Respectability Webinar

**Advocating Your Governor on Jobs for People with Disabilities**

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Rough Edit

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>>: Good afternoon and welcome to the respectability web thank you so. My name is Phillip Khan Pauli. I am the policy and practices director for arable. As you should know. I hope you live and breathe and know, we are organization dedicated to fighting stigmas and advancing opportunities for people with disabilities that. Specific piece advancing opportunities piece is what I am going to be talking to you about today. I am going to share critical lessons about how to advocate your governor for people with disabilities. I will be joined by audio recording from the lovely Steve Bartlett who is coauthors of Americans with Disabilities Act. Mayor of the city of Dallas. He is going to share practical insights in terms of what it takes to be a successful advocate, how to talk to public officials, how to be engaged, build that advocacy relationship which will in the end affect policy and practices and hopefully translate to more jobs with people with disabilities. With the slide I have our learning objectives. We will listen to wisdom from Steve Bartlett and pivot to what specifically arability wants governors to do. Then talk about indy. It is short for national disability employment awareness month which is object. This year, you may know, 353,000 new jobs for people with disabilities was created. A tremendous growth for population because of alignment of the growing I can, we are so three lighted with the progress our country is making on that piece and it is good to have good new when there are so many other things going on. After we talk about what we want to do with it, I will layout critical principles of advocacies and how to talk to a governor, how to talk about some other ways to get involve with and that is kind of our agenda for today. So, joining us live, previously recorded audio briefing, Steve Bartlett.

>>: Nice to meet you all. By webinar. Let me start with I want to thank you the people on this call for what you are doing and more importantly what you are about to do. Because you, across the country, with grassroots help you can make a huge difference in the understanding and clarity and the knowledge base of both elected officials and candidates. You will move the needle. This is a serious proposal. It is can only be implemented by you. Thank you for that. My over all, I am elected into office three times. Dallas city councilman. I was member of the U.S. Congress representing Dallas for eight years. I was mayor of Dallas. In that, the life of an elected official is a public life. You need to know that. Elected officials whether it is school board or legislators or Congressmen mayors or city council they we wily do get a joy from hearing from their constituents and learning. This is not something they will resist. This is something they will want the elected officials actually want to hear from you because they learn from it. When I was in Congress, I had 18 public town halls every year. When I was mayor I had 60 or so public hearings every year. When I was city councilman I had 12 town halls every year. And getting people to come to those town halls was, I had town halls in which only three people showed up. I had town halls in which 250. It kind of depends on what is happening in the public at the time. For you to go to an event will make a difference. Let me, I am going to walk through some how to and then then I will turn it back over to Phillip. We will be able to take questions, at the end. First, what you say does matter. The information that you transmit and the way you transmit it, will affect the thinking of an elected official. Now, you can't ask an elected official to hear what you have to say and say, oh, you are so smart, I will agree with you and do what you are saying. What you are looking for is greater understanding of job opportunities. You are looking for better understanding on their part than they might have had in the beginning. Every elected official. Develop that understanding. So what you say does matter. It will change the mindset of elected officials all over the country. More importantly, what you don't say also matters. Meaning that the only people that get heard in democracy are the people that speak up. If we don't speak up, then we don't get heard. Our side of the story of independence never gets told. So here is how you do it: First of all, you look, I will give you suggestions, put yourself in front of elected official. Several places. You want to have a as close to a personal relationship as you can, in terms of communicating to where they see you, they hear what you have to say and they listen and respond to it. So the way to do that, they are basically three different avenues. You can do all three. One is, four actually. One is what is called a town hall. A town hall are those events usually at a school or auditorium or recreation center in which the elected official has the hall. They put out notices for the public to show up. For that, you call the district office or their office and you ask them when are your next town halls. You pick one and go to it. It is always better if you have two or three people going together. It doesn't have to be. You can go by yourself. That's called a town hall. Town hall, what happens, the elected official makes preliminary comments then takes questions. So you want you don't want to be the first question. But you want to be in the first three because the other people will have something to say. You want to be sure you get focused. You don't want to be the first question. It makes you look too eager. You want to be somewhere about the third question or something like that. Just raise your hand, stand up, tell them what is on your mind. Flip side to a town hall, I call it the Rotary club. Elected officials will speak to all kinds of civic organizations, Rotary clubs, PTA, all kinds of situations. Ask the district office. Ask their office dork you have any public meetings coming up that I can attend as a guest. They either will or won't. The third way is you literally can make an introduction to the office to the staff director of the office. And ask if you can visit with the Congressman, I am taking this to be Congressman, it can be city councilman. You can visit for about 15 minutes in their office. Say I have issues on disability and I want to share. Oftentimes they will set up a time to come in and say your peace. You have about 15 minutes. Sometimes 30. But plan on 14. The third sway a campaign event when they are running for election or running for reelection. I am going to put that off for a minute. So what you do, you get there early. You want to get to the event 15 minutes in advance. Find a place to sit. Don't sit in the back. You don't have to sit on the front row, but sit somewhere in the center so it is easier to see you and in the first two or three rows. And then when the Congressman or councilman says are there any questions, then you basically in a very friendly way, you ask a question, try to make it a general question that they can answer. Don't, you don't want to say how do you stand on HR2222, that will embarrass them. They may not know what HR2222 is. Ask them generalized question on what is your view about jobs for people with disabilities. And then at that point, you can also express your view on what ought to be done better or different on that issue. You got about 30 seconds to ask the question. Nor more than that. Really if you can ask a question in 15 seconds, that's even better. You usually don't get a chance to ask a follow up question. Although, sometimes the Congressman will say, explain that to me or what do you suggest. In other words you can get a dialogue going. But you don't want to dominate it. There are other people in the audience waiting to get their question in. Listen to the answer. Don't write it down while they are talking. Listen carefully to the answer. And then write down some notes as to what they said. After the meeting go and you will see somebody on the Congressman's staff or councilman or school board member, somebody's staff. They will be the ones scurrying around and setting things up. Walk up, introduce yourself. Do you work for the Congressman, yes. Then try to get his business card and give your card, okay. That way you have some contact information. Little, you can then followup with an e mail to the staff member to say: I want to emphasize what I said at the meeting that. Kind of nails it down. Now, you want to do this in a non confrontational way, a friendly way. You don't want to assume regardless of what you may think or know to be true about the Congressman's voting record, you don't want to assume he is against you. You want to treat it as a blank slate. You are trying to educate, you are trying to inform. Just assume good will on their part. And there will be good will. So you don't whether or not they vote the way you want them to, is a lot of different factors goes into. Assume good will. Your job is to educate. We move from there to a campaign event. A campaign event is currency of the realm. That's where members of Congress, the best kind of campaign event is what is called a campaign coffee, where someone will host a Congressman in their home and invite their neighbors. So us call the campaign office for those. You say, I want to attend a campaign event, do you have one coming up. Not a fundraiser. Just say do you have one coming up. Most do. If not, that's their loss. Then go to the event. Do exactly the same thing. Exempt it will be more of a social occasion. They will stand around and talk for a little while informally before the speech and the questions. You will get to ask a question. I would encourage you to do both, the campaign event, you will find a congressman is more relaxed. He or she will know they are among friends. You want to do both. We have talked about what to advocate in arability. We will send you information. It needs to be, you don't want it to be too specific. You don't want it to be too general. Have a pretty good idea as to what you want them to do as a result of the conversation. Make it personal. If you then have a chance to give a 15 or 20 second version of your story, how you got where you are, what you have done in your life that is significant especially on the independence level. That makes it personal. That really helps. After the meeting, please, report in. Send arability a report on who you talked. Send the staff member. What you said and what the Congressman said. That gives us a lot of information that we can use on the national level. If it is fun. You will be exile rated of the involvement. You will make a huge difference in the way they think. So thank you in advance. And you are going to really enjoy this.

>>: All right then. Sorry for the little bit of delay. I think those were words of wisdom that were well worth waiting for. To add to that, Congressman Bartlett was speaking from his perspective of someone who had been a member of the legislative branch and local overseer of city council. A lot of the same essential principles going to campaign events talking to staff, being prepared really apply when talking to governors of your state. On our slide here today, you will see a couple of slides of pictures of respect act and our affiliated organizations. I have had the pleasure of working for respect act for the last three years. As an organization we have met with 46 of America's governors. This year is important with the mid terms coming up there. Is going to be a lot of turn over in the governor's mansion behavior is a chance to close out high, such as governor Dayton in Minnesota or governor hey slim who are term limited. There is a chance to have an impact on new governors as well. Essential principle is really that we work with anyone and every one. We are a 501C3 nonprofit, non part san organization. Anyone interested in working with us and helping our work, we ask for you to make the same non part san commitment. I will be honest with you, it is damned tough these days. Sometimes you have to hold your nose and take a meeting with someone you don't like. You have to do that if you want to talk to every one there. Are some states people with disabilities leaving in meaning work and there are blue states as well. We are really going to talk through how do we do this, what can you do, how can we help you, how can we work together to really drive this forward. First essential idea taking onboard is governors are our partners. Governors work for the people of their state. Think about it this way, you know what, public officials are employed by the people. Governor is chosen by the people of his state or her state to lead, direct, to change policy, to change practices, to try to make this state a better place to live, grow and change. We need to be able to work with them and drive opportunities for people with disabilities. Governors have tremendous choice. The phrase you will often hear from the state is a laboratory of democracy. Even state is different. Tiny states like Rhode Island to massive states like Texas or California all have a lot of issues, a lot of challenges. A lot of great work can be done regardless of whether it is a tiny state, big state or mid sized states in the middle. We have met with 46 governors. I will talk you through how we do that, how to talk through it and hoe you can help us with our work. Next slide there. Is a couple of very specific things we want governors to do. I mentioned October. I will talk about that shortly. First and for most the great thing we really love for our folk whose are interested in volunteering to help us with is getting governors to put out public proclamations for national disabilities second, we really hoping to get respectability volunteers to sit down and meet with governors and their staff to talk about jobs for people with disabilities. Lastly, we want governors to do press events, projects that are supporting the success of young people with disables. Why that is important, governors go somewhere, they bring press with them. Press goes to a place where people are getting training, getting people experience into the work NORs. That will change people's mind. As I said, our bottom line issue, we want governor whose are going to become exam pie ions to become a you have to be a governor and be willing and interested in changing how some things work. So, taking back a second, I mentioned something NDEAM, NDEAM National Disability Employment Awareness Month. It is a yearly celebration that focuses on the raising the awareness of opportunities with people with disabilities as well as the incredible contributions that people with disabilities make in the workforce. America's workforce empowering all. Go to Web site office of disability DOL.government. They have social medium information. They have posters, flyers. They have just a lot of tools to get the message out there. Message is important. You know what, message reputation is how you get people to change their mind. People need to hear over and over again that people with disabilities want to work, that they can work and that they can incredible benefit the bottom line. On the slide I have up right now is a picture from the post or the board for NDEAM. Has a bunch of diverse people. One of them is actually a power wheelchair user. That's the image we need to leave over and over again there. Is great public awareness campaigns in states like North Dakota. You know what. You have a lot of work to do. I mentioned proclamation. What does a meaningless piece of paper have to do with getting people jobs, it is really not a meaningless piece of paper. A proclamation does. Hear me out. First and for most. If the governor and their staff take the time to put a piece of paper and put the seal of their state on it, it means it is a public commitment. They are committing to work on disability issues. It also tells the public, you know what, the governor is interested in these. That's important. People with disabilities and loved ones, they are in every community across our country. And every one deserves to know that our public officials are actually committed to working on our issues and working on the help more people get jobs, to be able to live independently and really achieve their dreams. Lastly, governor whose are doing good work deserve public credit. Governors are public officials, they need to get their name in the paper. They need good press. If the governor is doing the right thing when it comes to if they are not doing the right thing. Don't worry yet. That's a chance to change their mind. A chance to impact things and have an impact. As I said, the great thing is we are able to get proclamations, we got 26 last year. We are aiming for more. If we get proclamations, it is a way of holding people accountable. Public officials, if they put it out on the record. What they don't say is just as important. So if a governor doesn't put something out, it is on the slide now I have a huge well of tiny text which has the sample line would you love to see there a governor. A lot of states require that a state resident be the one to request a proclamation. We have done our work and talk more. We are going to need state partners in great places to go out there and fill out the forms. Just a sample of the type of language we would love to see coming out from governor's mansions across the country. Our national was found on the principle that anyone who works hard should be able to get ahead in life. Just like any one else. Whereas, people with disabilities bring unique characteristics and talents to the workplace. They can work in hospitals, hotels, there are no limits to what they can do. These messages are so important. These messages can get people to change that change their mind. That's why you will see that phrasing around several times during the course of this presentation. Next up, we have already done the hard part. I am here in our office in Washington, D.C. I am looking at the team of fellows working for respectability this semester. A couple of weeks ago they were crimping and pacing together actual hard copy letters to actual governor's office to request that every governor put out a so now that we have done the hard work of getting the list together, getting the materials, we are hoping you, our friends and family across the country can step up and crawl governors to meet them in person. Just as a quick update, we have a bunch of states that have gotten back to us, from the great states of Virginia, South Dakota, West Virginia, South Carolina, Wisconsin, Louisiana and South Dakota. We have got earn a couple states. We are very excited. Check our social media channels at Twitter and Facebook. We will be doing more detailed press releases. Keep an eye out there. Please share. What do you need to know? Say you are really interested in this. What do you need to know? A couple of bits of information we hope you will know. Several key statistics you can fine in our Web site. First you need to know how many working age people with disabilities are living in your state. Working age is important. Really, we are interested in folk whose can potentially be in the workforce, maybe need existence to overcome a barrier to employment. Second, talk about how many people have jobs as it is. People with disabilities. That percentage tells you kind of roughly how the state is doing. Also important is something very important to track when you track respectability. Year to year gain of job losses and gains. We take people compare it to the new year statistics. A little bit of fraction and addition, we know how many people got job this is past year. Nationally, it is 343,000. To dig into that specifically, Florida had the best job growth for people with disabilities in any state in the pass year. Thirty five,000 people with disabilities entered flooder's workforce. That's a great change in the sign of the times. We want to see more and more states getting those numbers up. The final event on our Web site as an example, some statistics to find to help your advocacy, here we have a page with long string of numbers for the great state of Maryland. You will see governor Larry Hogan who is in the midst of election this year. He has been working on these issues. He signed legislation. He has done some work. We are very excited to see whether he winds or loses in the fall and continue working with him if he winds or working with his challenger if he winds, instead. Importantly, the numbers you want to focus on are the number of people working age 321,000. The employment reached 40% write is above the national average but not quite where we want to see Maryland to be. If you have those numbers together, you have prepared to go off to talking points. This slide has tiny font. Again, for every single state in the country, we have a couple of things for you. We have statistics and policy recommendation. We have the ready made tools to get them in front of people who are going to make these important decisions. Next up, well, okay, so you are ready. You are listened to this webinar. What do you actually do? Who do you talk to? Is there are a couple of key people to reach out to coordinating with respectability. When you reach out to the governor's office, you as a member of the public are not going to get their personal e mail. Sorry. Hopefully you will get a good relationship going. You need to talk to their team there. Are several people from the team of the governor you need to reach out to, if you are going to try to get in person meeting. First and most important person is the scheduler or the gatekeeper. It sounds like an innocuous job. If there is anyone you don't want to get angry at you, it is the scheduler. They have tremendous power to bar you from talking to your public official. Additionally you want to reach out to the communications director. You can find them on any press release that comes out of your governor's office, you will have a name, phone number and e mail. I will note that some of the really big states like Pennsylvania, Texas and California have specific staff measures on the governor's Web site that work on proclamation. Do your research first and for most. However, we have in the shared files for today's webinar we have contact lists, you can download. The Excel spreadsheet. Governor contact. 2018. Download that. You will find the communications director, staff, scheduler, as well as information about where you can submit information and resources. Likewise, when shared files if you want to find a digital copy of the letter that we send out to all the governor's offices. If you are interested moving this forward, download those files and you will be ready to go. So, now that you know who to talk to, what do you need to say? Well, what you have got here is a picture of what we call a message triangle

>>> you want to repeat the key messages you want don't. In this case we have language that we talked about. First and for most the idea that our nation was found on the principle that anyone who works hard should be able to get ahead in life. People with disabilities deserve equal opportunities just like any one else. That message is important. Whether you are Republican or democrat. All governors want to be the jobs governor. Secondly, it is important to talk about best practices. That's why we have the message that companies like Walgreen's, EY and AMC have shown that people with disabilities are additionally people with disabilities can be a win, win, win. That's an idea that is very important there. Is a lot of stuff going on, whether we are talking about Medicaid, purchasing program, job programs, transition program. You know what, there is need to be a serious commitments that work and programs that will successfully impact job opportunities for people with disabilities. Before you are get your message triangle together. Prepare the template and go from there. So, you e mail the governor's office. You may, you are probably going to get a response, oh, well, the governor is really busy, would you be okay meeting with a staff member. That is fantastic. They are the ones that do all the work. It is important. If you build a relationship with a member of a public official's staff, you work with them, you provide them what they need, you build that rapport, build that personal connection which will up ultimately translate into results. If you do get a meeting with a staff meeting or lucky enough to get a meeting with a governor, a dress professionally. You know, this is politics. It is a suit and tie game. Secondly, be on time. By being on time, I mean get there 10 minutes early. And then, remember, always be polite. That is really important, especially given the toxicity of politics these days. If you are quiet, humble and very clearly articulate your feelings and clear principles and facts that will resonate than necessarily screaming and shouting there. Is a time and place when it comes to disability rights for screaming and shouting. Let you never doubt that. In our case, our effort and approach is the idea of polite respectful but firm commission communication is going to get the day. If you have done all this and are scheduled to do a meeting, let respectability staff know. Please contact us. We will be excited to do some practice with you. Just like you wouldn't go into an interview without practicing, you don't want to boo to one of these meetings without gaming out what you are going to say. You actually go to sit down with a governor or their staff, keep in mind what I call the 30 second rule which is something that Steve Bartlett talked about. What is the 30 seconds rule. If it all possible, try and make sure you are inside of here is why you do that. It is all about building personal connection, personal relation. What I want you to do any advocacy meeting, take the first 30 seconds, I want you to time it, take the first 30 seconds and be personable. I say this as an introvert. Make small talk. Talk about the weather. Talk about sports, if you are sports fan. Try and find them out. Talk about a movie. The idea is build that personal rapport. As soon as the clock hits that 30 seconds mark, get down to business. Say so great talking to you. I want to talk about business. I want to talk about the fact that people with disabilities want to work. That time that built a personal connection but it really drives to being respectful, being on time and getting your point across. So have you done all that. What do you do after? You make your point. Make your ask. Say I want governor X to visit a project site. I want governor Y to go talk to workforce. You have made your ask. What do you do next? Well, first intermediate step between leaving the office is your leave behind. What the heck is a leave behind? So a leave behind is a packet of key information that you want the public official to take back. For example, any governor meeting I go to, I always have a flyer about respectability. I have state specific statistics. I have a key best practices and recommendations that we want that governor to form. I recommend you do a neutral black binder, that way you are prepared professionally. You can include a business card. We don't have the resources to be able to mail hard copies to all 50 states if you are preparing for one of these meetings we can provide you additional copies of the statistics. The leave behinds are important. At the end of the day that helps reiterate what you want to do. It is just very much there is a lot of custom in kind of just forum built into what you do when it comes to talking to a public official. Even if you are going to capitol hill, you want to have your leave behind. Is that lasting impression you leave in a public official's office. Remember how I talked about how particularly governors want good press and want their name unless the paper. If you get a sit down meeting, take a picture. That's so important. Social media is an important part of advocacy. You have pictures of meeting with Republicans, Democrats, governors. It goes to your file. You can kind of have a trophy wall of all the different governors us talked to. Behind me in the conference room. We have pictures of all the different public officials that our team has method with. That's important. That keeps you, it gives you a memory. Something to share. It gives us something to share on Twitter for example. Also, it gives you just a followup with whoever you met with. So how do you followup? Well, you have your picture. You thank the governor. You firmly shake his or her hand. What do you do next? I would recommend if you use Twitter, great, take that picture, tag the governor. And then thank them for their commitments for jobs with disability. Say the meeting doesn't go well, I am still going to cut these programs. Then you thank them for your time. Be polite, be respectful, get your point across. By the next business day, if you meet with a staffer or anyone else, make sure to send them a thank you e mail. Say, so great getting to talk to you. I appreciate this first dialogue. You then if you want to be really fancy, send actually an old fashioned thank you letter in the mail. I can not tell you how positive an impression it makes these days, consider how much crap gets done by e mail, actually getting a letter from somebody you met with is a classy thing to do. It is the cost of a stamp and a piece of paper.

So, again, you know, when you do that thank you note, stay on message and stay positive. You want to reiterate that our nation was found on the principle that anyone that works hard should be able to get in so many others are showing employs with disabilities can be successful. Golf policies jobs is a win, win, win. That message reputation is really important. That's kind of the governor's feed. That's not the only way you can get involve with respectability awareness month. We already we just did a webinar about this last week. Go to our Web site and watch that webinar. A recreation of the show with Clarence page and Eleanor cleft talking about how do you write effective op eds about these issues. We really are encouraging anyone and every one who is in the to take this chance to submit op ed to your local paper. Write 500 words. That's going to share a story. It is going to get that message out there. If you are really interested in signing an op ed. Don't pen something out us. My team here has templates for all 50 states. It will have key statistics you need to conspiracy an impact. Check out our Web site. Webinars. Respectability's Web site. Watch that great webinar. Ready to go for national disability employment awareness month. Next, there is another different advocacy opportunity I would love use to followup with. We talked about workforce development. That's the workforce system is the system of state entities that control federal money to support job training programs. Especially with people with barriers to work. Every state has a workforce board. Specifically sees how federal money spent on training programs gets invested. It is an important agency. Every single state has one. State workforce boards. Also local workforce board. We seriously encourage you to look up your local board. Find out when they are meeting. They are public meetings. Maybe a chance to provide testimony. Find out when those meetings are, attend a meeting. Where are the programs, where are the investments being made and where are some changes that can happen. So we really encourage you to do. That our great friend over at the national association of workforce state and local boards, you will see that link we encourage you to go and check that out. Maybe you are not ready to meet with a governor one on one. Maybe you are not comfortable writing an op ed. I would love to know for example what Wisconsin state workforce board is doing next month. I can't physically be there. You as a potentially respectability volunteer can be there. We hope use will be the eyes and ears of our work, moving forward. So, I have been talking a lot. You have been listening a lot. Thank you so much for sticking with us. Now is the time where we can have some questions and answers. I am going to call on the folks in the conference room here for respectability for your questions and answers. Operator loop can you explain how to ask a question for our audience members.

>>: Certainly. Hello every one if you have dialed in and would like to ask a question, please press 7 pound on your phone. You will be placed in the queue in the order received. Listen for your name to be announced. You can send questions using the Q and A window located on the lower left of the presentation. Type your message and press ask, to send it. Thank you.

>>: Any questions from my live audience?

>>: No one yet.

>>: Sorry. Go ahead.

>>: So there is a lot about ought reach. Would it be beneficial to reach out to someone on a national level like a representative in the house and senate?

>>: That would be wonderful. Our organization highest priority is specifically governors. We would love to see members of Congress doing something from NDEAM. You could rewrite it and send it to your local representative, say your local Congressman, state senator, we would be delighted if you took the extra initiative and did that. Here in Maryland senator van Holland is on issue with representative Brad shearman, represent Mack Morris Rogers, they are all doing other things for the month. If your constituent locally, that has a bigger impact than national group pestering members of Congress there. Are a lot of disability at the national level asking members of Congress to do stuff. A local constituent request might have a bigger impact. Thank you.

>>: Are they aimed for public officials might be

>>: I would say both. We had a question from the folks here in our conference room about really, about public officials in their mind or getting grassroot report. It is both. Op ed really is a chance to repeat that message, as I talked about before. We are hopeful that a public official would read their local paper, thumb through the opinion section and say, oh, op ed, I never thought about that. Likewise we want a chance maybe a local employer will read through that and say I never thought about it. There is a lot of purposes behind the op ed idea and op ed campaign. Getting something published is a great feeling for self advocate. It is something readily recycled say on social media.

>>: Yep.

>>: Would it be better or directly on Twitter or

>>: That was a great question. I am not sure if our captioner heard. In terms of social media, you want to try to add it. Add somebody. I would say yes. I mentioned if you have a sit down meeting with a public official and you get a picture and you use Twitter after that meeting, find them on Twitter tag them and thank them for what they are doing. Likewise if a proclamation comes out, there is a good chance that either communication team will pick up the tweet and retweet. That would be great and a great thing to reshare. Luke, anybody by phone?

>>: No one is raising their hand. As a reminder press 7 pound and we will open your line. Go ahead.

>>: Thank you.

>>: I just want put in your zip code for your state. Registered to vote there. Contact the official

>>: That is wonderful. I don't think our captioner picked that up. One of my policy team here there is a great comment about Facebook. I talk a lot about Twitter because I use Twitter more. Facebook you can search by zip code. It will tell you who your local officials are and help you get in touch with them. That is a great avenue to get that message out there. Thank you for sharing that. All right. Last call. Anybody in the chat box. Anybody for the phone question? Going once, going twice, all right. Well, I must have stunned every one to silence. Thank you so much for joining us. This is such important work. There is so much work to be done when it comes to advancing the opportunities for people with disabilities, especially at the state level. You will find, we will tell you over and over again, go to our Web site. You will find everything and anything you could ever want. Whether it is resources for job seekers, advice about advocacy and other materials. We have extensive new Spanish resource page which is a first new thing for us. It is really great to be able to reach a more and more diverse audiences. Likewise, a lot of great data resources. All linked to our Web site. We highly encourage you to go out there and do that. Additionally, you are so on fire, what do you do next? Well, again, it guess back question from the chat box. Great question. Sorry. Anthony, thank you for can asking, what role if any do state vocational play in NDEAM. That many do something special. Put out materials on social media. Maybe do some poster boards or do some PSAs. It is really depends, it really depends on the state. Some voc rehab agencies don't have a budget for public facing advocacy or awareness materials. Others are focused on queening local events. It depends. I would say there are two placing to. One kind of nationally there is something called which is the coalition of state administrators on vocational rehabilitation. Coordinates all voc rehab stuff. They have great events coming up here in DC. Check them out. Going I would say go back to that search engine, search for your state, voc rehab, NDEAM, you will be able to fine stuff. It depends. Some voc rehab agencies have enough complex ability, for example, in South DaKota a great awareness campaign called ability for hire. Check them out. They have allocated a budget for social media and television ads. Other states that don't have that flexibility. Thank you and thank you. Thank you for that question. To close out, how do you get involve? How do you report? We have a tremendous director of community outreach and impact by the name of Debbie finning. She is our go to person for people who want to do stuff who want to help us. Her e mail is Debbie F at respectability .org. 20245176272. Find us on e mail. Get in touch with us. Talk with us about what you want to do. Tell us what you can do. We can help you. We can answer any questions that we have. That wraps up everything and every one has talked to you today. Thank you so much. Thank you for joining us. Thank you Steve Bartlett for joining us. To our audience members good night, good luck, we will be in touch very soon.