

Triangle ADA 30th Anniversary Event Transcript

Live Streamed and recorded on July 30, 2020

Good afternoon. I'm Sharon Delaney McCloud. Welcome to What's the Deal With DisABILITIES? , The Triangle Celebrates 30 Years of the ADA . Are excited you have chosen to spend your lunch hour with us and we promise to deliver an incredible program. Today you will hear from some amazing trailblazers in the community driving in their lives and careers demonstrating that nothing will stop them from achieving their dreams. There is still much work to be done if we want to be truly inclusive of people of all abilities. At my company we prioritize diversity, equity and inclusion. As I said, if we are to be truly inclusive, we need to think about the many people who contributed to our society in meaningful ways. We have a few housekeeping notes to share including some tips. First, we are grateful to the city of Raleigh for sponsoring our sign language interpreters. The interpreters have joined us. Please put in the message your names so that our team can connect with you and get the sign language interpreters for all the attendees to watch. We also want to thank really North Carolina for providing live captioning services for us. If you need five captioning, select that in your Resume dashboard. Also, to enlarge the screen, whether it is the interpreter for the person speaking, you can pin that window in Zoom by clicking the upper right-hand corner. We also have the chat feature enabled so that if you have questions or comments as we go through the program, please send them to us. We will monitor those and toward the end of the program will have a Q&A. Let's get started with a video showing us how impactful the ADA has been and changed lives over the last 30 years.

[Video with captions]

As you can see there has been so much great work done last 30 years but there is much left to be done as we thought. It is now my honor and privilege to introduce one of our cochairs for the event, John Samuel, the chief architect at LCI.

Thank you. I'm excited to be here and have you attend this event. Full transparency, that was my first time watching that video. That was cool. Cool. This idea came as a part of the planning for the employer resource day for the MIDI on persons with disabilities and I was tasked with doing this job. As COVID came the planning slowed down and I didn't know if this event was going to happen. Then I started to think about this. Traditionally, this happened around the day that the Americans With Disabilities Act was assigned. That's when I realized the ADA was not the work of just a few individuals but rather the coming together of partners and allies to pass this landmark bill and that is what we did. We decided to bring together these partners to celebrate this event. Today about together the mayor committee and the chamber and the workforce development Board and the office of equity affairs and the alliance and the diversity movement, Walk West and LCI West. , LCI Tech. This is a partnership. On top of this amazing collaboration Mayor Baldwin proclaimed July 26 2020 would be the Americans With Disabilities Act Awareness Day. She was not able to attend today but wanted to send a video. Let's check it out.

Hello, I'm the mayor of Raleigh and I'm proud to welcome you to this special event as we celebrate 30 years of the Americans With Disabilities Act. On behalf of the city and the city Council I'm proud to be a part of this important recognition. Probably has a long-standing commitment to the ADA. A regular group which is the committee for persons with disabilities has been in place 1964. More than 50 years. 20 years before the Americans With Disabilities Act became law in 1990. We have made tremendous strides and we continue to make Raleigh more welcoming for those with disabilities. We continue to make forward movement in this area. In the last several years all of the facilities and programs including Parks and Recreation's and greenways were evaluated to make sure that we are being inclusive and we have identified areas where there were barriers that needed to be removed. Staff has predicted a timeframe to bring each into compliance and we are actively working on improvements. We are excited to be selected to host the 2020 Lead conference. This conference would have been in August but it was canceled due to COVID. As recently as three years ago we had not, we would not have been able to host this. Expanded opportunities for those with his abilities

by reducing barriers and changing perception and increasing opportunities is important to me and to everyone on the city Council inclusion makes us all stronger and our community better. I'm proud to proclaim July 26 as Americans With Disabilities Act awareness day in Raleigh. Thank you for all that you do for supporting and working on behalf of those with disabilities and for making our community and our state are stronger. From the bottom of my heart, thank you.

Thank you, Mayor Baldwin. She was quick to reply when we asked her to provide an official will come and the proclamation from the city of Raleigh. Without hesitation. Thank you for your support for this event. As a reminder, if you would like to pin this video the sign language interpreter to the upper right corner of the window and click on it to enlarge that window if you desire sign language interpreter on your computer.

Moving on to our panelists. We have an exciting group of people who will share their stories with you. They represent four areas of disability including in the Americans With Disabilities Act. This includes auditory, visual, cognitive and mobility.

I will introduce Quan Leysath, the manager of business development at LCI and he's responsible for developing a pipeline to create new employment opportunities technology for people who are low vision and blind. He started at Wells Fargo and moved the nonprofit sector where he worked for the national industries for the blind.

Next is Philip Woodward. Is a systems change manager at North Carolina Council on developmental disabilities. He works collaboratively with state and federal government agencies and nonprofit organizations to achieve systems change that allows people with intellectual and other disabilities to fully integrate into their communities. A graduate of the William and Mary undergraduate program as well as law school he is a true community connector who makes people of all abilities feel part of the community.

Next is Ellen Perry. A self advocate for more than 40 years, she owns and operates a small business called advocacy in action and she speaks around the country on issues related to self advocacy and rights and responsibilities and access for people with disabilities. She is committed to her work and helps people with disabilities live as independently as possible in the communities of their choice.

Next we have Chris Hendricks. He has traveled around the United States and the world sharing his visit with people, playing in arenas in the U.S. and the Louvre in Paris. He has written scores for multiple shows and platforms including the theme song for Hulu. He is a professional speaker and writer and entrepreneur and his passion is cofounding the nonprofit platform called perfectly afflicted dedicated to remind you of worth and value through entertainment and the arts.

The moderator is Eric Dixon, the president and CEO of Pro safety management. This company is located in Raleigh and they specialize in personal and corporate safety and his company provides facility management and ADA consulting as well as training in ADA implementation for commercial industries and government agencies, nonprofit business and community partners. Welcome, everyone. Eric, take it away.

Good morning. Welcome to the panel as well. The first question will go to Philip. What are some of the unconscious biases you have experienced in the work place?

Hello. This is Philip Woodward. Unconscious bias that I have experienced including people covering their mouth when they talk to me. I am hard of hearing and I need to be able to relax or have visual cues. Another bias would be someone deciding to call a meeting and not give us enough time to find an interpreter or make other arrangements for effective communication. These are some things for people to keep in mind. When working with people with disabilities particularly those that are deaf and hard of hearing like me.

Chris, I have a question. In your career what are some things that employers have done to make you feel welcome and like you belong?

There have been several instances in my career in the arts. It has always been easy for me to find someone who can carry all the equipment necessary to help me be set up properly before a show so I can be relaxed

and able to do my best. In the corporate world when I have worked for a larger company I've been fortunate to have supervisors who have always made it a priority to make sure that if I needed to rest or take extra time as a result of my cerebral palsy diagnosis that this was afforded to me and I have always been given extra time to get to and from places and to and from work. These are a few examples.

Very good. Quan, I have a question. When the ADA was passed president Bush made it clear that this would help the disability community and the business community. He said it would provide "new sources of workers.". Yet, after 30 years we still have high unemployment for people with disabilities. What do you think employers should know about this untapped talent to change the narrative?

Thank you. I believe we have come a long way from where we were 30 years ago and we have a long way to go. With the employers would need to know and what I would stress to them is that a person with a disability brings a different perspective, a different set of skills and a different set of understanding that would ultimately help to both company with the final product or service for the general population. Thank you

That is good. Ellen, what does the ADA mean for you?

The ADA is a unique law because it gives us rights that we did not have before. Before the ADA people with disabilities were hidden. A lot of people did not have the ability even to vote. People with disabilities could not vote.

Okay.

I think it's very important.

You are absolutely right. Thank you.

Philip, I have another question. There has been a lot of questions, progress since the ADA but where do the gaps remain?

This is for you, Philip Woodward.

This is Philip Woodward. Some of the biggest gaps are community participation. By that I mean community living. For example, in North Carolina we have 14,000 individuals with intellectual or other developmental disabilities on the waiting list. This is also known as the registry of unmet needs waiting for services to help them live independently in the community and participate in the community. Once people truly have a choice and freedom to do what they want date today, day two day and not be stuck in a facility, this will erase one of the big gaps. We also have employment gaps and we would like to see more people with disabilities have equal access to competitive, integrative employment opportunities. And less barriers for people with disabilities to be appreciated. Thank you

Thank you, Philip.

Chris I have a question for you. What advice do you have for others with your type of disability when it comes to building a successful career?

Hello. This is Chris Hendricks. I love to get that Russian because I think currently -- that question because I think currently there is far too much emphasis on the intangible qualities, intangible positive qualities for someone with a condition. For example, persons with disabilities have big hearts and their is something there Mac is something Walt Disney World about that. While that is true, I would say you should focus on the tangible positives. For example, the fact that you have cerebral palsy makes you immediately memorable. It also creates a sense of immediate vulnerability. You were born into the world adapting whereas other people had to take a lot more time to figure out how to adapt to issues. It has been your life mission to adapt. Persons with conditions statistically and tangibly tend to overcompensate and so in the workforce we tend to focus on doing a better job overall as a result of our condition as opposed to if we did not. These are the tangible positives.

Thank you very much.

Ellen, I have a question for you. What changes, physical or attitudinal, have you seen over the last 30 years Of course. Ramps. Public buildings so that people in wheelchairs can get around. Curb cut. This helps people who are visually impaired get off the ramp. We were the first to have this. I can think of that word.

Quan, can you help me ? It is the bubble top, the tactile stuff.

Braille?

No, the stuff on the ground.

I know what you are talking about.

The bubbles.

Yes, the raised bubbles.

The tactile.

Yes, the raised bubbles.

The tactile cutouts.

Yes, we were the first to have that.

Very good.

Quan, this leads me to the next question.

Accessibility technology, what do you use in your daily life that the general public may not know about?

Great question. After going through school and working on my undergraduate degree it's amazing that people ask me how are you going to do this job and access this information? My favorite tool since being visually impaired 20 years is the jaw screen reader and the software that allows me to understand and read and gain information on the computer and hear it with my audio headset. Thank you

That's good. Chris, what are some of the biggest misconceptions about the disability community?

The biggest for me is a perceived lack of intellect. A perception that we are not good communicators. Primarily on the receiving end. I've had multiple experiences where someone has, for lack of a better metaphor, felt they needed to simplify something because they assumed that I didn't understand it. It's always my pleasure to prove them wrong. Nothing vindictive attached to that.

Philip, I have a question for you. What things people do unknowingly that you find annoying, things like maybe leaning on a wheelchair or patronizing behavior? What things do you find annoying that they don't know they are doing?

This is Philip. As I pointed out earlier, if you are communicating with a person that is hard of hearing and you are covering your mouth and you turn away that makes it difficult for us if we need a visual cue. Something else I find annoying is the language we use to describe people with disabilities. Particularly the language that the media uses. I have read articles about people with disabilities where the media uses something for the hearing impaired. This would be better used by a person with a disability such as accessible parking. Or a deaf or hard of hearing person instead of a hearing impaired person. I would like them to use more respectful language to convey respect for the person. Thank you

Thank you, Philip.

Ellen, I have a question for you. How has the ADA impacted your life?

It gave me the freedom to walk up and down the road without feeling like I am going to fall. The sidewalks were hard and there were no curb cuts. There was one near my home and it is still here. They have had to make curb cuts. Also, the buses that ADA gave us freedom to go one place to another. The ADA law makes towns accessible for people with disabilities.

Thank you. I agree with you 100%.

Quan, you get the last question.

All right.

What hobbies do you like? Here's the good part -- does your disability interfere with your ability to enjoy them? How have you made adjustments? Great question. I have several hobbies. I like to run but my favorite hobby is spending time with my kids. That can be just watching television with audio descriptives so I can follow along and understand what is going on and engage with them that way, or using braille cards to learn colors and numbers with the kids. There is a slight modification due to technology but it does not interfere with my hobbies. Thank you

Thank you. That completes our questions. I would like to say thank you to each of you for providing us with valuable information. Now I would ask each panelist to turn off your microphones as we go back to John. Thank you

That was awesome and insightful. Again, this is John Samuel. I want to thank this panel for an insightful discussion. As I was listening, there were some key takeaways. I will share them at the end. I would love to have you make about the key takeaways. That's what this is about. Now I am excited to introduce our keynote speaker. Michael Thor, more commonly known as Thor, a co-owner of whiskey kitchen, a popular restaurant in the area. This year he and his partner were awarded restauranteur's of the year. We are super excited and honored to have him here to share his story. Now here is Thor.

Hello, everybody. I would like to take a moment to thank you for joining us today. Helping us to celebrate the 30th anniversary of the ADA. Times are dictating that we analyze where we are at and question what we need and what we think is right and pivot depending on the answers. The pursuit of knowledge and understanding of one another is crucial. Now more than ever, to redefine the laws and social rules that govern us. I have not been a member of this community for long. We are lucky to have such a wonderful panel that has so much more information on a wider variety of disabilities that I have myself. I can only provide insight into my personal experience, I am grateful for what has been accomplished. We still have a long way to go. I hated the ADA when we were under construction of Whiskey Kitchen. I was not yet a person with a disability. I was an able-bodied person that didn't understand the need, the needs and requirements of the ADA that they were putting forward. It didn't affect me. It didn't affect anyone I knew. So, the whole time we were going through construction I was irritated. I was irritated at all the modifications that were required. It was frustrating. Now I'm incredibly lucky that the ADA was there to enforce those rules. Now I'm able to easily access the building and I can peek in the building without going outside. -- pee In the building. In November 2015, this started as any other day. I was opening my first business, a restaurant. It is a stressful time. So, I woke up with a laundry list of things to do. I set out to accomplish these things. I got up, I took a shower just like anyone else. My wife, Sarah, was in her office on a business call. This was my notoriously favorite time to mess around with her. I did a naked dance and got her into a giggle fit. Her giggle fits our well-known among the people that know her. I love them so much. I got her laughing and interrupted her meeting. I went to my first meeting of the day. I met her for lunch at one of my favorite places in Raleigh. She had never been and I wanted to share it with her. While we were there talked about an accident that had occurred a few days before where some scaffolding fell off a building that was being cleaned. It fell down and hit somebody. It killed them. We were talking about how crazy it is that at any moment in time something can happen to alter your life or end your life. It's crazy that we were talking about that. After lunch I hopped on my motorbike to head home. On my way home I was coming up on a woman driving in the left lane. I was in the right lane. She didn't see me. She marched over and sent me headfirst into a utility pole. I fractured my C 2. It was just a hairline fracture. The injury I got was essentially because nothing was done to prevent the swelling in my neck it nothing had been displaced in my spine. There was no surgery. This didn't allow the swelling anywhere to go. It swelled and bruised and scarred. That is my injury. So, the first bit of the accident when I woke up in the hospital I was telling people give me two months. I will be back at it. Then when two months past I started to say 18 months. When 18 months came by I started to set a smaller more realistic goal. This goes to show you that it is wild how you can be totally aware of your circumstances. I knew that I couldn't move and I was going to have obstacles to overcome. I did not realize I was going to have to figure out how to live a brand new life. This is wild. It is hard to live this way, being totally dependent on others. I can't do what I want, when I want or where I want. I have to rely on somebody to get me ready to go places and do things in every situation. You are constantly having to plan your day. I was used to living my life spontaneity. Spontaneity and freedom. This is very strict. When you are struggling with dehumanization at a basic level, such as not being able to feed myself and get myself water and go to the bathroom. To hoop someone has to come in and put their finger in my butt. I am watching the sign language interpreter now. This is funny. It is tough. It is tough to deal with this dehumanization and that it gets more amplified society and the infrastructure are not meant for you. I recognize just how lucky I am, despite all my complaints that I just laid out in that I have a strong support system and a strong profession and I'm lucky that I opened Whiskey Kitchen prior to this. I can't imagine going through this without any sort of purpose. With no income especially. That is what I am about to dive into now. Disability is like an accident. Once again, this is just myself, but my accident is taking a severe toll financially. There are some things that we will visit later on that will explain that but I want to show you a couple of facts that are on the screen now. I was on aware, unaware until doing this research for this speech that people with disabilities are legally allowed to be paid less than minimum wage if they can't perform the job as well as an able-bodied person. Minimum wage right now is \$7.25, I believe. That is not enough to live on for a regular person, let alone someone who has the expenses that a person with disabilities has. Over one

quarter of people with disabilities say they do not have choice and control over their daily lives. That is exemplified in all the struggles I mentioned that I have. People with disabilities must regularly navigate the world that wasn't built for us. Only buildings after 1990 when the ADA was signed must comply with the ADA regulations. If you are going to renovate a building such as we did with Whiskey Kitchen , we exceeded 20% of the cost of the building at that time with our renovations. It is only the buildings built after 1990 or preen 1990 buildings that have been renovated to a certain point that are required to give people like myself access. There are many places in the U.S. and the world that I cannot visit because they are not set up wheelchair accessibility. I lost my wife. Sorry. People with disabilities significantly more likely to be the victims of crime. I personally rolled around with my iPhone on a holder that somebody could come and take at any point in time. I have been lucky. This is not been something I have had to deal with but it is there. we are a susceptible community in that I cannot defend myself against any predator of any sort. Most people don't know that in a welcoming community like Raleigh, you can trust yourself with strangers. I personally utilize strangers on the street for many different things. Giving me pills, giving me something I dropped along the way. People with disabilities are four times more likely to report being treated badly by healthcare professionals and three times more likely to be denied healthcare altogether. The disabled community is the only community that does not discriminate. It does not matter your age, sex, race, sexual preference, religious preference, your income, how physically capable you are. At any point in time anyone of us, myself included, and experience an life altering event. It could happen this afternoon. It could happen tomorrow. Make it happen next week or next month. It doesn't matter. We are all susceptible becoming a part of the disabled community at any port in time. Insurance needs to be more proactive than reactive. It does not provide access to regular therapy. You get a small number of visits per month from therapists. I have therapy five days per week. I would run out of therapy my insurance divides in under a month. That goes for physical therapy, massage therapy, any other alternative therapies or medicines such as holistic approaches. Those are all out-of-pocket. My caregiver is out-of-pocket. I rely on my caregiver every night to do my bedtime routine and stick her finger up my butt. [Laughter] I love it. It is super, super reactive instead of proactive. It eventually costs everyone more, including myself. If I get sick and I go to the hospital, that is the insurance's job to pay for. But in attempting not to get sick and not to get hospitalized, that comes out of my pocket. So, the assumption that paying for things is a drain, there is evidence to support that with a proactive approach to wellness and therapy it is less of a drain on insurance in the long run. Some things to work on with the actual ADA. Access needs to be improved. Training in hospitality and retail needs to be better. They need to be prepared. Prepared to deal with all types of people with disabilities. And more inclusion in the public media. It is rare to see someone like myself in TV shows, movies and the likes. You have two do something big in order for the mainstream media to pay any attention. I'm highlighting these problems because there are many amazing organizations and groups that came to make the world more inclusive outside of the ADA. From accessible outdoor activities to medical resources to community support. The options to feel included are growing wildly. If you have not seen the documentary, Crip camp on Netflix, I highly suggest watching it. It's about a camp for the disabled back in the 70s and from that camp came Judy and Denise who are quoted here. Judy, especially, is responsible for the ADA and she was the pioneer, the fighting voice for us all. To learn more, I would highly suggest walking that documentary. Again, it's Crip Camp on Netflix.

I wanted to put some resources here for the disabled and the able to. For those looking to expand their horizons and open their eyes and open their mind to people with disabilities. We have a few here. I will leave you with this information. Thank you for your time. I really appreciate it. Thank you

Thank you, Thor. It is interesting to hear everyone's unique story. We have our stories and it's important to share them because that is how we can build empathy toward each other. I appreciate Thor for sharing his story and how he has become one of the top and try toward the North Carolina despite the challenges he's had to overcome. He has a great partner. Thank you, Sarah.

Now we will show a video from our partners at North Carolina State.

Hello I'm Sheri Schwab and the ADA coordinator at NCSU. As we continue the weeklong celebration of the 30th anniversary of the ADA we are proud to be cosponsors of today's event with our peers in the Triangle region. As a land grant we serve the citizens of North Carolina through our teaching, innovation, research and cooperative extension we reach North Carolinians of all abilities and all 100 counties. Students, faculty and staff the first abilities and ideas and world views come together at NCSU as we solve real world problems. The Americans With Disabilities Act promotes inclusion and diversity in the community upholding one of the diversity's core values. We strive to create a more inclusive community for all. We are

proud to share that in the spring 2020 semester over 1600 students with disabilities were receiving academic and co-curricular resources through our disability resource office and we seek to have more students and employees with disabilities join our pack. I want to highlight the programs that help serve our community. Sensory friendly hours with lighting and sound adjustments to provide a more neuro-inclusive space. The pickup service provides individual transportation services to better navigate the campus and has pleaded over 10,000 rides since its inception five years ago. And the accessibility course available for faculty and staff throughout the entire system provides an introduction to digital accessibility and practical methods from cooperating, incorporating accessibility into face-to-face and hybrid and online classrooms. The concepts of what we know as universal design were founded in part by Ron Mays during his time here. This past year we completed a study of the North campus to assess our physical space so we could continue to incorporate universal design elements. Additionally, NC state developed an interactive platform for anyone to view accessible pathways around the campus. NC state strives to incorporate universal design principles to increase access to the classrooms and physical spaces programs and resources. Thanks to the ADA we have a more vibrant place to learn, work and grow. I want to say thank you again to our partners for cosponsoring this event and we appreciate all of you who are joining us in celebrating this milestone of the Americans With Disabilities Act. Thank you

Thank you so much. We so appreciate our partners being able to come together for this event. Right now we have some questions from our attendees. I learned so much throughout this conversation and discussion today. One question we got is, having to do with celebrating this milestone, how is it that it is still allowed for these 14 C waivers allowing sub minimum wage for people with disabilities? Can one of the panelists answer that?

This is John Samuel.

This is Philip Woodward. I'm happy to take a stab at this question. The Council on developmental disabilities and all councils across the country because we have 56 in all, work to produce system change to make communities more inclusive for people with intellectual and other developmental disabilities. A lot of people with IDE work in shelters, shouldered workshops. We want to see change but it doesn't always happen overnight. For example, some parents have been sending their child with an intellectual disability to a sheltered workshop for day program the last 20 or 30 years. If you shut that down they would not know what to do. There's a lot of resistance from some parents and some community organizations who seem to like the concept of sheltered workshops so it's hard to shut them down in one day or right away but we are moving toward a more inclusive society that recognizes the importance of competitive, integrated employment. It's important to keep advocating for competitive integrated employment opportunities where everyone is making minimum wage or higher. And is valued as an employee. Everyone needs to advocate for that and informed their legislators about the importance of this. Thank you

Thank you, Philip.

Another question is, can people with children with disabilities still have a job? The question is, are there support services that are not well advertised or readily available for families with disabled children or children with disabled parents, how to provide childcare and supportive services. Is there a big resource we can send people to?

This is Philip again. I pointed out to me like panel discussion that there is the innovation waiver that provides services for people with intellectual and other developmental disabilities. There is another waiver so that people eligible for Medicaid could get other services such as in-home therapy if needed or direct support professionals if they need a person to help them with daily activities and participation in the community. Some parents, when they give birth to a child with disabilities don't know the resources out there. That innovation waiver is one resource. It's important for parents for a child that might need these services in the future to get on the waiting list as early as possible. You want to contact your county. I can put this in the chat comments. Thank you

Also, the last question, the associated, Association for employment first is working on that issue. The sheltered workshop issue.

This may be an elementary question for people on the webinar, but can you explain what that term means? A sheltered workplace?

A sheltered workshop, as far as I understand it, is a place for people with disabilities to go that do not have a job.

So, it's a day program for shelter workshop?

Like a day program and they also get paid, sometimes a penny a day or half a cent a day.

We have another question. What are the best employers or businesses in The Triangle working on employing those with disabilities that we should be modeling? That's a great question as we close out the Q&A. I think that LCI tech might be one but are there others?

This is John. I appreciate you saying that. There are several great organizations that have done a great job in terms of inclusive hiring. One is Lowe's home improvement. They are totally committed to diversity and inclusion. Also I need to give a shout out to bio Jen. Last year October there were only two organizations that had events celebrating the ADA.

Also, Walgreens. And sometimes Walmart. It depends on the store.

Sharon? This is Eric. With my training one thing that I do is help provide training, particularly for people with disabilities, in becoming instructors in CPR so they can start their own business as CPR instructors. There is an endless supply of clients needing CPR training. Since CPR is a 99% hands-on skill, this is ideal for people with the capability of getting on the floor utilizing their hands to teach this skill to other people who are disabled as well as those who are not disabled.

Eric, thank you. To be cognizant of everyone's time we will take this information from the chat and Q&A and add it to the Triangle ADA website to have this available for everyone who attended today and for those to share this website with others in the community so they can also get these resources. John, why don't you wrap it up? Thank you, Sharon. I want to thank all of our partners and all of you for attending. Like we said, the ADA would not be possible without our partners and allies and for you to be here today is a great first step. I want to give a shout out to our friend Erica who sent a video from [Indiscernible]. Also want to say thank you to Sharon and Brenda from the development board and Doctor Scott and Philip for the Mayor's committee for persons with disabilities. Also the chamber. Thank you so much. Again, this would not be possible without you and we want to thank everyone for attending. Thank you. Again, this is the first year and hopefully we will do this again and consider, continue to celebrate this.

Thanks, John. Thank you, everyone, for attending. We appreciate you engaging and again we have Triangle ADA.com is the website to go to to access more information and resources into the panelists, thank you so much for your time. Happy ADA 30th anniversary.

Thank you, everybody.

[Event concluded]