Vivian Bass: Hello and welcome. I am Vivian Bass, an executive committee member of RespectAbility's board of directors and co-chair of RespectAbility's global Jewish inclusion work. We are truly thrilled to have participants today representing lots and lots of different time zones and lots of different countries, including the United States, Canada, United Kingdom, Israel, Germany and Argentina. Thank you all for making it a priority to join us. I sincerely hope today finds you and those you hold dear safe and healthy. I am pleased and proud to serve as moderator for today's informative session "How to Recruit, Accommodate and Promote Jewish Leaders with Disabilities." Joining me are panelists Lori Golden, Ernst & Young LLP's Ability Strategy Leader. She's having some technical difficulties but we're looking forward to having her join us later. And Lee Chernotsky, founder and CEO - that's chief encouragement officer - of Rosie's Foundation. The webinar is fully accessible with American Sign Language interpreter, live captioning and screen reader. Please keep an ongoing contact with us via the chat and the Q&A functions, as we eagerly anticipate our brief yet robust dialogue following the two panelists' presentations. More than 50% of RespectAbility's staff and over 50% of our boards of directors are persons with disabilities, both visible and non-visible. With integrity and validation, all play a pivotal role via their respective positions in a most respectful and mutually beneficial manner. Now in our seventh year, RespectAbility continues to be stalwart, prominently in the forefront of our nation and beyond, as our disabilities leaders and activists strive to fight stigmas and advance opportunities for persons with disabilities. We are especially proud that our Jewish inclusion work encompasses an actively engaged network of several thousand organizations, individuals, businesses and other entities globally. Enormous gratitude is expressed for the most extraordinary generosity of the following foundations including the Jewish Community Foundation of Los Angeles through the Cutting Edge Grant, the Diane & Guildford Glazer Philanthropies, the Charles and Lynn Schusterman Family Foundation and several others that have made this nationally unprecedented series of seven innovative webinars possible. They all have shared not only their treasuries, yet additionally their hearts and their deep passion for our work. Although RespectAbility is the lead host for this acclaimed webinar series, we are extremely honored that nearly forty five additional stellar local, national and international organizations are proudly joining us as series co-promoters. Today's webinar is the third of seven sessions, with these four four upcoming webinars to follow. Each Tuesday together, we are addressing yet another critical component of Jewish inclusion. Please make every effort to join us for as many of these marvelous upcoming webinars as is possible. Per the United States Census, one in five persons in America has a physical, sensory, cognitive, mental health or other disability RespectAbility recently conducted a comprehensive landmark study of over four thousand Jewish participants, which revealed that although the topic of inclusion was of paramount importance, less than one-third of organizations and businesses are in actuality practicing this vital concept. The will was there, yet as was consistently evident from the responses, not the knowledge, not the know how's, not the how to's. We are therefore responding to this gap and are addressing this unmet need via our comprehensive series. Jewish individuals with disabilities are making remarkable contributions, strengthening their organizations and ultimately the fabric of the Jewish and greater community. Amongst dozens of examples are actress and Academy Award winner Marlee Matlin, active with numerous Federations and other Jewish entities, was recently honored by Jewish Women International, JWI, as a woman to watch and was featured on the cover of JWI's globally circulated magazine. Aaron Kaufman, a speaker for the first session of this series, serves as a senior legislative associate for Jewish Federations of North America and additionally as a board member of the Union for Reform Judaism, URJ, and as an executive committee member of Jewish Foundation for Group Homes. Matan Koch, Esquire, upfront, in blue, is the director of RespectAbility's California leadership and Jewish engagement and additionally serves as our legal counsel. Matan, a Senate-confirmed appointee of President Obama to the National Council on Disability, has also advised dozens of Jewish organizations including Hillel and URJ. Joshua Steinberg, a new member of the staff team, having learning disabilities, is the program associate with California learning leadership and Jewish engagement. Matan and Josh have done an outstanding job coordinating the vast myriad of moving parts on behalf of this unprecedented series. It is a privilege to participate in this training session along with Lori Golden and Lee Chernotsky. In addition to my roles of RespectAbility, I am the immediate past Board Chair of Jewish Women International JWI and the CEO emeritus of Jewish Foundation for Group Homes, a board member of Save a Child's Heart US, and caring matters and JCPA. I first met Lori Golden at New York City when she participated in a RespectAbility panel on empowering Jewish women with disabilities. Lori is Ernst & Young's LLP's abilities strategy leader, advising the firm on meetings, trainings, and technology, educating corporate employees and others on abilities issues in creating new recruiting and employment models. Having a non-visible disability, Lori serves on the US Department of Labor Circle of Champions, the disabilities in a global roundtable, and is vice chair of the board of Transcend - with the firm for 22 years, Lori's a winner of Ernst & Young's Chairman's values award and a two-time winner of the firm's better begins with you award. Her guiding principles, and pearls of wisdom from the corporate world can readily be incorporated into best practices for our Jewish organizations. Lori, joining us by phone thank you.

Lori Golden: [Laughter] Thank you so much, and a huge thanks to the RespectAbility team for their endless patience with the technology hassle that ended me up on the phone today, but given that I haven't had a haircut in four months, we're doing you all a favor. It's a privilege to be with you, I'm not sure about pearls of wisdom, but I'll do my best to share what I can that really might apply to your organizations of whatever size and scope they might be. I am on the first slide Josh, and before I start, I just wanted to share some context. EY has - I think the fairly unique distinction in the corporate world - of being one of the first very large global organizations that was actually founded, not only by somebody who had two significant disabilities, but because of those disabilities. Today, EY and the global organization that are in Ernst and Young LLP is part of has almost three hundred thousand people working around the world: we specialize in tax advice and assurance work and doing management consulting and other kinds of financial advisory work - we have about 50,000 people in the US, but we were founded in the 1880s by a Scottish immigrant who was trained as a lawyer in Scotland, and lost his hearing in law school, and already had vision in only one eye due to a cricket accident, and because of his disabilities, he was not able to practice courtroom law, so like many immigrants, see he came to the new world looking for new opportunities, hung out a shingle, and because he had few other choices, used his considerable talents, and ingenuity, and creativity, and just natural entrepreneurship to found a firm that began as our Arthur Young, and is now Ernst & Young LLP in the Americas and EY globally. So we owe our founding to the entrepreneurship and the creativity and the gutsiness of somebody who was deaf, and had low vision, was an immigrant, and really needed to do things differently and we've been working hard to live up to that legacy ever since. I'm going to talk to you today about just kind of two pieces of the puzzle that is recruiting and supporting. So including and supporting and I'm on my second slide, Josh, thank you. Including and supporting employees with disabilities, and we do this by focusing on three key areas: One is working to ensure that our recruiting reaches all qualified candidates with disabilities we can, and that our recruiting processes work for qualified candidates with disabilities. The second is to pay attention to signaling our inclusiveness and our commitment to creating an inclusive and accessible workplace for people with disabilities in everything we do, not just on our recruiting processes, but in how we run our business day to day, and I'll talk about that in a little bit. And thirdly, by making a commitment to providing the tools, the physical environment, the technology and the kinds of supports - and I don't just mean accommodations, although that's part of it - that people working with disabilities might need to be successful, and to thrive in your organization. So I'm on page 15, my third slide Josh, thank you. You'll see here, picture, and I think this is a good illustration which is one of the reasons I'm pointing it out, of a few EY people, you see sort of my hands at the far right frame and I do, Vivian, correction, not have one non-visible disability, but I have a plethora of non-visible disabilities, I think when I joined the firm I may have two, and it goes on and on these days, but we have two individuals in the photo, who are power wheelchair users: one is quadriplegic, one is paraplegic, another individual with non-visible disabilities and myself, and the - I point this out both, because it is inclusive and accessible to point out any images you have in your presentations and that's a good practice to follow, but also because the idea of having images of people with visible disabilities is one very easy way you can signal your organization's commitment to inclusiveness - this is a photo we took ourselves of our own people. Obviously we're a large organization and we have photographers who can do this, but, and I know that there are further sessions on this a little bit later in the series, there are now terrific photo libraries of really good quality professional photos in all kinds of work settings that show people with disabilities, and we know that as Vivian cited, one in five people have disabilities, although the majority of those, about 70%, are non-visible, we all have people with disabilities working in our workplaces, so it's only realistic to show that in our materials, in our presentations, on our websites. So one thing you can do is make sure you include those images. The second thing you can do, there's just absolutely no cost to this either, is just to take time to use terms like 'disabilities,' 'all abilities.' We use the term 'a diverse array of abilities,' not as a euphemism for disabilities, but to point out the fact that we all have an array of abilities and disabilities. It costs nothing to use images from some of these free photo libraries or to include mentions. If you have employees with disabilities working with you or on your board or in your leadership, you want to make sure that you share success stories or at the very least, include some role models to give people sense that folks with disabilities work with your organization. And then finally, you want to leverage any connections you have, not only in the community, and your all community organizations so, just like RespectAbility as part of a network with all of you, you're all in multiple networks with lots of connections, and you want to leverage those connections, your folks own volunteer activities and involvement and tie in the idea of hiring people with a range of abilities into the strategy of your organization, into your values, into your mission, however you can, and I've no doubt that there are a lots and lots of obvious tie-ins here. We're on the next page, Josh, labeled page 14. In terms of recruiting, you want to cast some very, very broad nets, but you also want to make sure that you're getting candidates with disabilities as part of those efforts by being strategic in your targeting. So the first thing you want to do is take a look at your processes, where you source from, how you interview, who does those interviews and what that whole recruitment process looks like, what your job postings say at your site, the baseline site for your organization, and any materials that you have, and you want to make sure that they're inclusive, inclusive in terms of the language, inclusive in terms of the images and the references that you're using, but also that they're accessible, meaning that people with disabilities will be able to access that information, and digital accessibility for information that's presented online means making sure that you have text that's big enough so it can be seen, that if you have images, that they are captioned or you use something called alt text, I'm not going to go into any of those mechanics because you'll have it very well covered in a future webinar, but you'll want to inventory everything you do for both inclusiveness and accessibility, and again, this series can help you with that. You'll also want to train your recruiters and your hiring managers, who ever might be interfacing with candidates - and that includes coworkers - on etiquette, on respectful language to use, on the basics of the Americans with Disabilities Act and on what kinds of resources and supports are available to assist people with disabilities in your organization, whether that's knowledge of the accommodation process - they should just know that- whether they're going to discuss it or not, they should know what the accommodation process is. If you offer peer mentoring or coaching or if you have employee resource groups, if you're a large enough organization to support that, just what's available, so that people can intelligently speak about it if asked. You also want to canvass disability specific recruiting sources and happily there are many that are free and available to everyone. There are disability specific job sites: one that's free is run by EARN, E-A-R-N, that is a site for employers and employees to support hiring people with disabilities and it's funded by the US Department of Labor, so it's free to all of us. There are career fairs - both live and now many virtual career fairs going on - specific to folks with disabilities, and as many of you know, there are a host of really great community organizations from vocational rehabilitation organization, to community agencies like Transcend which was mentioned earlier, Vivian mentioned I'm on the board of - there are all kinds of disability specific recruiting firms - those are not free, but it's something to look into it if you have budget for it, and there are disabilities organization, like RespectAbility, Disability In, the National Organization on Disability, the National Business and Disability Council, many of whom can put you in touch with both great candidates and sources for candidates, and of course you can go to universities, all universities have career centers, but they also have disability services centers, where students with disabilities who need accommodations go to get their accommodations plans in place - so these centers know who the students with disabilities on campus are, and if recent graduates would be of interest to you and you have large universities nearby, you could make connections with their disability services centers, and put them on the lookout for just the kinds of candidates that you might be interested in hiring. There are also apprenticeships and internship programs run by many of the organizations I mentioned specifically for young people, high school, a college age and young adult with disabilities, and all kinds of training programs. So there is a lot out there, much of it free and very very easy to access, and my advice is to try a number of these sources, see what seems to work with you, see which organizations you work easily with, and then really invest in developing a few targeted relationships that you return to over and over again, each time you're recruiting, rather than throw the kitchen sink at it, try the kitchen sink so to speak, and then see which faucet works best for you and return to that one time and again. And the final thing I'll mention is really what's - enables people with disabilities to not only be successful, but to grow in your organization and to develop professionally, and if you're like EY and I hope you are, you don't just want to hire people to do a job, you want to hire people to do a job brilliantly, and then to be able to grow, and whether they technically advance within your organization or they're just growing in their skills, their visibility and their later career choices, you want to provide that opportunity, and in order to do that, you want to make sure that your technology and your facilities - meaning your offices, your physical environment - are accessible, that people with disabilities can get around pretty easily and comfortably and that they can use your sites, your tools, your information, anything that's technically enabled. You also want to make sure that you have some kind of accommodation process - it doesn't have to be fancy, obviously the law requires that you accommodate people with disabilities, but as I think Lee is going to talk about later, it needn't be a big deal and needn't be expensive and in fact, most of the cases, accommodations are changes in scheduling that cost absolutely nothing. So create an accommodation process and then make sure that you have that document in writing and communicate that to all your people, not just people who you think might need it, because you never know who might acquire a disability or who has a non-visible disability and might need an accommodation that you might not be aware of. You want to look at what you have available to support your people in a personal way. If you are a big enough organization, you might have what are called 'employee resource groups,' those are groups of employees who have something in common in terms of background or ethnicity, sometimes there are religious resource groups. So often there are disabilities resource groups that get together, but it's very easy to just arrange for peer-mentoring to have individuals who really know your organization and are really committed, just take on any new hire, but this is especially helpful for people with disabilities to help them get comfortable and kind of learn the rules of the road a little bit. If you have development programs to build skills and to help people develop relationships within and outside your organization, those are really really helpful as well. So you want to kind of canvas, and see what you have to help people succeed and make sure that you make those opportunities available to your employees with disabilities and that you educate those who are involved in delivering those services, are doing the mentoring or doing coaching in the basics of disability etiquette and language and so forth, so that everybody feels comfortable. The last two points I'll mention is you don't want to just train a few people - this isn't about just supervisors, and it's not just about recruiters - it's about making sure that you really have an inclusive environment and the only way that you have an inclusive environment is if everybody knows and is fairly comfortable with the basics, and by basics, I mean things like what words to use - we all know today that in the U.S., we don't use the term handicapped - that's not considered respectful. We also know in this country, although that's not true in all parts of the world, we don't use the word retarded. We've evolved, but there are some subtleties in terms of language as well as kind of do's and don'ts of etiquette that may be less obvious, and you want to educate people on that - happily, there are lots and lots of free resources, some of them are our own at EY that we make available publicly, because we've taken the time in trouble to develop them for our own people, so we make them available to anybody who might want to take advantage, and then you do want to dip in and make sure that you've especially trained any supervisors on non-visible disabilities. As we said, one out of five Americans has a disability, 70, 7-0 percent of those are non-visible, and that's something that people don't think about, they don't realize, and they don't realize the plethora of disabilities that are included in that, and just making people aware of that really changes their frame of reference. You also want to make sure that supervisors know what your accommodations policy is, and what your process is and the part that they may or may not play in that process. And the final thing I'll mention is a fine point, but it's really really important. It is important for all your people to get frequent and really frank, open feedback, in order to continue to know where they're doing well and where they're not. We all know, we need that in order to continually improve and those of us who really want to grow, are very anxious for that feedback. Well, if people are known to have disabilities, there's often a tendency to want to be kind, and to want to be protective, and to feel uncomfortable giving what could be viewed as criticism, or constructive feedback, so people with disabilities sometimes don't get the negative feedback that they need in order to know where they need to improve, and that doesn't do them any favors - what it does is put people with disabilities at a huge disadvantage, because colleagues are getting open feedback, they're getting protected and they may not be performing as well and may not get the opportunities to advance, develop and grow. And what starts out as a kindness winds up being really really disadvantaging to people with disabilities. Okay those are some of the

Vivian Bass: Thank you... Lori

Lori Golden: ...things I would stress yeah.

Vivian Bass: Lori, to be sensitive to the time if we could -

Lori Golden: Yep.

Vivian Bass: Be able to conclude so we could move along to our next panelist?

Lori Golden: Sure.

Vivian Bass: Okay

Vivian Bass: Thank you so much,

Lori Golden: Yep

Vivian Bass: Okay, this is terrific.

Lori Golden: Thank you.

Vivian Bass: Next, we are pleased to welcome, Lee Chernotsky, MBA of the Los Angeles area, who is the founder and the Chief Encouragement Officer of ROSIES Foundation, a most remarkable and innovative entrepreneurial organization, training and employing persons with disabilities. I met Lee, a lifelong leader in disability advocacy and education at a RespectAbility event hosted in Los Angeles last year and months later he traveled to DC to join us for a RespectAbility's annual conference on the Hill. In addition to Lee's founding role with ROSIES, he serves on the board of Culver City Arts Business Improvement District and he sought to address audiences on topics of accessibility, mental health and social enterprise. And RespectAbility is truly grateful Lee, for your serving on our Los Angeles program's Advisory Council and for welcoming and graciously hosting our Los Angeles RespectAbility staff as they transitioned into our new LA headquarters. Welcome, Lee.

Lee Chernotsky: Thank you so much, Vivian and thank you, everyone, at RespectAbility and the greater community of all the names that were listed and all the names that came before that have made today possible for us to come together and spend some time. I don't know about you but often when I meet somebody, the first question they ask me is, "well, what do you do?" And I decided to make a change in that and how I start my conversations. because I ask this question: "How do you spend your time?" It's the same question we should be asking about the candidates that we're potentially hiring or recruiting as volunteers or really ourselves, especially now during these challenging times where it seems like the world has kind of taken one of those black lights to show us everything that humanity needs to deal with. Really the only thing that really matters is how we spend our time. And when you ask somebody that question, most people pause for a second, they really have to think about "how do I spend my time? What's important to me? What's important to the person I'm with? What's important to the people I care about?" And hopefully you're able to get to why they spend their time that way, if you are able. But how many times have we all been stuck in that moment when someone says to you, "what are you up to these days?" Or "what are you doing when you finish school?" It can be rough and especially during these times of uncertainty, but really times of opportunity. These questions have often become even more daunting for all of us, so today what I'd like to talk to you about is what we can do together. On the next slide, I'd like to talk to you a little bit about how I spend my time. I spend my time, hopefully not driving too fast in that bus, but that bus has the basis, is the foundation for how I chose to spend my time. And harness my diverse array of abilities - I love that, Lori, thank you. We use 'diverse abilities' within the same context and EY is been an inspiration and the model of how it started and where it started, and it's the why, it's always the why. And that incredible woman on all the way to the left was my grandmother, my Bubba Rose, and I've spent most of my time really growing into I think my lips, that's me as a child. But really what my grandmother taught me after her incredible story of survival, was that I should spend my time giving and growing with my family, pictured all the way to the right, my incredible wife, Nahama, who's a partner in launching ROSIES, and our incredible children, who are our inspiration and are probably our greatest teachers. We'll get back to that a little bit later. I spent my time giving and growing with my family and the crew at ROSIES, a platform I'm grateful to be able to continue growing because Jeffery and Leanne Sobrato gave me time, they gave me time to generate accessible opportunities for people with diverse abilities like me, like you and a lot of people we all know, to engage each other and work together to figure it all out. And if we're doing it right, every day winds up being a new adventure. And when my grandmother Bubba Rose, who survived the Holocaust because her parents fought as partisans, never missed an opportunity to let us know, not if, but when you give more than you take, there is a tomorrow. Because she truly knew what that meant, which is why we are in the process of repurposing our bus to provide an accessible podcast production platform to share the stories, build the skills, and promote networks of people and opportunities that promote diverse abilities with purpose. On the next slide, we're gonna talk a little bit about an incredible perspective. Do you as an individual, do you as an organization, have a fixed mindset or a growth mindset? Are you stuck in the old ways of doing things? None of us should be, and I share this picture, because of our incredible training partners at Microsoft and their growth mindset of continuing to strive to make things more accessible and even with the stores closing figuring out how to take it online. This is an incredible moment in time and our dear friend Josh pictured in the front here with the black and white striped shirt, wound up being the most incredible teacher of this session. And when you have a growth mindset, when you ask "how can I take on a new challenge? How can I push the envelope?" You get to work with incredible trainers from Microsoft like our dear friend Samantha, who stopped and said "wait, Josh how do I make that more accessible?" And then he taught her a lesson that lasted with all of us and continues to sit with me to this day. And if we go to the next slide, we're gonna talk about three steps of how you, at your organization, or you as an individual can participate in promoting people and not just focusing on a person with a certain number of letters at the end of their name or a diagnosis that comes with what's going on - it's about how they spend their time. We want the ideas promoting people who engage with their abilities. They are encouraged themselves to take initiative while providing opportunities for others to learn with them. And when those opportunities don't exist, we design with the diverse abilities and resources we have all generated together. On the next slide, we're going to talk about how we engage. We take that lesson that Josh taught us - one of the greatest teachers I've ever had, and someone whose legacy will last a lifetime. A text from a traditional quote, a traditional Jewish text, "much can we learn from our teachers, more can be learned from our colleagues, but most we learn from our students." Pictured here, Josh, is using his diverse set of abilities to teach Evan, pictured on the other side here, how to create the design using the design tools and graphic design tools for them to come up with solutions, so that the characters that Josh had had in his head for a long time could get out, because Evan took the time to listen and Josh took the time to share. What happens when we do that, we become "solution-aries," not revolutionaries. Revolutionaries start fights, they're not aware of how what they're saying might land on somebody else, how to regulate their emotions when things get tough, when someone tries to give you a feedback. But if you have that skillset and not just the emotional intelligence, it's an awareness and a respect for the people you're spending time with. These are our opportunities now as we are redesigning how we all spend their time, how we work, what work this looks like to design with the "solution-aries" of the future. On the next slide, I'd like to talk to you about how we can encourage that engagement. This is one of my favorite images and a beautiful story. Our dear friend, Tori, curating not just an art show with Maya but the culture of how an art show can be, moving forward. Because Tori, an accomplished artist herself and an incredibly generous philanthropist, and it's so beautiful to see a synergy with the Stanley and Joyce Black Family Foundation, who has supported our work and here with RespectAbility too, just seeing that as we were going through the slides just warmed my heart because it started with Tori volunteering with us. Tori came to give an opportunity to that incredible artist Maya there so that they could both grow the perspective that they need with a network of diverse abilities, colleagues and allies that support both of their continued growth. And I'm proud to share that first art show in the Culver City Arts District, Maya's first gallery show, 85% of her work was sold that first night. There were no more of those red dots. When we encourage each other to grow a diverse set of abilities, we then are able to, on the next slide, we'll talk about how we design the opportunities of the future together, we regenerate what our story can be. The story has to be told by the people who are living it. The skills have to be given by those who have them so we can all grow. And real PROmotion, growing professionally, thus the emphasis on the capital P, the capital R, and the O, is that it's not just about the PR opportunity, it's about forward motion. Because it's that opportunity to 'pop' as we like to say at ROSIES, we put people together with the opportunities that are needed for a shared purpose, so that everybody can grow. And I was really terrible at math and it was a - and still have a challenge and so for those that might have really appreciate this, this is a factorial so it keeps going, and what I know from that is that factorial will keep going because that incredible group of people in that photo, some of you might know Matan, I hope some of you here know Joey and if not you will and my good friend, Jermel, who we are as we look to grow more accessible opportunities together for everybody here in Los Angeles. On the next slide, we'll talk about designing opportunities with organizations to share those purposes. Here, a beautiful example of an opportunity that was created by our good, dear friend and board member, Courtney Miehzel, who also supports the Sharsheret organization, bringing us the POP bus and the POP ice-cream opportunities, a way to build a network to support their work for one of their key fundraisers, and from there, one conversation, and a few months later we are working with an incredible partner, the Cayton Children's Museum we're talking about the accessibility of that experience, so it's designed by the people who would be using it. I am so grateful for these opportunities, and as we transition to the next slide, I greatly greatly appreciate all of you making the time to take a quick look at this video that was shot in March and a quick little background on this one. Our dear friends at RespectAbility called me and said, "we we need a place," this was a last-minute opportunity and we all know when things change in the program space, and our doors are always open not only to RespectAbility but to any partner of RespectAbility's, as well in Los Angeles. We were just moving in so there's still some boxes that you'll see but this is an incredible opportunity to see a full, for lack of a better term, array of opportunity and ability in one room, coming together to make it work. I was in a loss for words in that moment, doesn't happen very often, but I was at a loss for words in that moment when I looked and I saw the future, some of our future partners who well Kacey and everybody's looking good but as we transition away from this slide the last piece of this and what I wanted to mention was if you noticed in the beginning of the video and Lauren Applebaum, Hello and Lauren you are fantastic and it's always a pleasure to work with you. Lauren, what took it upon herself to make the entire opportunity as accessible as possible for everybody, there was a participant there who needed an interpreter. Unfortunately the interpreter was not able to be there for an unforeseen circumstance but the folks at RespectAbility made it work - we all made it work. We all find our place together and doing that with our collective diverse abilities is the only way that will happen. By promoting those not only because of something but because they are working together to grow. Thank you so much.

Vivian Bass: Thank you so much, with our time I think we just have time for maybe one quick question and then we will close our program so Matan has been keeping track for us.

Matan Koch: First what I'm going to say is to those who put questions in the box about technical resources - there's a webinar in two weeks that is directly focused on that and so we will go to those in great detail. One question I did want to pose for literally 30 seconds of answer. If there were two key takeaways for Jewish organizations - so we'll direct this at Lee first, who just spoke just spoke - for all of this what would those two key point takeaways be?

Lee Chernotsky: To remember that your network is your net worth, the resources are always there like Lori had mentioned earlier, a lot of the accommodations that some might be worried about, they're not really a big deal. And if we all have some of those uncomfortable conversations together that might be case specific to an organization or to a role. Just design with a concept of universal design of making whatever the opportunity is accessible in any way. That would be one. The other I would say is trust your gut. What feels right, right now -- it will go beyond that feeling if you continue to chase those results. And actually I think this is a fantastic one because I loved the the connection of going beyond simply a PR opportunity but I think that recognizing that when you do chase results, eventually the resources will be there - when you are not just looking at how can we just get through this today, but how can we set the table for everybody to be able to cook whatever they're doing and bring it all together. I always like that analogy of everybody bringing that together. So I hope that sits well and happy to continue any conversation.

Matan Koch: I think we're gonna say that the panelists might take questions by email at some point - send them to RespectAbility, we'll send them along. We're really running low on time because of our technical difficulties at the beginning. So I'm going to turn it back over to Vivian to bring us home.

Vivian Bass: Right. So our dialogue will continue, so thank you so much. Just wanted to mention Project Moses is our new Los Angeles based project which is designed to prepare Jews with disabilities to engage with Jewish organizations as a contributor or as a leader but not only as a participant. And later this year we will be running a series of virtual trainings - targeted to the Los Angeles community but open to all Jewish adults with disabilities having some college or equivalent experience. So to learn more you'll visit the link on your screen on the bottom there. And our funds for Project Moses have generously been provided by the Jewish Community Foundation of Los Angeles and others. We want to also bring attention to two marvelous opportunities forthcoming in the immediate future. And the first is a virtual Shabbat dinner with Neil Jacobson and his wife Denise, who are pioneers in the disability movement for decades and who actually appeared in the masterpiece documentary Crip Camp out there, and Neal as the most treasured member of RespectAbility's board of directors. And additionally, make every effort to join us next Tuesday, July 14th at this same time, for a most informative training session on how to ensure accessible events both live and virtual across all platforms. So again, please stay engaged, keep in touch, remember to complete the evaluation form you'll be receiving as your perspectives will be deeply valued. We thank our panelists Lori and Lee and staff Matan and Josh and all the RespectAbility team, especially our funders and our co- supporters. So, stay safe and stay strong, and again, thank you for joining us today. Goodbye.