

Environmental Justice and the Future of EE**January 25, 2023****Link to the recording:** <https://youtu.be/I9nOpnBzSoM>**eePRO post:** <https://eepro.naaee.org/learning/environmental-justice-and-future-ee>**Speakers: Parker McMullen Bushman, Chief Operating Officer of Inclusive Journeys, and founder of Ecoinclusive Strategies****Judy Braus, Executive Director, NAAEE****Anne Umali, Director of Professional Development, NAAEE****Highlights of the chat transcript:****Welcome!**

- Anne Umali, NAAEE Staff: Welcome, everyone!
- Stephanie Lewis: Hello from Arkansas!
- Nkululeko Mathobela: hello
- Esther Zanolitch: Hi from Arizona! 🌿
- Anne Umali, NAAEE Staff: Hello from Maryland 😊
- Onnolee Jansen: HI from Carlisle, PA!
- Caroline Stillitano: Hello from San Diego!
- Bernice Prigge: Greetings from Minnesota
- Gregory Atkin: Kensington MD!
- Kimberly Ann Clark: North Carolina
- Jim Groener: Hello from GVL South Carolina
- Marc Rogoff: Greetings from New Jersey.
- Autumn Reich: Safety Harbor Florida
- Marya Fowler: Marya Fowler from Austin, TX
- Donna Volkmann: Hello from Fairfax, Virginia!
- Rosie Catinella: Hello from Colorado
- Vanessa Barela: Hello! I am from New Mexico
- Mar Dunstone: Hi from Michigan!
- Rebecca Gilbert: Atlanta, GA!
- Lesley Porter: Vermont
- Susan Cox: New Hampshire
- Carissa Longo: Hello from Harrisburg, Pennsylvania - PA State Parks!
- Jacqui Ver Loren van Themaat: Hi from Riverside California
- Alex Meyer: California!
- Danielle Ivey: Hi from Lakeland Florida!
- Bobbie Grenerth: NW Ohio
- Heidi Zellie: hello from the Southern Appalachians, from the Land of the Eastern Band of Cherokee. Asheville Nc
- Megan Martin: PA

- Helio Banze: Hello From Mozambique
- Lindsay Spangler: Hi from Seattle, WA!
- Shawn Moriarty: Howdy from Sharon, MA.
- Sabrinah Hartsell: North Carolina
- Jessica Nickelsen: Hello from Athens, Georgia!
- Angela Williams: Minneapolis
- Todd Le: Hi from Providence, Rhode Island
- Kimberly Hughes: Connecticut!
- Jessica Kaplan: Hi from Morgantown, WV!
- Justin Rufa: Wichita, Kansas
- Rachel Patton: Hi from Kentucky!
- Juliana Lira: Hello from Atlanta, GA
- Kara Sayles: Hi from Kentucky
- Aura Hernandez: Save the bay Narragansett Bay Rhode Island
- Lima Soto: Lynne Carpenter, USDA Forest Service Geohazards Program Lead in Colorado!
- Carolyn Waters: Hello from Louisville, KY
- Sarah Callaghan: SW Washington State
- Jane Choi: Hello from San Francisco!
- Jessie Dockins: Hello from Shaw Nature Reserve, outside St. Louis, Missouri!
- Shasta Bray: Shasta Bray from Cincinnati
- Karen Tekverk: Hi from Shedd Aquarium in Chicago!
- Katelinn Popp: Katelinn Popp FHH RI
- Betty Olivolo: Betty O, in Maine with Natural Start Alliance
- Maura George: Hello from Meadville, PA
- Helio Banze: Hello from Mozambique
- Megan Trumper: Megan from WA State
- Jane Hiller: Hello from South Carolina
- Sally Triant: Sally from Michigan - Grow Wise Learning
- Alissa Schmidt: Hello from Minnesota!
- Taylor Bates: Durham North Carolina
- Susan Cox: Susan Cox, US Forest Service in New Hampshire
- Lima Soto: Colorado
- Kristin TePas: Hello from Chicago
- Vanessa Barela: Hello from New Mexico.
- Kandra Forbes: Alberta, Canada
- Angela Williams: Angela Williams, Community Members for Environmental Justice, Minneapolis, MN
- Rachel Bayer: Hello from Maryland. Welcome from the USDA Forest Service! We're so excited to have you all join us.
- Carrie Roach: Hi, Carrie Roach, (she,her) Everglades Watershed, Tequesta Lands now known as SE Florida, Center Mind Body Medicine

- Debbie Gevirtzman: Hello From Arizona
- Paige Powell: Paige Powell, Houston Climate Movement, Houston TX
- Bobbie Grenerth: Into the Wild Bobbie Sue Grenerth Ohio
- Nkululeko Mathobela: mathobela-Tongji University, china
- Karen Igou: Hello from Delaware :)
- Hannah Newell (she/her) Environmental Educator:Hannah, Pierce County Environmental Educator in Tacoma!
- Shawn Moriarty: Shawn Moriarty from Mass Audubon's Moose Hill. Sharon MA.
- Patti Rommel: Greater Outdoor Access and Learning (GOAL) program. Del Norte County CA
- Madison Botch: Hey everyone! Representing State College, PA!
- Battista Bennett (she/her): Battista Bennett -Clinton, NC
- Bridget Prescott: Bridget Prescott from Save The Bay in Rhode Island
- Sydney Anderson: Hello from NYC! - National Wildlife Federation
- Peter Rowley: Peter Rowley
- Brita Dempsey: Brita Dempsey, Massachusetts Envirothon
- Paula Alcantar: Paula Alcantar, Coachella Valley Water District, Palm Desert, CA
- Sarah Whitmire: Sarah from Greenville SC
- Rachel Holbert: Rachel Holbert, Newport, RI
- Megan Sharp: Megan Sharp, EEAI Indiana
- Olivia Aguilar: Olivia Aguilar, Mount Holyoke College in Western Mass
- Ethan Phelps: Ethan from VT State Parks
- Peter Rowley: Sakonnet Preservation Association
- Dan Prince: Dan from Corbett, Oregon
- Andrew Trogstad-Isaacson: Drew Trogstad-Isaacson from Walla Walla, WA (Assistant Director of the Water & Environmental Center at Walla Walla Community College)
- Summer (she/her): Hello! Summer with Pepperwood in Sonoma County, California
- Hanna Jones: Hanna, Environmental Science Center, Seattle WA
- Suleka Deevi: Suleka Deevi from Richmond, Virginia
- Tara Rosenwinkel: Tara Rosenwinkel, Lake Katherine Nature Center, Palos Heights Illinois
- Nadia Lovko: Nadia Lovko, Indianapolis Zoo
- Karen Igou: Karen Igou Green Building United Philadelphia,PA
- Kimberly Winter: Kim Winter, USDA Forest Service, Washington DC
- Adam Ratner: Hi everyone, Adam Ratner, The Marine Mammal Center, San Fransisco
- Karan Wood: Karan Wood - Environmental Education Alliance / GA
- Mike Hill: Mike Hill from the Forest Service Enterprise Program
- Becca Kedenburg: Becca Kedenburg (she/her) with the Mountains to Sound Greenway Trust, based out of the Seattle, WA area.
- Megan Kruger: West Virginia University Extension Service
- Julian Reed: Hello, from YMCA of San Francisco
- Jeri Love: Jeri from Kalamazoo, MI

- Elisa Jones: Elisa Jones from South Florida
- Ryan Feldbrugge: Hello, Luciana R and Ryan F in Wisconsin, watching together at Lake Superior National Estuarine Research Reserve
- Jennifer Guzman: Jenny Guzman, Shedd Aquarium Chicago
- Icilda Nembhard: Icilda Nembhard, Providence, Rhode Island
- Sophia Anguilla: Sophia Anguilla, EEAO/Friends of Outdoor School in Bend Oregon
- Jenn Page: Jenn Page from Maine Department of Education, unceded and of the Wabanaki Confederacy, Penobscot Nation
- Beth Garner: Beth, PA State Parks
- Cassie Bauer: Cassie (She/her), Urban Ecology Center- Milwaukee WI
- Anne Umali, NAAEE Staff: Nice to see so many familiar and new folks joining us today!
- Roberta Hunter: Roberta from East Lansing, Michigan
- Wendy Kedzierski: Allegheny College, Meadville, Pennsylvania
- Zoe Carmon-Rogers: Hello from Greensboro, NC
- Melody Reese: Toledo, OH ❄️
- heather bailey: Heather Bailey, Great Pacific Child Development Center Ventura CA
- Eric Dillemath: Eric Dillemath, San Diego Ca - I Love A Clean San Diego (nonprofit)
- Sarah Skelly: Sarah, Hood River, OR
- Estrella Risinger: Hello from Oakland, California (Lisjan - Ohlone land)
- Waleska Valle: Waleska Valle - Adler Planetarium in Chicago, IL
- Arran Jackson: Hello, Arran from Comox territory, Vancouver Island BC
- Ethan Duke: Hello from Arrow Rock, MO
- Lindsey Walker: Lindsey Walker, National Wildlife Federation, Philadelphia
- Yin Liu: Yin, The Wild Center in Adirondack, upper New York State
- Brendon Barclay: Atlanta metro area Snellville GA
- Kirsty Hameleers: Kirsty Hameleers, calling in from Southern California, I'm with CELF, the Children's Environmental Literacy Foundation and working on the California Climate Change and Environmental Justice project, a K-12 curricular resource.
- Grace Peterman: Grace Peterman National Wildlife Federation Oregon
- Alex Kudryavtsev: Hello from Anaheim, CA
- Margaret Boeger: Margaret Boeger from Pepperwood Foundation in Sonoma County, California (Wappo/Pomo ancestral land)
- Rebecca Houser: Rebecca Houser, Hudson River Estuary Program, NY
- Anne Umali, NAAEE Staff: <https://eepro.naaee.org/resources/jedia>
- Lydia Nicholas: Lydia, Friends of the St. Clair River in Michigan, on Anishinaabe land
- Chandler Joiner: Chandler Joiner, Maryland Coastal Bays Program
- Mary Ronan: Mary Ronan, New York Department of Environmental Conservation, Buffalo, NY
- nick tonetti: Nick Tonetti, Schuylkill Center for Environmental Science, Philadelphia PA


- Anne Umali, NAAEE Staff: Thank you Rachel & the USFS!
- Laura Downey: Laura Downey from KS affiliate of NAAEE, land of the Osage, Kickapoo, and the Kaw
- Susan Cox: Yes, thank you Rachel!
- Yvonne Schramm: Yvonne Schramm from Colorado!
- Anne Umali, NAAEE Staff: Thank you ee360+ and US EPA!!!
- Anne Kretschmann: Upper Peninsula Michigan, 4-H Program
- Susan Flowers: Tyson Research Center, environmental field station for Washington University in St. Louis; member of MO affiliate of NAAEE
- katie hessen: Katie Hessen from Twin Cities PBS in Minnesota
- Siobhan Starrs: Siobhan Starrs, Smithsonian National Museum of Natural History, Washington DC
- Brittney Thompson: Brittney Thompson, MSED student at Northwestern University, Evanston, IL
- Caitlin Lenahan: Caitlin Lenahan she/her, Fairbanks Alaska (Arctic Audubon Board Member & guide at Camp Denali)
- Anne Umali, NAAEE Staff: Hi 😊!!!!
- Meredith Dash: Meredith Dash, Alliance for the Chesapeake Bay, Richmond, VA
- Nicole J: Nicole Jackson, N Her Nature, Central OH
- Daniella Rodriguez: Yay Anne!
- Jean Kayira: Yay Anne!!!
- Battista Bennett (she/her): 🙌
- Margaret Boeger: Holland Gistelli with Pepperwood Preserve, Santa Rosa, CA (traditional Wappo land)
- Tristana Pirk!: Hi everyone! Here from the School Garden Support Organization Network
- Jessica Dixon: Here from Louisiana State Parks
- Meghan Post: Hello from a water utility in Arkansas!

Parker's Background & History

- Anne Umali, NAAEE Staff: Follow Parker on Insta :)
<https://www.instagram.com/cparkermcmullen/>
- Carissa Longo: New accessibility features too in Zoom! So exciting.
- Meghan Post: UWSP ALum here!!!
- Cassie Bauer: Pointer Proud!
- Nicole J: Yes to more action 🙌🙌🙌
- Beatrice 408: Go Girl!
- Anne Umali, NAAEE Staff: Love hearing about your career pathways, Parker!
- Anne Umali, NAAEE Staff: DEAR PEOPLE 😊
- Sarah Bodor: Love it!
- Onnolee Jansen: I love your story, from one Bronx born env educator to another. <3
- Deborah Vine-Smith: <https://litterfree.ri.gov/success-stories/cities-towns>

<https://litterfree.ri.gov/pledge-keep-rhody-litter-free/our-community-takes-pledge>
<https://litterfree.ri.gov/pledge-keep-rhody-litter-free/our-school-youth-group-takes-pledge>

Environmental and Legacy Racism

- Anne Umali, NAAEE Staff: Principles of Environmental Justice
<https://www.ejnet.org/ej/principles.html>
- Nicole J: *100*
- Gregory Atkin: COME ON DR.FULLER!
- Kirsty Hameleers: Speak on it!
- Shawn Moriarty: <https://drrobertbullard.com/>
- Angela Williams: Thanks Shawn M.
- Deborah Vine-Smith:
<https://www.americanforests.org/magazine/article/people-and-trees-an-intimate-connection/>
<https://treeequityscore.org/>
<https://www.americanforests.org/our-work/tree-equity-score/> 
<https://www.americanforests.org/our-work/tree-equity-score/> #pilot
- Judy Braus (she, her): Thanks to everyone putting links and resources in the chat.
- Kimberly Winter: Thank you for calling out misogyny/sexism in names!
- Susan Flowers: ^^^^
- Deborah Vine-Smith: gentrification
- Angela Williams: I didn't understand that last point. What is the point of a what a man's name is when going on a birth certificate? What is his name supposed to be since a woman takes the ;man's name in marriage?
- Onnolee Jansen: That is the point.
- Susan Flowers: I didn't take my spouse's last name and I identify as a woman.
- Kirsty Hameleers: @Susan same
- Jane Choi: @Susan same
- Susan Flowers: I'm one of "those women" 😊
- Kimberly Winter: Paternal names in this society is so institutionalized...look at Latin cultures to see that both mother and father last names are used by children.
- Vanessa Barela: Many indigenous people where I live follow maternal lines and pass on mothers names.
- Kirsty Hameleers: @Angela the point is that although the customs are changing, the assumptions that we encounter on a daily basis take much longer to change with it. This is visible in gender-based issues as well as racial issues (among others). The systemic change is not as easily followed by behavioral change across society
- Carissa Longo: @Angela - Parker's Husband changed his name. There was no where to record it on the form. This assumes that the male partner would never change their name.
- Anne Umali, NAAEE Staff: +1 Kristy H!

- Carissa Longo: Down with the Patriarchy!
- Heidi Zellie: and it's so embedded. takes a long time to catch up
- Susan Flowers: ^^^^ !!!!!
- Deborah Vine-Smith: sexism!!! Men used to own women and the clothes on her back around the time of the industrial revolution. Sadly, in some countries men still have powers over their wives. Genital mutilation.
- Carissa Longo: Wow.
- Daniella Rodriguez: 🤯
- Nicole J: So many detrimental layers connected to one person's life 😞
- Ethan Duke: So many impacts from externalizing costs.

Maslow's Hierarchy of Needs

- Gregory Atkin: Stolen and inverted from the Blackfoot tribe!
- Nicole J: That's why this work is so important!
- Rosie Catinella: ^^
- Anne Umali, NAAEE Staff: Please add your questions for Parker here. We'll have time for Q&A at the end.
- Margaret Boeger: This is critical!! We can't achieve sustainability without first making sure folks basic needs are being met
- Susan Flowers: It has been a privilege to "save the earth"
- Nicole J: But how are we taking care of ourselves and others first?
- Brendon Barclay: That's good PBM preach!
- Madison Botch: Greg, do you have a source or anything about the origin of that from the Blackfoot Tribe? Not questioning your legitimacy, but would love to dive into that for myself, as I see that graphic used alot in the field.
- Joanna Levi: I will never look at Maslow's hierarchy of needs the same way again...Thank you!!
- Kimberly Winter: Such a solid point - Maslow's Needs to identify where people are and find them there to help lift them up
- Gregory Atkin:
<https://www.resilience.org/stories/2021-06-18/the-blackfoot-wisdom-that-inspired-maslows-hierarchy/>
- Manuela Mejia:@Madison +1. There are other peoples in the world with similar philosophies (e.g. Bri Bri in Costa Rica)
- Anne Umali, NAAEE Staff: Name the issue...change the issue. Yes!
- Jimena Cuenca: @Gregory A Yes, I recently learned about that too! Here's another link too: "Before Maslow's Hierarchy: The Whitewashing of Indigenous Knowledge"
<https://shanesafir.com/2020/12/before-maslows-hierarchy-the-whitewashing-of-indigenous-knowledge/>
- Manuela Mejia: Thank you Greg and Jimena
- Heidi Zellie: @manuela I worked with the BriBri 2 decades ago ❤️

- Angela Williams: Preach!!!!!! 🙌
- Jen Kretser: love
- Anne Umali, NAAEE Staff: Yes, we are recording! We'll share with everyone.
- Susan Flowers: Put some skin in the game and be a co-conspirator!
- Madison Botch: @Angela, Kimberle Crenshaw is an excellent person to look up to learn more about the principal of intersectionality!
- Angela Williams: Thank you Madison! ❤️

Questions

- Judy Braus (she, her): Please add any questions in the chat! :-)
- Alex Meyer: Something that I try to emphasize to students I teach is that they can have an impact and make a difference in their environment. I struggle sometimes with emphasizing how personal responsibility is important, but they are also not at fault for larger entities that are destroying the planet. Any advice for how to strike a good balance between the two?
- Sally Triant: Thank you!!
- Kirsty Hameleers: Thank you for bringing disability/ableism into this conversation!
- Madison Botch:
<https://www.law.columbia.edu/news/archive/kimberle-crenshaw-intersectionality-more-two-decades-later#:~:text=Twenty%2Deight%20years%20ago%2C%20Kimberl%C3%A9,oppression%20of%20African%2DAmerican%20women>
- Shawn Moriarty: Wahoooo! Thank you for this presentation and ALL of the work you are doing Parker!!!!
- Mar Dunstone: How can we, especially in government work, include and uplift indigenous voices and knowledge, especially in regard to sustaining and fostering healthy ecosystems and environments?
- Suraida Nañez-James: This is GREAT!
- Rebecca Houser: Women in Science Speaker Series:
https://www.dec.ny.gov/docs/remediation_hudson_pdf/hrepwomeninscience.pdf
- Kirsty Hameleers: @Mar D +1
- HADI Veisi: How is difference between equity and equality in context of Environmental Justice?
- Desyl Wood: standpoint theory helps explain that
- Angela Williams: Do we get another hour?
- Nicole J: These definitions are key! There are sooo many other words we misunderstand or use all the time. Thanks for breaking down the meanings
- Sonia Jaiswal: Thank you for sharing and inspiring us to continue.
- Melissa Dressen: Parker - I have followed you on Instagram for a few years now. I have learned so much from you! Just adore you!
- Chandler Joiner: This was so fantastic, thank you so much Parker!
- Jane hillier: Great presentation!

- Ethan Duke: @Gregory A and @Jimena Cuenca had good points on Maslow's Hierarchy. I wonder if access to healthy places fits better closer to the base of the Blackfoot framing?
- Angela Williams: Awesome! I hope we will get a copy of the presentation.
- Kirsty Hameleers: Intersectionality of marginalized identities is exponential, not additional
- Urvil James Villaruel: That was a great presentation! Thank you!
- Nicole J: Diversity, Equity, Inclusion, and Justice are four very different words and have different meanings but all need to be discussed
- Lydia Nicholas: How can we have better outreach to these minority communities that are disproportionately affected by things like climate change? Between working several jobs and having other responsibilities, our org has found it difficult to reach out to communities where this information is even more essential.
- Gregory Atkin: AMEN PARKER
- Brittney Thompson: Thank you, Anne
- nick tonetti: Hi Parker, thank you so much! I wonder if you could speak more on how to teach sustainability beyond just individual actions (the usual recycling, biking, etc.). I think it's important to point out the inherent unsustainability in our political/economic systems but find it hard to talk about that while still maintaining that optimism that is so important in teaching.
- Angela Williams: I'm working on a project for emergency preparedness. I want to get all communities prepared to secure their families in the case of a natural disaster or some kind of nuclear attack. I'm trying to reach across all cultures and communities. This presentation has helped me understand what I need to do. But I need to understand intersectionality first. I'm moving forward though. Thanks Parker!

eePRO Equity & Inclusion Group

- Bruce Young (they/he) NAAEE: If you aren't already join our eePRO Equity & Inclusion Group, I am one of the group moderators and am planning to facilitate a Zoom discussion about today's content. I'll be doing a doodle poll next week to find a time so if you aren't a member of that group yet hope over to eePRO and join so we can continue today's great conversation!
- Nicole J: Mental health is a big part of this work too
- Ethan Duke: One health for all.
- Angela Williams: Right Nicole J. People have basically stopped caring.
- Nicole J: We can be hopeful AND exhausted
- Marian Miller: Thank you! Lots to continue to think about and include in our work. Very interesting talk with helpful information and insight.
- Brita Dempsey: thank you!!!
- Caroline Stillitano: Thank you so much!!
- Anne Kretschmann: Thank you!
- Shea Kinser: Thank you!

- Manuela Mejia: Gracias! Thank you
- Mar Dunstone: thank you so much for your time!
- Karen Igou: What is EE Pro?
- Daniella Rodriguez: Great presentation!! Thank you
- Stephanie Lewis: Thank you!!!
- katie hessen: Thank you for this! Such an inspirational presentation!
- Angela Williams: Thank you. When is the next one?
- Carissa Longo: This was amazing!!! You are a such a treasure, Parker!!!
- Jacqui Ver Loren van Themaat: Incredible presentation!! Thank you so much Parker!!
- Waleska Valle: Thank you!!!
- Peter Rowley: Thank you Nae and Parker
- Madison Botch: Thank you Parker! You're amazing! 😊
- Chandler Joiner: Thank you!
- Alissa Schmidt: Thank you so much!
- Arran Jackson: quick Maslow search pulled this up.
<https://shanesafir.com/2020/12/before-maslows-hierarchy-the-whitewashing-of-indigenous-knowledge/>
- Porsche Ray: Thank you
- Carissa Longo: 🥰🥰🥰
- HADI Veisi: Thanks!
- Megan Sharp: Thank you!
- Suleka Deevi: Thank you so much! This was so great!
- Marya Fowler: Many thanks!!!
- Madison Botch: See you at NAI again next year!! 😊
- Megan Martin: Thank you, Parker!
- Jen Kretser: Thank you Parker!!! Amazing!! please share the links from the chat too please and thank you!!
- Arran Jackson: Thank you for your time!!!
- Ethan Duke: Thank you all :)
- Becca Kedenburg: Thank you, Parker!
- Joanna Levi: Thank you!
- Grace Peterman: A fantastic hour. Thank you, Parker and hosts!
- Brittney Thompson: Thanks, Parker!
- Parker McMullen Bushman: Connect with Parker McMullen Bushman

Email: parker@ecoinclusive.org

Websites and Projects

- Inclusive Guide: <https://www.inclusiveguide.com/>
- Personal: <https://cparkermcmullenbushman.com/>
- Ecoinclusive: <https://www.ecoinclusive.org/>
- Summit for Action: <https://www.summitforaction.org/>
- Kweenwerk: <https://www.kweenwerk.com>

eeWEBINARS: Bringing New Ideas and Innovation to the field of Environmental Education

- Clothing Line: <https://teespring.com/stores/kween-werk>
- Patreon: https://www.patreon.com/kweenwerk?fan_landing=true
- LinkedIn: <https://www.linkedin.com/in/parker-mcmullen-bushman-54b3877/>

Social Media

- o Instagram:
 - @kweenwerk
 - @inclusiveguide
- o Facebook
 - @parkermcmullenbushman
 - @kweenwerk
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 - @InclusiveJourneys
- o TikTok
 - @kweenwerk

Closing

- Ethan Duke: Love the Kingfishers :)
- Margaret Boeger: Thank you Parker, and the NAAEE organizing team!
- Perla Fernandez: Thank you!
- Brendon Barclay: Thanks NAAEE for bringing us PMB and this content.
- Heidi Zellie: kingfishers
- Summer (she/her): thank you sooo much Parker!! Much gratitude for you sharing your expertise and knowledge with us!
- Jennifer Grabner: thank you!
- Maura George: Thank you! So informative
- Mike Hill: Thanks everyone!
- Jeri Love: Thank you so much, Parker. You are an inspiration and your talk was empowering!
- Stacie Pierpoint: Thank you, Parker!!
- Grace Charabati: Thank you, Parker!
- Parker McMullen Bushman: Thank you All!
- Kirsty Hameleers: Thank you for this!
- Alex Meyer: Thank you!
- Kara Sayles: Thank you!
- Judy Braus (she, her): Thank you so much Parker! And thanks to everyone for the great questions, resources, and suggestions in the chat!
- Nkululeko Mathobela: thank you
- Anne Umali, NAAEE Staff: Thank you!!!