what you can do instead, and let's like guide you through that, because everybody has their own circumstances that they're going through, and

Jaclyn Cirinna: not everyone, has not. Everyone has it in them to advocate for themselves while they're going through so much chaos. It's a lot it took a lot. It took years for me to figure out how to do so in the best way, but just having other people around you to do that is is key, and making sure that people in the systems right now are being being that for youth.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: You need people to be supportive and coach you through it. Not not just Yank you. Back in. We we joked about. You know people kids need. Everybody needs more coaching and less refereeing.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: There's a couple of good questions in the in the Q. A.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: There's one that says, what's bringing you joy right now.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: Anybody got any joyful stuff going on?

Amiyah Davis: I will go

Amiyah Davis: honestly right now. This has been a year for me to really just

Amiyah Davis: myself take very good care of myself, and then that to be optional. I kinda, you know, found myself

Amiyah Davis: trying to fit self care into my schedule, and then I had to realize, like girl, you're crazy like. No, don't feel bad about taking care of yourself, you know. So I think that that's what brings me joy right now is

Amiyah Davis: I might neglect the dishes in the sink, but i'm going to go get my nails, though, because it makes me feel good, and i'll come back and do it when I get back. You know self care is so important, and it's crazy that for so many years I have balance that to just be an option or something. I I squeeze into my schedule. But at this point in my life

Amiyah Davis: it's a priority for my for me, and it's bringing me just so much joy, so much joy in the

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: so Stephen jump in!

Stephen Kaplan: That was pretty much exactly my feelings. I I got out I started working really hard. I've started a couple of companies. I've made them really successful in the last few years, and just now am I, realizing I don't even know if I want that. And what I do want is this time for self care. You know I want to play my music. You know i'm working on this.

Stephen Kaplan: You know, this artistic side of this podcast connecting with this community that has so much shared experience with me, and that is feeling so good to me.

Stephen Kaplan: kind of a level of joy that I didn't think was even possible, and it's been really nice to give myself that space to not feel guilty about it. There was a period of time where I just felt so much shame anytime. I just wasn't

Stephen Kaplan: working, or I wasn't on point, and I just felt like i'm bad person, because I wasn't trying so hard. And now i'm just like no, i'm sauce. I'm just relaxing.

Melissa Sickmund, she, her-NCJJJ|NCJJFCJ: I love it. I love it, Darrell. Do you have a same thing or something different?

Derrell Frazier: I would say, maybe something different. I would say that

Derrell Frazier: I am I'm. you might me laugh, but I I really find joy in this work.

Derrell Frazier: I I know that a lot of times. Some people say you know they get burnt out, or you know you have individuals who say that they need to take a break, which is all valid, right? Everyone is different. The emotions are absolutely valid. But for me I give rejuvenated. I get a lot of energy from doing this work, and not even just doing the work, but also seeing the impact of it right Something I was gonna mentioned early. I don't mean to pivot, but just wanted to touch on him. Miss me and listen. When you, when you were talking about just some people

Derrell Frazier: following up at the Mia in Stephen. I just think that it's very critical to be clear about how to, you know, utilize some people, and presenting them with these opportunities because we don't want to to tokenize young people, or have them, you know, to to continuously speak about their trauma, or you know the experiences that they have had, or just the barriers right

Derrell Frazier: but genuinely an authentic way put them in positions where they are, you know, around, you know, in spaces where they can actually, you know, have Mentors right, or have peers who they can be to to collaborate with and things of that nature. So I just wanted to just sort it out there before we. I'm glad you did. That was good. I like I would like to piggyback on that. I thank you for bringing that up. I think that is a something I actually sometimes struggle with. I'm developing this mentor

Stephen Kaplan: program, and we we find that an issue is like, how do we not reduce things down to, you know, filling out a form for these young people, and that can be a challenge, because we do need this information back. But we also don't want it to feel like Well, thank you for sharing that here fill out this form. So we have this information.

Stephen Kaplan: and it is. It is a challenge to make something authentic and organic.

Stephen Kaplan: and I think, for any administrator thinking about doing that. This is part of it. It's going to be challenges You're not going to be able to download a pamphlet and be like sweet. This is the fix. All All the kids that we work with. It's not that way. It's it's just going to be very intense.

Kim Godfrey Lovett: All right. We're gonna have one last last. Go around and, Jacqueline, you can still respond to this question, too, if if you remember what it was. But I want you guys to share with everybody. You take a minute well take a couple of seconds, and then.

Kim Godfrey Lovett: So when we get together one year from now.

Kim Godfrey Lovett: what, what is going to happen in your life, and and what what are some things that are going to make that easy? And what are some things that

Kim Godfrey Lovett: it might be more challenging that that you would need some help with.

Kim Godfrey Lovett: All right, Jacqueline.

Jaclyn Cirinna: I i'm like really big on manifesting so like I want to like, answer it carefully. But I think just just getting into a new role and

Jaclyn Cirinna: really diving into a national space again, getting more consulting opportunities. and in order to help me do that, I think just shut like self care on the weekends, shutting, shutting down the work

Jaclyn Cirinna: when necessary, like no one to what? When i'm like overloading myself, I've been doing a pretty good job on that. But just continuing doing that.

Jaclyn Cirinna: and just

Jaclyn Cirinna: live in peace same way from chaos. Yes, all of us, Stephen, a year from now. What are you gonna be telling us?

Stephen Kaplan: I want to be more involved in this kind of space like, I said, I've spent a lot of time more in corporate career, chasing and all, and it's just Hasn't fulfilled me. And so, connecting with

Stephen Kaplan: you know everybody here and and this mentor program that i'm doing, I really start seeing myself doing that a lot more full time instead of just kinda like on the side.

Stephen Kaplan: and that has given me just a connection to

Stephen Kaplan: so myself. That feels very rewarding kind of like. What Derrell said I, you know it doesn't feel like a burn out when i'm doing that, I you know, even if i'm up a little late working on something i'm like, this is a lot of fun

Stephen Kaplan: which is different from the other work that I do. And so I really want to kind of dive into that and experience the creative side of of my life.

Kim Godfrey Lovett: You guys are all describing all these wonderful ways

Kim Godfrey Lovett: we can help. You have opportunities to do all this. Show your skills, your talents follow your passions.

Kim Godfrey Lovett: be the leaders you are. Amiyah what? What for you? In a year

Amiyah Davis: for me right now this year i'm occupied

Amiyah Davis: all the spaces. I'm going to step in every room that I can step in. This is me kind of selling myself on the side, so just you know, use them, using my knowledge and my ability to both lead and teach restorative circles, you know. So the restored session, or you know, hosting Webinars, or just really just being being the product here, and putting myself out there and just occupying all the spaces I wanted.

And there's nothing that I don't want to put my hands in at this point. I want to show my face everywhere. So

Kim Godfrey Lovett: a year from now, you know, you might see CEO of Amiyah Davis. I'm gonna make sure to put on the Webinars CEO because its coming.

Kim Godfrey Lovett: Derrell are you gonna be the next Senator in Maryland or

Derrell Frazier: yeah, definitely working towards that. But I was also just say, you know that in this next season I really see myself, you know, uplifting, and you know, mobilizing other young people into the space, because I know that I cannot do this forever. You know I am no longer a young adult.

Derrell Frazier: I am getting older, and so my goal is to develop. You know young people be able to equip them with the resources, the skills, the knowledge that they need in order to really make it impact right. So it will no longer be me, you know, in a lot of these spaces, but most of the young people who I will be training. So that's one thing that i'm really looking forward to, and then opportunities, you know I'm really looking for is to be with you. Develop platforms for those jumping. So if you all have any connections, or know of any you know. Out

Derrell Frazier: it's in these 4 young people. Please let me know.

Kim Godfrey Lovett: you guys. Thank you. I so I see

Kim Godfrey Lovett: Ransom. It's on our screen. It's gonna wrap everything up for us. But thank you, everybody, everybody. Liz Ransom, OJJDP All the people there, all these people behind the screen doing the technology. And of course, Melissa and our 4 panelists.

Kim Godfrey Lovett: you guys are awesome.

Amiyah Davis: Is there a way to share our contact information since the chat is there?

Kim Godfrey Lovett: since it chose that. Sure, If you I have it all, i'll send it to ransom. Would that be good?

Kim Godfrey Lovett: Okay.

Ransom Washington: No, I just want to. Thank you guys so much learned a lot very inspiring. Your stories and your journey shall be

Ransom Washington: great. You're gonna continue on and definitely excited about what the future will bring for you. Liz, that you want to say anything before we and I know we're a little over time. But

Liz Ryan: thanks so much for the opportunity. I learned a lot, and I appreciate everyone sharing their perspectives. This is great information. Thank you.

Kim Godfrey Lovett: Yes, and that, concludes our Webinar. Thank you. Everyone. Thanks, everybody.

Amiyah Davis: Thank you for having me. Okay.