SHAC SY2425 - 2024/10/16 17:32 CDT - Transcript

Attendees

Alana Bejarano, Ann Teich, Chris Montgomery, David Simon, Emma Thornton, Francesca Leahy, Francina Hollingsworth, Joan Eisenberg Maniere, Juliette Owens, Kari Hazard, Kari Hazard's Presentation, Leah Kelly, Leesa Ross, Maria Solis, Mary R, Michelle Gallas, Nina Miller (Good Food Fighter), Stephanie Hebert, Susanne Kerns

Transcript

Susanne Kerns: Do we need to call it to order again while it's recording Stephanie? All right,...

Stephanie Hebert: Yeah, go ahead.

Susanne Kerns: let's call this meeting to order at 607 pm then.

Chris Montgomery: Our first order of business, is We're approving the agenda for today's meeting. Can I get a motion to approve?

Michelle Gallas: I'm motion to approve.

Chris Montgomery: That's Dr. Gallas and second.

Ann Teich: Second.

Michelle Gallas: Yes.

Chris Montgomery: And that's Ann all in favor.

Chris Montgomery: Whoever is counting hands. Can you let us know if you can see everybody.

Stephanie Hebert: And if you want to all click and on the little raise hand at the bottom, that'll be easier...

Chris Montgomery: Okay.

Stephanie Hebert: because I can't see everybody at one time. So if everybody clicks on the raise hand at the bottom, that might be easier. Okay, so I have one,...

Chris Montgomery: Okay.

Stephanie Hebert: two, three, four.

Stephanie Hebert: Nine ten, I have 10.

Chris Montgomery: Thank you. Any knows.

Stephanie Hebert: Not seeing any.

Chris Montgomery: Any extensions?

Stephanie Hebert: Not seeing any.

Chris Montgomery: Okay, thank you so much. We'll move forward to introductions Aisd staff, recognition of guests and if the Superintendent is present, will have him do a greeting. I know we have Mr. Simon's, here and Leesa. Do we have anybody else? As a guest that y'all can see I don't have everybody and view on my screen.

Stephanie Hebert: I don't believe there are any other guests. That I can see.

Chris Montgomery: Okay, perfect. we'll introduce those two presenters as we go along in the agenda. Susanne, do you mind doing the community communications?

Susanne Kerns: I got my readers. Let's see if I can get it. Please note the process for public comments on video conference, meetings Persons wishing to provide public comments will be asked to state their name and acknowledge that they Read the note about public comments listed below. If more than five people wish to speak the chairable draw, five names in random order speakers and visitors are expected to provide comments and respectful manner, if the presiding officer deems a speaker or visitor to be disrespectful. That person may be warned or asked to see any further comment or behavior non-compliance may result in ejection from the meeting.

Chris Montgomery: Do we have anybody here for Comment, community communications.

Chris Montgomery: Moving on, we are going to bring The minutes from the September 18th, Meeting.

Chris Montgomery: The link is in the chat. Thank you, Stephanie.

Leah Kelly: Belinda I'm sorry Jenna wrote may I ask I didn't hear if we counted and have quorum.

Chris Montgomery: Great question. Stephanie, do we have corn?

Chris Montgomery: Tennis quorum and we had 10. we can't hear you Stephanie. I'm sorry.

Stephanie Hebert: Yes, we had 10 people earlier with their hand raised so that should be quorum. I believe.

Chris Montgomery: Thank I heard 10 that I heard. Both the approval and forum but thank you for the clarification, so can I get a motion to approve the minutes from September 18th?

Ann Teich: I move equivalent of minutes from September 18th.

Leah Kelly: This.

Chris Montgomery: And do we have a second? Thank you all in favor.

Leah Kelly: this is Leah a second.

Chris Montgomery: Push your hand. You raise hand button.

Chris Montgomery: And counters. Let me know when you've seen what you need.

Kari Hazard: Looks like nine hands are raised.

Chris Montgomery: Okay.

Chris Montgomery: Let's take our hands down any nose.

Michelle Gallas: Sorry about that. I meant. Yes, not

Chris Montgomery: Michelle's. Yeah. So with Michelle do we have 10?

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Stephanie Hebert: Yes, that makes ten.

Chris Montgomery: Okay Any nose now?

Stephanie Hebert: Not seeing any.

Chris Montgomery: In any extensions.

Stephanie Hebert: Not seen any.

Chris Montgomery: Thank you for being my eyeballs. Moving forward to district updates. We are early in the schedule. Thanks be to God. Okay, District updates. We didn't put a specific one here because we didn't know if a mental health update was available yet. I know you guys are doing a bunch of hiring and host services. We weren't sure if there was anything that you wanted to communicate, but wanted to give you the option. If you had something you wanted to convey,

Chris Montgomery: If there's something coming through.

Stephanie Hebert: So yeah.

Chris Montgomery: Okay, Moving forward to Mr. David Simon is here for the director of Emergency Management Aisd operations team. He's gonna be presenting about safety security in a major emergency management, Mr. Simon, are you ready?

David Simon: Yes, I am ready.

Chris Montgomery: I know you're early in the schedule. Thank you for being prepared early.

David Simon: Yes, yeah, no problem. Good evening everybody. I am gonna go over just a couple safety and security items specifically to what my department covers in operations and emergency management and then kind of cover a couple Some of the upgrades that we're having with the 2022 bond just to share some of those things across. I know that was requested, And then I also want to invite everyone that I'm the coordinator for these school safety security committee advisory body for the district. So if you are interested in more information on that you're more than welcome to come to those advisory body meetings. If you're looking for more information on safety, security, okay, you can go the first slide

David Simon: The next one. So I'll go over the presentation over you. So I'm just gonna go over our standard response. Protocols, give a brief overview of the different phases of our standard response, protocols and then, talk about the 2022, bond, safety and security updates. And then answer any questions you may have. So what is the standard response protocol? So, it was developed in 2006 by the. I Love You Guys, Foundation. it's uniform planned in practice. It's a way to respond to So, fires tornadoes, active shooters as probably what most people think of It provides.

David Simon: Clear concise language and instructions for both students staff and for community, and parents after an event as well. And it is very action-based training that is actually used at 50,000 schools in the United States. It's on average about 80% of the school districts in the US, Use this. I Love You Guys

Foundation. You can It's literally called, I Love Guys.org that is the website You can find them all the information is there as well. It's very user Friendly website. So highly recommend going there. There's a ton of good information in there, so you can go to the next slide.

David Simon: So I'm going to go over what our standard response. Protocols in the district are you've probably heard some of these if you've been in and around campuses before. So we have five in the district that we utilize specifically. Hold secure lockdown, evacuate, and then shelter. So I'm gonna go through each one of those and kind of give you some examples of what they would be used for. So when we would go into a hold at a campus,

David Simon: that could be for a variety of reasons. The most common reason and what a hold means is that everybody stays in their classroom or the space, they're in. So let's say, you may have everybody. It's in the middle of the second period. Or if you're a no elementary school, when you might have some students in the library, you might have some students in their classrooms. If the campus goes into a hold, everyone just stays in the space that they're in, but they can continue up. Everything is normal, like, you can continue teaching. If you're a teacher, things don't need to change, you don't need to freeze. Everything let's everyone know, everyone stay in your space right now. We need to keep the hallways, clear, right? A lot of times, it might be a medical emergency that's happening. And we need to allow EMS to come through. We don't want anybody kind of darken in and out of the hallway. Sometimes in high school level or a middle school level. It might be that there's an altercation in the hallway or they're going to, sometimes AIC police is doing an investigation and they don't want anybody interfering with that investigation or having a conversation with someone they don't.

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David Simon: Anybody to interfere with that. So that would be the common use of a hold and then the next one would be A secure is very similar to The only difference is that a hold is you're staying in your classroom, whereas a secure is you're staying inside of the building. So a secure is when there's something going on outside of the building and you can stay inside of the building and everything inside of the building can continue on, you can go from classroom to classroom, you can have a bathroom break, you can go to the front office. Then there's office. You can move all around safe inside of the building of the property depending upon the campus, some campuses have secured fencing, that secure the perimeter of the campus. You could move around that. Part of the secured fencing.

David Simon: But you can't go out of the campus, the same thing for any visitors coming in. You don't want to allow any visitors to come into the campus either, right? So that would be a secure Most instances that involve a secure is some kind of event that is happening on the outside of the campus. Sometimes this could literally be anything sometimes. we have an elementary school like a Rodriguez that's in the middle of a neighborhood and there's literally an APD situation, two blocks around the corner with Apds that somebody's house for something and even though it's not even a violent incident apd's, there we just don't want any students going outside for any reason. So we'll put the campus on a secure sometimes. A secure, might last three minutes.

David Simon: and it's over and we'll release them off of secure. Sometimes a secure. If it's certain instances, I know one time we had a situation at Akins where there was an incident down the street at a gas station and they were apprehending a suspect and they were, dealing with the arrests. The Austin Police Department was and that took about an hour, right? So the campus is on a secure for an hour, so just depends on what's happening and the scenario that's around that. So again, it could be five minutes, it could be an hour. It just depends on when it's finally safe for us to allow them to be able to go outside of

the campus. the third one is a lockdown in that particular situation, which I hope and feel that everyone is kind of aware of a lockdown is, there's an imminent threat inside of the building, right? And that's a threat that's inside of the space inside of the campus.

David Simon: That means that you need to the Turn the lights out and get out of sight. If we're in a lockdown, that means are physically in danger inside of the building. That is the purpose of a lockdown. Or there is a threat of lives in danger inside of the building. That would be a reason to be in a lockdown. So, an example for that would be an active shooter situation, could be an example of that, Another example of that, at times depending upon the scenario, could be a bomb threat at could be a lockdown depending upon the type of bomb threat, Because in a way are in danger in that situation, right? So, it depends on the scenario.

David Simon: There are situations where in evacuation is tied to a bomb threat, but that has to be determined by the police department of whether or not they're going to evacuate, or they need to lock down. And I don't have a ton of time here to go over that because I don't want to bogart Your entire agenda but there is some nuance to it but if we ever have another moment or if you come to one of our Security Committee meetings, we could go over that or reach out to me and I could go over that for but that is what a lock down the sports for an immediate imminent threat within the building.

David Simon: The fourth one is, evacuate. Most people are very familiar with this, especially if you're on a campus because they do it once a month. Most evacuations are due to fire. Sometimes evacuations, They stated before due to bomb threats. Another reason for evacuations at times, depending upon the scenario could be due to weather. If we had a dangerous imminent, flooding incident and we needed to evacuate students from a campus, that would be a scenario where we would evacuate them via transportation buses. And then, lastly, a shelter. There are two types of reasons why you would shelter in place. The first one is severe weather. So tornadoes, strong winds, thunderstorms things like that earthquakes, which we don't really have a lot of threats of here. And then the other one is hazardous materials and train derailments.

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David Simon: Which we do have about 35 to 40 campuses in the district that are within a thousand yards of a rail line. So we do have emergency operations plans for those campuses specific to multi hazard, emergency operations, plans for train derailment specifically for them for hazardous materials and those campuses do require them to do an extra drill each year to shelter in place for hazardous materials which require a couple extra little steps. And so each year we kind of have to rego over that with everyone especially if it's like a newer teacher because they're like What do you mean? I have to take the door, and so we kind of have to show on what it looks like to take the door. And so those are some of the things that we have to go over all of the standard response, protocols and what my department does, is the compliance side of one going over. what they are and why they're important. But to the compliance of making sure that they understand,

David Simon: Why we do them as drills, Because they are drills, but they also have a purpose, They're not drills, just to say like we did it, they have a reason behind it. It's the practice, and so, like, I was saying before referencing the hazardous material shelter, When we go out to these campuses and show them why they need to take the door, we explain why to them, We explain that if it's a hazardous material spill, we will immediately shut off the air conditioning to the building, all air flow and HVAC will shut off. And you'll have to tape your doors in your windows to be able to ensure that you're sealing up as much as you

can, So, we kind of go over some of those expectations of them, so they get an idea of's to be expected. so that is our part of what we do and I'm kind of talk about the next half of what we do in a second.

David Simon: So the next half of what we do is we assist on the operation side, with our construction management team. We assist with all of the bond updates and security updates with all the bond programs between our modernized campuses and our targeted projects. So what does that mean? That means that we ensure that all of our campuses one are gonna receive secured vestibules at all of our Austin. ISD campuses. I tried to put an example that we have of a secured vestibule on the slide, but then I realized that it was gonna be more confusing than it should be. So a good example of a secured vestibule is Basically, when you walk into a campus, you want to be able to walk into a space where you kind of walk into a box that the only place you can go is back out the way you came. If no one's gonna let you continue going into either the office.

David Simon: Or through this next set of double doors that are in front of you which are also locked, So the idea is that we don't want people to just be able to in certain campuses in the past, you go up to a call box and you push a button and someone would just talk to you on the phone and say, Hey, I'm here to see

David Simon: And they'd say, Okay, yeah, come on then they hit the button and the door would open. And now you're in the campus, right? No matter what they wanted to do, you were free to roam. with all the secure vestibules, that'll be installed, you won't be able to get anywhere. You'll be able to come into this vestibule space, which will get you into a small area where they'll be able to visibly, see you again, and then they'll still have to buzz you through another set of doors into their office space to then make sure and check you in through the visitor management process. And then once they've checked you in through that, they'll then have to buzz you back in. Again, do another lock door to be able to allow you into the campus to wherever it is. You're trying to go to. And...

Susanne Kerns: And what is the timeline to get those added to or...

David Simon: then on top.

Susanne Kerns: retrofitted to other schools?

David Simon: So right now our bond timeline, I am not charge of the calendar of the bond projects, but that can be found on the 2022. Bond website for each campus individually, you should be able to see the bond project timelines. And as far as I know, so far, should be. The ones that are currently they're all up to date so far. So we're not behind yet though. I know this summer. We did. 27 campuses that got vestibules, that did not that receive vestibules that did not have them previously. So between they broke them into three territories, north Central and south and they did 27 of them total. So

David Simon: and then another one is This district is Secured fencing for quite a while.

David Simon: In an updated fencing. So that particular part of the bond project, what we're really focused on is, There's a lot of campuses, especially our older campuses where, a lot of our fencing is perimeter-based fencing, which It's great to kind of outline where our perimeters are we think of our houses or this is my backyard. So this is where it is, right? But what we really want to focus on right now is use of space specifically at our secondary high school our middle schools and high schools are very open campus spaces. So what we're working to do with their fencing is instead of trying to defense in that whole property, which isn't realistic, because you're not really gonna be able to fence in a parking lot necessarily what we're trying to do is fence in between the buildings. So that once the students come into the school for the day, they'll be able to just flow into the space that they're in safely.

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David Simon: Without having to worry about anybody, that shouldn't be on the campus without having gone through the vestibule in the pro and the visitor process, checking in, they won't have to worry about them being on the campus without having gone through that process. so that is part of what we're working on for the fencing side of things and then the other life, safety and security improvements.

David Simon: That we're adding, those are really just a lot of our camera systems as well as when I mentioned the vestibule before I was talking about the call box at the front, entrance of the school, all of those newer vestibules, I was talking about the 27 or so campuses, this last summer, and then all of our new modernized campuses and all the other campuses to come that are receiving the new vestibules. We're replacing just that single call box. That just dials to a phone. And we're replacing it with what they call a 2N camera system that has a telephone camera system for the front desk employee at the campus. So they actually see a camera as I am with All right, so when you push the button similar to a ring camera at your home so I can actually see who is standing in front of me. So on top of that, we also replacing another camera above them, so I can not only see you face to face, but I can also kind of see the general area around you, when you're coming to check in or to push that button.

David Simon: Come enter the campus space.

David Simon: And that is all I have. Does anybody have any questions? I really tried to put that into 15 minutes for all of you and I feel like I went over a little bit.

Chris Montgomery: Same here.

David Simon: I think that yeah. Yeah.

Susanne Kerns: We've yeah,...

Chris Montgomery: We did a great job with that one.

Susanne Kerns: you've got extra time.

Chris Montgomery: What questions you have?

Susanne Kerns: It looks like Leah raised her hand.

David Simon: Yes.

Leah Kelly: I have a question about School Threat Assessment teams, would that be something that your department has a hand in? Nope. Okay,...

David Simon: No No, no.

Leah Kelly: I'll hold it.

David Simon: Yep. I know who does, but it's not us.

Leah Kelly: Things.

David Simon: Yeah.

Michelle Gallas: Hi, I'm Michelle Gallas. I'm actually a colleague of Ryan Lowery's. I understand you guys are good friends.

David Simon: hi. We're very good friends.

Michelle Gallas: So I have a question about House, Bill 3, and the gun locks. And after this Leesa is going to talk to us about gamox, is that something that falls in the realm of your department of getting information out to parents? I know that was one of the things in House Bill 3 one of the demands demands are I don't know what you would call it Things that schools were obligated to do is to get information, out to families about gun locks and how to safely. Does that fall under your department or is that more health education or

David Simon: Or no? that's a great question. so it's a fun part about my department is sometimes we're a catch-all in a way we get a little bit of everything. Right. So it doesn't directly come from my department but the compliance side does, right? So the house bill three part of ensuring that someone in the district addresses it that I have to ensure that a department does. So I'll actually answer the question because I do have the answer for you although I may not have the direct point of

David Simon: I can't direct it right now on the screen, I can give you the information and afterward if needed. I can do a follow-up and get you connected with the right people. so it's a twofold question with kind of three different answers. So, hang in there with me, So the first half is House Bill 3 requires that the district communicate to community members and families about safe, firearm storage to students and families. and we have done that. This school year, we sent out a parent newsletter, I believe back in September through our communications department, I don't have it with me, but I do have the email somewhere because when it got sent out, I requested that I'm not a parent of a student in the district. I don't have a child, so I don't have a student, but I did request that those windows things. Go out that I get on that list so that I can save them, to make sure we have the documentation for the state for CEA. So that information did go out when it comes to gun locks, we actually do have

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David Simon: Unlocks available through our aisd police department. I don't know how many he has left. I know we had about 500 available. Our assistant Chief Travis Pickford, I do believe if you go to the AST Police Department website, they had a link to be able to request them. and It's through their resources page and there were some information about safe, firearm storage and right below that is where the link was for the free gun locks. And it literally is Click here and I think it's like, you give them some information and he'll connect you with how to receive the free gun lock.

David Simon: and I think he's also working to continue that program. I don't know where he's getting the free gun locks from necessarily, but I know that he's working to continue that program to move forward. So once the 500 you received is running low, we won't be out of them, that it'll be a continuing process. So

Michelle Gallas: Great, thank you so much for that.

David Simon: Absolutely absolutely.

Leesa Ross: Am I allowed to ask a question about all that?

David Simon: You could ask.

Michelle Gallas: Yeah, go for your public community member.

David Simon: And yeah, yeah.

Chris Montgomery: Stern.

Leesa Ross: This out of curious. Because I'm not a member or anything like that, but out of curiosity. Yeah, I would actually hooked up with the person that's doing that. I do know that a Instagram post was sent out. And I had my parents that I know they never saw a newsletter. So I'm kind of curious about that because the parents that I spoke with and I had him. Look at all the newsletters and nothing has ever gone out. So I'm kind of curious to see what that information is and where it did come from. Like I said, I do know that in Instagram posts went out and I did see that. And yes, of course, I'll be talking more about this and I'll kind of curious more about that, but I think I have an idea of where the gun locks come from, and I'm kind of curious more about that, but that might be a question more for the police that I mean, the Austin Independent School District Police Department to ask that question as well.

David Simon: Yeah.

Leesa Ross: so I just wanted to let you know that from my Connections that I have, I don't believe that, as far as I know, there was no letter that has gone out. it went out last year and I actually will be talking about that. But as far as I know this year, there has been nothing that's been sent out other than the Instagram post.

David Simon: I'll follow up the communications.

Michelle Gallas: Yeah, I was gonna say, I agree Leesa. I am have looked myself. We get the weekly communication from the superintendent, and a colleague of A physician colleague. For advocacy and gun. Safety is very important. Ask me if I had seen anything in aisd and I went looking and digging and

Michelle Gallas: Did not see something specific about gunlock, so it might have been embedded in a communication David sometimes there's lots of links to things and maybe I missed it, you...

David Simon: Yeah.

Michelle Gallas: cuz they're covering so many different things every week. but,

David Simon: Yeah, it looks like it went out on the Boston, I see Family newsletter on September 12th of 2024 and it was at the bottom and it says, Free Gun. Locks now available through Austin, ISD, police, And it says, Austin ISD Families, the community members can now get free cable style gun locks to ensure safe gun storage at home, to a partnership. I have the email right here,...

Michelle Gallas: Okay.

David Simon: I'm looking at it. Yeah.

Leah Kelly: So I think usually on that communication on those newsletters that come out, I think there's a way to track the open rate on those. I'd be interested to know if we could get that information about how many people actually opened that email that was sent out because the others I just have some concern that people are actually receiving the information. it's one thing to send It's another thing which I know is Joan's obligation but obviously the important thing is that we want parents to actually know and have access to it, so I'd be curious what the open, right? What's on my email.

Michelle Gallas: David, who is the sender?

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David Simon: Yeah, I can hear AIC communications at Austiniz.org.

Michelle Gallas: Okay. Aisd. Communications.

Michelle Gallas: Is it the materials weekly?

David Simon: Mm- It looks like it was.

Susanne Kerns: And what was the date on that again?

David Simon: it says subject. sent September to I mean I don't know, because I'm sure it was sent as an auto thing. I received it on Thursday, September 12th of 2024 at 6:04 pm

Michelle Gallas: .

Michelle Gallas: So weird. I got Matthias weekly but I don't think I got that. So,

Leesa Ross: Yeah, and the parents that I know never received it either. Like I said, I've asked, I had them dig, none of the parents that I communicated with who are Aasd parents had seen it last year. They did a and This is kind of part of my talking points but it's okay. last year they sent out a letter specifically to aisd, parents and leaders. And in that letter, what they did is they cited the penal code and then they also listed resources and that's where two we were listed as a resource for free gun locks on that site. And, we got over a hundred and twenty requests, we mail gun locks directly to the home, so that people don't have to go through one step, then another step and then another step because I heard that too, in order to get that gun lock, there was several steps that had to be taken just to get that lock.

Leesa Ross: And what we do is we just mailed directly to the families. And all they had to do is just go straight to our information at Lockharns for life Dot Org. I'd like a free gun lock and we sent it straight to their house. so that is kind of what and in like I said it was a much bigger newsletter that went out and it went out to link to the leaders as well not just to the parent. so, like I said, I've only heard of an Instagram post and the Instagram posts only linked to that aisd police site that you're talking about. And again, when you go there, then there are several steps you have to go through in order. You have to prove identity and there's several steps you have to go through in order to get a gun lock. That's my understanding.

Michelle Gallas: And I'm sure we could go about connecting. You said it was the assistant police chief. David. Okay.

David Simon: Yes. Yep.

Chris Montgomery: I think we will have some further conversation and potentially follow up with you David. maybe one of the recommendations of shock needs to be more explicit communication to the district and maybe we can help initiate that just throwing that out there. I just think there needs to be more explanation about what it's offered and how easy it is to get the locks, I understand that the compliance piece was just a simple communication,...

Michelle Gallas: Okay.

Chris Montgomery: but it's important unlocking And safe. Storage is important. So, Would anybody be interested in potentially following up and having additional communication about this?

Michelle Gallas: asking for a committee person to do that because I'd be willing to work with Leesa to get her connected. Yeah.

Chris Montgomery: Yeah, that would be great. Anybody else wants to shore join Dr. Gallas we can facilitate that as we go. Thank you, David for your time. I appreciate it so much.

David Simon: Yeah.

Chris Montgomery: We might have additional questions that we can follow up via email and you can respond and we'll present them in the next meeting.

David Simon: Okay, sounds good. Thank you very much. Hi, thank ...

Chris Montgomery: Thank you, David. Appreciate your time.

Michelle Gallas: And see David very informative.

David Simon: All right. Thank you.

Chris Montgomery: Yes, Thank you. We sort of segue the little bit but Dr. Gallisty Introducing Leesa.

Michelle Gallas: Yes, I would love to go ahead and Lisa is a remarkable advocate for gun safety and a dedicated community leader. Lisa, Ross and I would like to just give you a little bit of her background before she speaks us about her mission and purpose. Her story is one of immense courage and resilience as a mother of three She faced the unimaginable tragedy in 2009. When her oldest son, John died in a handgun accident during his college years, From this profound loss Leesa found her calling to ensure other families don't experience the same heartbreak. In 2020. She published her memoir at Close Range where she shared her journey and how John's accident transformed her into a passionate advocate for gun safety.

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Michelle Gallas: Leesa's mission took shape in 2018 when she founded Lock Arms for Life. A non-profit based here in Central Texas dedicated to reducing related tragedies. The organization's goal is simple, but vital to make sure every gunlock is safe and is locked and safely stored when not in use through partnerships with local institutions like the Austin, Police Department, Austin, Public Health and programs like Safe, Horns at UT Lock Arms. Her life provides critical education and resources, including gun locks and gun seeds to families across the community. Her advocacy does not stop there. Leesa has been deeply involved in several safety programs, including Safe Kids Austin, which is near and dear to my heart. And has worked tirelessly to promote, safety education to students and young adults through her, get active campaign.

Michelle Gallas: Leesa's work has earned her recognition across the state, and beyond with media features in Austin's, Fox Affiliate Spectrum News and the austin-american statesman among others, her mission and her passion are powerful reminders that we all have a role to play in keeping our community safe. Please. join me in welcoming Leesa to talk to us today. Thank you, Lisa.

Leesa Ross: Thank you so much. I don't know if I can follow up with that. That was awesome. I mean I'm like bow down.

Michelle Gallas: You can thank oss for that. I mean Jenny. Yes, yes.

Leesa Ross: Yeah, for that. Yeah, I definitely do that appreciate that and she has same back to you. I have heard all the incredible work that you do with the community with the underprivileged children and I really commend you on all of that as well. So I really want to throw that out there. And on Belinda. I met her at the Tector. Texas stocks what was that were social responsibility conference?

Chris Montgomery: Yeah, doctors for social responsibility.

Michelle Gallas:

Leesa Ross: There you go.

Chris Montgomery: Yes with represent.

Leesa Ross: Yes, and that's where we met as well. and she asked me to come join this. I love it. Thank you very much, both of you for doing that, and let's go ahead and get started. I'm assuming that Francina's got the*. There we go, because I sure hope somebody has my slide presentation because I don't really like to do this. Yes, I am the founder and executive director of Lockhears, for Life. We're kind of a nonprofit organization that is based here in Austin, Texas. Our focus is as Dr. Gallas said to ensure every gun is locked. When not in Our primary funding is here in Central Texas as well. But our organization is growing a nationwide today. What I'm going to do is I'm going to share my personal story that the work that we're doing and explain how you can help us foster, safe storage next slide, please.

Leesa Ross: So in 2009, my son, John died after being handed an and unlocked loaded gun, excuse me. This month his birthday is actually October the 29th and on that day, he would have been 39 years old. So you can tell my age by that, So it's been almost 15 years since his passing but my commission continues and I said we are growing. We're educating others on the importance of safe storage and as you all know because I heard you all say something that locking up a gun can save lives and I'm committed to making sure that no other family endures this pain. Next slide, please. So now I'm going to tell you about my organization and kind of what we do. So our program focuses on three areas increasing awareness about the importance of locking up guns.

Leesa Ross: Educating young people and adults about safe storage and directly resourcing families with tools like gun locks and lock boxes. Yes, we distribute free gun locks across Austin, Travis County, and beyond, and we have to thank the Austin, Public Health Office of Violence, Prevention for our funding, so that we are able to do that work that we're, to be able to hand these We do mail, gun locks directly to families. There is a request form right on our side. In fact, I see it in the message notes that are over here on the side.

Leesa Ross: We reach underserved areas like rural clinics and veteran support centers where the risk of suicide is high and engage the community of schools and medical centers. As you can see in the photos that we've got going on right here some of the work we do and you're going to see a lot of photos because this is what we do. We are out in the community next thought Slide please We're partnered with law enforcement. We've been doing that for a long time. Now with Department of Public, Safety, Austin Police Department and actually a lot of sheriffs and constable offices as well. We're currently pilating a program with the Travis County jails, where we're going to be providing them with gun locks so that they can talk to inmates as they're leaving the county jail, hand them again lock and making sure that they understand what safe stories looks like, and why they should be practicing it.

00:40:00

Leesa Ross: we also secured proclamations. That's kind of what this one picture is in the middle. We did it. Our first year, we got Austin Houston Fort Worth. But this year, we doubled the number of cities that we were able to get on making sure that they were naming August as Gun Safety Awareness Month. Why did we want August? Because we know kids are going back to school. We know that kids are doing well checks and they'll be visiting their pediatricians offices. And we also know that outreach officers will be browning safety in the schools and this is a perfect time for them to start talking about safe storage in schools as well.

Leesa Ross: Again, we also supporting hp3 that is sharing, which I think who was it is a David said, is that ensuring that the schools distribute gun, safety materials, we also provide testimony. I did testify for hp3 and then we also have testified for bills and our bills that we testify on, we are very, very selective. It has to be about safe storage or some kind of safe handling something like that. the other bill that we testified for, it's just an example because we've done more than that. But giving tax exemptions on safety devices, which passed. I think we're almost three sessions ago but there are all tax exemptions on all safety devices. Next, slide, please.

Leesa Ross: Speaking of the HB3, here we go. There is the language that is right there in the bill, that's what the bill looked like. That's what it said. If you want to take a few minutes just to kind of look over that read that you're more than welcome and I'll just keep talking because I know I'm on limited time as well. but we knew we were getting emails. Just like I was saying before from parents, about what was going on in the school districts.

Leesa Ross: Some schools that the parents were sending us what they were seeing as far as how this information was being distributed. And some of them were just posting links to Department of Public Safety's website and that's all they did. And then some schools were doing a lot bigger job of making sure that parents were very much aware of what the law was and understanding the Texas law, how easy it was to secure firearm. And then that we would be a resource where they could actually get one. So, we have a full template on what we want parents to see, which provides them all that information. And let me tell you this, again, it's a template that can be modified to how your school wants to use it. And what information you want to add NAMI, might be something else. You want to add in there. There might be just other things and you're more than welcome, we just give you the starting point. That's what our organization does. Next slide.

Leesa Ross: Next slide, please. did we lose her?

Leesa Ross: we go. So this is the work that we have done with aisd schools so you can see that we are very much engaged in the community. So over the past five years we have already been providing between 13,000 and 15,000 pieces of safe storage, literatures annually to aisd. Parents that picture, where they're throwing at the backpacks. Those are for all of the kids who can't afford school supplies and that is what we're putting inside of their backpacks and we sit did that for three years straight. We also did the back to school bash, where we hand out, free gunlocks as well. So those two things did not happen this year. So what we ended up having to do is we had to turn our efforts to smaller nonprofit organizations so that we could support them in a way and still be getting the message out to parents to let them know about, safe storage. So, we worked with the Boys and Girls Club. We worked with an organization that's called, Dream Out Loud. And then, we also worked with the African American Youth Harvest found.

Leesa Ross: And we also did a few other organizations besides those Dr. Gallas said, I am a board member of safe kids, Austin. I want to give a big hat on the back to my staff because we just found out

that we are receiving an award for organizing the first Public Safety fair. We didn't do this alone but we had great partners like the Austin Police Department. He did. Thank you very much. We are very proud of that Dell Children's Hospital participated, it in a safe kids, she was a very big and I know that you handed out helmets to all those kids that came to that safety fair that day as well. So I appreciate all that work we gave away free lock boxes. You'll see a picture coming up in one of the other slides of one of our volunteers showing, how to demonstrate how that works. But we also had board members like Glenn Boswell and Ophelia Zapata show up and give us their support as well.

00:45:00

Leesa Ross: So that is what we did. We are working. What we are asking is that we hope that to bring aisd in as an official partner for the 2025 year because we will be doing this. Again, we did this at the Q2 Center, by the where the soccer teams play and all and it was a great venue. Everybody loved it. We had over 40 Vineyard event vendors that showed up and we're hoping to do it in May. We did it the first of June, but we gave him three dates and now we just have to wait for the soccer schedule to come out to know when that space is going to be available next slide.

Leesa Ross: So the next thing we're doing is also we're launching a Save the Day, Lock It Away, graphic novel. That is for third through fifth graders which teaches kids about gun safety with relatable stories. The book has been reviewed by educators and medical professionals Dr. Gallas was one of our viewers. Give me a big hand up. Thank you very much for Reviewing that for us. Our goal is to ensure the book resignated with real readers. That's what we wanted to do. We also wanted to make sure we were kidding biases and that we were being very accurate with our gun information that we were sending out.

Leesa Ross: We are getting this translating with our new funding that we just got approved for, we will be translating this into Spanish. And right now we're actually raising funds to get the book printed widely because we just want to be able to give it away. We don't want to charge people for. We want to hand it away and we're looking to do a flip book where it'll be English on one side. Flip it over and it'll be Spanish on other. In the middle. There is our book marker that you can see right now, you could go to the QR code, it does take you to our website that we will have a landing page on. We are doing an E version of the book, that will be free downloadable for anybody who wants it. Our illustrator is kind of in his final edits right now. So I just had a conversation with him today as well. And I would say, within the next week or two, we will have the ebook available on our site and ready to go. We also have already sent it off for translation. So we're waiting for that translation to come back to us.

Leesa Ross: next year, we hope to have these at the safety fair and we will be handing them out. We're also currently in talks, with the Austin, Police Department in looking at this as a possibility for a Blue Santa this year, during Christmas time. So that's another thing we're doing next. Slide, please.

Leesa Ross: this is to more work of how we are connecting with families. Those were the groups that were involved in the organizing of the safety fair that we did. Let's see we also work with United Way, right by text. They did a lot of our messaging for us as far as when the safety fear was going to take place. We also work with them regularly, to make sure that they're putting out messages that we give away free gun, locks, I think on their app. They have about 6,600 followers. And so, we try to pump that out, at least twice a month, If not, we at least get it out once a month again. That was our volunteer. That was showing somebody how to use the lockbox. We had that a lot box actually reserved, so that we could follow up with people afterwards to find out if they were having conversations with families, and if they were using the lockbox in 80% of them, Let me say there's anything yet right now because I want you all to do this.

Leesa Ross: As much as you can, we are focusing on making sure that more people are locking their guns up in their vehicles, it is becoming a big issue. I actually did a talk with a group of foster parents, and this is one of the things that came up in those foster parents talks. And we want to make sure because kids are carpooling with families, they're going to the church events and we want to make sure that families are locking their fire-ups while firearms up while driving. So anybody can share that message with everybody, the other one is our summer safety campaign. We do that every single summer, that kind of follows, right after we do the public safety fear, we write go right into our summer campaign. Ready for the next slide.

Leesa Ross: This is just a quick map that shows you we work with health and human services organizations across the state. Anytime anybody reaches out to us and says We need gunlocks, we say no to no one. this funding is not provided by our grants. So we have to rely on all of our private donors and that is who supports all of this gun locks that we send out to them. I actually had a conversation with the legislation today, because we're gonna try to get funding to these health and human services so that they can't even afford materials and literatures. I had one, I just sent 50 gun locks off to. It was region six and I said, How about if I send you my files on, so that you can just print your own materials And she said, We don't even have the money to print

00:50:00

Leesa Ross: So that is how desperate they are in need of funding materials and education. So in our reach goes beyond this this is in the state of Texas but we actually have service in areas like Indiana, Colorado and Florida. We work real closely with a hospital that's in the Florida region and we've been working with them for about a year and a half now next slide

Leesa Ross: As you can see at lock arms, what we do is we take action. I mean we don't want to just talk about the issue that's going on, we want to do something about it. And that's why it is so important that we get information out. And by distributing the gun locks and providing set life-saving information, we just wrapped up our bus ads. And again, we partnered with APD on that also Department of Public Safety, they ran for the full month of September and I should be getting our kind of a wrap-up report on that and how many, impressions, they got and things like, that should be coming in. We also are very well connected with Cook, Children's Hospital, in fact, Dr. Guzman sits on our board of directors and he's been there for about a year and a half. He has a program called Aim for Safety and we coordinate very closely on making sure our messaging very much aligned, with each other.

Leesa Ross: swag is so important to us. I mean, we give out so much swag to kids families and everybody else, because every time we give a piece of swag, it's a reminder that they need to be locking up a gun and we want those kids to wear that proudly. We want them to be using their pens, their backpacks, all their bags. So that every time they do somebody knows that they're supposed to be locking up a gun. So that is very very important to us as well. I think we've bombard them with too much information I mean literally we've embarred them with everything we give away. Let next slide.

Leesa Ross: This is really the final slide, so this will be fine. This will be the kind of the ending, but this kind of wraps it up for me because this counselor reached out to me. She is at Graham Elementary School. There was a tragic accident that involved, an unlocked gun, it was not on the school grounds. It was at a home of a student. One year later, those kids were still talking about that incident in the cafeteria. And so she reached out to me and said, Would you mind coming over the school setting up a table and talking with the kids and the families? And that's what we did. And that is one of those that grabs my heart because I just knew how much of an impact we were making on those families. And that slide just

says a lot about my organization and who we are. What we're asking again is that we want to be in a partner partner with like I said last year, we were included in you also newsletter that went out to the parents and the leaders and we

Leesa Ross: Did mail out over a hundred and twenty gun locks because that's how many requests that we got that year when we did that. Let's see what else I've got on here. I've got notes sitting in front of me. So if you see me looking down, that's why we also please invite us to any safety fears. If you have connections on volunteers, we can always use more volunteers. If you know of anybody PTAs we are happy to train PTAs because we know that PTAs put together some of your affairs that go on or things that go on at school and we're happy to train them so that they can even set up a table and we can just provide with gunlocks as well. We would love to do an M O u with you all, which is a memorandum of understanding. We did that with the Travis County jails, we have done that with bright by text, All you need to do is email us. We can modify Taylor Do anything that will work within the parameters of what you're wanting. That's what we are as an organization. That's who we want to be. We want to service you guys and help you how

Leesa Ross: Can to get the message out and by the way, on that gun messaging, that should not be a one and done newsletter, that should be a repeat that you should do just regularly when you're sending out your newsletters. So that is another thing that I just want to stress is making sure that it is not just a one and done and we're checking the box and moving on. That's it. Any questions? Let me know. I'm happy to answer anything y'all have.

Chris Montgomery: Thank you for your time Lisa. We really appreciate you being here. What questions? Do you have team?

Leesa Ross: No question.

Chris Montgomery: When I talked with,...

Leesa Ross: That means I did a good job and...

Susanne Kerns: Yes, that means you're very thorough.

Leesa Ross: I covered everything.

Michelle Gallas: I,

Chris Montgomery: You did a good job. Yes, when remember the capital,...

00:55:00

Leesa Ross: Hey.

Chris Montgomery: I said, we are with you. You don't have to Just tell us what you do. I told you.

Leesa Ross: And just know that you send me an email at any point in time. It's 2:10, Lisa Leesa at Gmail.com or even info at Lock Arms. For life.org, we go directly to our inbox and we will see those messages every day. So if you have to follow up,...

Chris Montgomery: Thank you so much.

Leesa Ross: that comes later on reach out please.

Chris Montgomery: We so appreciate the work you do. Thank you so much for your commitment to this and we will be following up with you. Thank you.

Leesa Ross: That's Awesome. You guys have a great evening. Thank you.

Chris Montgomery: Thank you,...

Susanne Kerns: Thank you.

Chris Montgomery: appreciate your time. moving to our Mental health response, this one.

Stephanie Hebert: But before we go real quick Belinda just...

Chris Montgomery: Sorry.

Stephanie Hebert: because we're on a new platform, it depends on what you're looking at. Just want to make sure that people saw the comment box that Leah put in a couple of different links and therefore, as well while Lisa was talking, and I just wanted to make sure that everybody saw that.

Chris Montgomery: Thank you, I appreciate that. Are we ready to move to the next section? So the District Mental Health response, This is a response that we wanted from the letter that the Mental Health Subcommittee from Shaq sent to the trustees and administration last spring. And we were wanting a formal response to that letter. Do we have any update on that?

Francina Hollingsworth: Hold on. Real quick, I thought

Francina Hollingsworth: Alana had the update. So let me double check.

Chris Montgomery: And we can circle back, if she needs another minute. we can do our next item and come back. If Need be.

Alana Bejarano: Yeah, I don't have a response on that one, unfortunately, and I apologize if I was supposed to get that.

Chris Montgomery: I don't know if it was you specifically. We just were hoping to get a formal response? I don't know exactly who we should send it to get the response but If I'm happy to help with that communication, if you need help there, or if that's something, your team can do internally, that would be great. But we're really just seeking answers to that letter that we sent in the spring.

Alana Bejarano: Francina maybe Jacob Reach might be our best option to see if we can get an answer.

Francina Hollingsworth: Okay I'll double check my email to see if there was some type of correspondence first and then we could coordinate a message to him.

Susanne Kerns: Yeah, because we had sent a couple of follow-ups from the original spring scent of that letter.

Chris Montgomery: And Leah had a question.

Leah Kelly: I I just wanted to specifically know that my request for the information about the mental health update was particularly I think important to me, at least to receive ahead of the November 5th election because the district's messaging has been very clear that the position a funding is being promoted as

Leah Kelly: some of it going to be targeted towards mental health services for students. And so I was really hopeful to have that mental health update before the proposition a election, that's on the ballot. And then I also just wanted to add that. In addition to the letter that we had sent last spring that Dr. Williams had made a commitment in our last meeting to give a breakdown of the Ipaj's licensures and those two things in conjunction are important to me because

Leah Kelly: I have heard that the intention is to invest four million dollars and direct hire Austin, ISD staff and my concern is that staff that is being hired internally by Austin. ISD Iphas Don't have the licensure that's needed to provide, that tier three intervention, for those highest need students. So I was hopeful to get that before voting on property, but I will just keep looking forward to an answer.

01:00:00

Chris Montgomery: Thank you for that clarification and I appreciate your diligence on this. We will keep working on it for sure.

Susanne Kerns: And is that something that we can get an answer to? I know it's a matter of how the turnaround is on there side, but I mean, this has been going on for months and months and months and I don't want to wait till the next meeting to get another update that we don't have an update. So is that something that we can put some type of time commitment on that, before the election date or less? I'm looking at my calendar here. The week of October 21st, we can have some type of answer from Jacob Reach because we've sent a few reminders and the original request was back in the spring.

Francina Hollingsworth: If the committee. Has a certain timelines. They want to put on their requests, then we could definitely afford it the ask to Jacob.

Susanne Kerns: Okay, so as soon as we get out of this meeting, I'll do a resend with a request to have that answer no later than October 25th.

Chris Montgomery: Thank you, Susanne. Any other follow-up on the mental health response? Before we move on to our next item.

Chris Montgomery: Okay, if you think of something feel free to email us. Moving on to our items from members, do we have any announcements or suggestions for future topics or recognition?

Ann Teich: I have a request for information and this has to do with our immunizations. I had heard from some community members that is October 1st, we have 13 about 13,000, kids who hadn't been in the United yet. and I've been in communication with Alana Bejarano and she and her team were working really hard, but I'm wondering if we can raise the concern about getting more resources out there, connecting with more community partners like Austin, Public Health, so that we can get reduced. That's quite a large number of Unimunized kids. So other ways that concern.

Michelle Gallas: Alana would you be able to comment more on that? I'd like to understand that a little bit better where that number came from.

Alana Bejarano: Yeah. Absolutely. some of those 13,000 and we've done a much better job from last year, but some are conscientious objections. There are some medical exemptions and then there are some kids that are newcomers that we're working with and they're some that we're just struggling to get their families and that's where I'm leaving right now, I'm leaving small. So I'm working late night vaccination clinics every week sometimes two or three times a week. Really putting them at their location but tonight

we only had eight people show up in three and a half hours so I am open to every idea but also getting our admin to understand that once they've reached that time we have to exclude them, it's something I'm working on with our administrators. The last thing we want to do is not have kids attend school but sometimes it takes that final notice for them to, take a seriously unfortunately. So

Chris Montgomery: Wow.

Alana Bejarano: That's something we're working on. But yes, I think it is a large number, but there is some exemptions, there's some other factors still. We need to do a much better job and so I'm partnering with Aph, Austin, voices? Anything I can do. I'm making those outreach efforts and, happy to have any suggestions. If you all have any

Michelle Gallas: Alana, as you know, I'm, faculty with the medical school but also my primary clinic is community care and pflugerville. And,...

Alana Bejarano: Sure.

Michelle Gallas: I know community care would love to collaborate with Austin Independent School, District to get those kids in that need to be seen as I know there's probably a lot of folks out there that have been impacted by Medicaid, unwinding, and their Medicaid being

Michelle Gallas: Literally disappearing into thin air, essentially folks...

01:05:00

Alana Bejarano: Yeah.

Michelle Gallas: who were kicked out of the system because of, different problems with the way.

Michelle Gallas: Texas is handling that right now frankly. And so if you want to talk offline, if you want me to, get you resources to give out to families. I know that at Ascension at the elementary schools the nurses definitely have that. I'm sure you have it but do we on something Do we need to work on another type of collaboration to get vaccines to the kids. Looks like there's

Alana Bejarano: Yeah, water 100%. I'm with you on that Dr. Gallas

Chris Montgomery: Okay, we'll follow up on that too. Joan had a question.

Chris Montgomery: You're muted Joan.

Joan Eisenberg Maniere: For the families that do want their child saw the vaccination or there, are they identifying if those who haven't ever, see them are either, newly arrived, refugees or unhoused families. because I know transportation can be a huge barrier to these appointments. So I don't know if they were volunteer efforts and also the Texas Office of Refugees works. Very closely with endeavors and refugee, or settlement agencies, not even on forest tea, a refuge services of Texas, but on getting the appointments in and helping with getting a volunteer drivers to get people to their appointments. So I don't know. Is that some of the partnerships? Because I just identifying, who the people are that do want to get the vaccinations but there's barriers such as transportation

Alana Bejarano: Yeah, yeah, great point. And so I've partnered with our newcomer organization with aisd, and so when they register for school, we're trying to meet them right then and there at the campus. So it's helping some.

Joan Eisenberg Maniere: Okay.

Alana Bejarano: But yes, there are some language barriers that we're trying to overcome, there are some resources, and some economic areas that it's just almost impossible, parents can't miss work, that kind of thing. So yeah, to your point, we are really trying to do a survey to see what's needed and where so we can put those resources where their best served.

Joan Eisenberg Maniere: Okay, Even setting up does antics have something similar what Main or ISD has the whole child program.

Alana Bejarano: we have We have some child cares and we do try to hit those as well, like our up house school so that the little ones can get their vaccines.

Joan Eisenberg Maniere: Yes, the whole child program specifically for those who are on house or teen pregnant, seas are the children, receiving foster care services and they have the case. I don't know what it's called, Freya Steve, but they have case managers assigned to them. and so they could oversee these families. If you identify the fam, I just don't know what the program be called an AIC, but I'm sure there's a program I still let me nurse programs called...

Alana Bejarano: Yeah.

Joan Eisenberg Maniere: but I just think a lot of it is just yeah.

Alana Bejarano: Yes. the nurses are responsible for the pregnancy related services. So that's actually an outreach effort for us to do some case management to make sure they're little even their newborns are getting their shots, get them on the right path, get signed up for Medicaid if that's what they need. So nurses are directing that kind of in the pregnancy sense. But yes, at risk, people are working with our families. A lot of counselors are working with nurses to make sure they get everything.

Joan Eisenberg Maniere: Okay.

Joan Eisenberg Maniere: Thank you.

Alana Bejarano: Sure.

Chris Montgomery: Any other thoughts or questions items from members specifically?

Michelle Gallas: I would just say that, it's definitely multifactorial right? It's probably a combination of It can be newcomers coming into the school. It can be people who have lost their insurance. It can be vaccine, hesitancy, It's so layered. I don't think there's one solution that fits All the issues. But I think we can only work to help, this Student service health services as best as possible to get people seen. As quickly as possible. Whether it be at the school and in the doctor's office as their pediatrician I'm sure Dr. Owens would echo this. we all want people to establish a medical home. We don't want to just get vaccines and then we want them to have a place where they can go for medical care. So,

Michelle Gallas: The medical home really should The focus. But I understand that can be difficult.

01:10:00

Chris Montgomery: Yes, Francina. I see you raised your hand.

Francina Hollingsworth: Yes, I have a question, Does the city of Austin have a vaccination van or bus, where they go around to neighborhoods and set up a kind of like a community vaccination drive? Okay.

Chris Montgomery: Yeah, they do Austin, public health does and they do it often. Sure.

Francina Hollingsworth: Okay, thank you.

Chris Montgomery: we have some things we need to follow up Dr. Gallas specifically. We have some communications about the gun related stuff and then we need to follow up about the mental health letter that we sent, so we will be working on that. Thank you, Susanne for up to our mental health update. That we set the spring, she's gonna resend that today and hopefully we can get an answer on that before the election, that's super helpful.

Susanne Kerns: And I'll actually send that out to the entire group to. I believe, I can't remember if we had already but for some of the new members who maybe have not seen that letter that were referring to, and just so you can have a little bit of visibility into...

Chris Montgomery: Sure.

Susanne Kerns: what that includes. And I have also included a link to the Google Survey as far as topics that y'all want to be focusing on five.

Francina Hollingsworth: Yeah.

Chris Montgomery: Thank you.

Chris Montgomery: yeah.

Susanne Kerns: People have filled it out, so it's better than nothing but we'd love to hear. From more voices, we're still continuing to see a lot of interest in continuing the discussions on mental health and also some discrimination topics but I just want to make sure we give everybody an opportunity by next meeting to have those topics keep fill out that form and it only takes a couple minutes so appreciate your help.

Chris Montgomery: And our next meeting, I don't have the date in front Did somebody have the date in front of you? It's an in-person meeting. I remember that.

Chris Montgomery: November.

Ann Teich: And is it November 20? I have the calendar.

Chris Montgomery: That's the week.

Stephanie Hebert: Yes. It's November 20.

Chris Montgomery: Is it? Okay, perfect.

Ann Teich: Remember 20.

Chris Montgomery: Remember 20th at headquarters, six o'clock.

Susanne Kerns: And we'll get the upcoming dates added to the agenda for the next meeting so that those will be at our fingertips. Moving forward to

Chris Montgomery: Thanks, you guys look forward to seeing you next month. We have work to do and we will get on it and look forward to communicating in your inbox. Thanks y'all.

Susanne Kerns: we do we need to officially Look at me.

Chris Montgomery: We do.

Susanne Kerns: Look at me. Robert's rule and...

Chris Montgomery: It while Susanne.

Susanne Kerns: over here.

Susanne Kerns: All...

Chris Montgomery: We officially agenda.

Susanne Kerns: And were there any other I want to make sure and...

Susanne Kerns: no more hands raised for questions and look,

Chris Montgomery: Search any hands.

Susanne Kerns: All Looks like we are good. All right.

Chris Montgomery: Okay, 720 Agreement. Thank you.

Susanne Kerns: That dog is ready. All right, thank you, everybody.

Meeting ended after 01:13:32 👋

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