



**February Seminar Day Chat
March 16, 2022
Leadership Quest Class of 2022**

Welcome & Good News

08:55:49 From Gena Reeder to Everyone:
Good Morning Quest Class!!

08:56:30 From Bailey Martin to Everyone:
Morning Everyone!!!!

08:57:15 From Norma Lee to Everyone:
Good Morning All!

08:57:22 From Erica Holmes to Everyone:
Good Morning Everyone.

09:03:05 From Kim Young to Everyone:
Congratulations!

09:04:21 From Tiffany Harris-Greene to Everyone:
Congratulations!

09:04:28 From Tiffany Harris-Greene to Everyone:
Happy Birthday Anna!!

09:07:45 From Sarah Bennett to Everyone:
I am on the board of Rebuilding Together Richmond, which is a local organization focused on repairs for low-income homeowner. I am not able to make this event next week, though our board treasurer will be there. That said, happy to talk with anyone if you are interested in getting involved!

09:07:54 From Jason Ancarrow (CarMax) to Everyone:
Yay CarMax!

09:10:26 From GRASP-Anne Michie to Everyone:
samoas are the best

09:10:36 From Julie Timm, GRTC to Everyone:
Team ThinMint!

09:11:19 From Bailey Martin to Everyone:
I'm about those peanut butter patties!

09:12:04 From Robbin Mouton to Everyone:
Toast of yay & Lemon

Trauma and ACEs

09:12:21 From Jennifer Kell to Everyone:
Hello Allison!

09:14:07 From Leslie Crabbs to Everyone:
Collaborative Interlaper - I am stealing it!

09:14:27 From Leslie Crabbs to Everyone:
Over lapper!

09:14:59 From Dr. Allison Jackson-Dyer to Everyone:
Collaborative Overlapped vs Turn Taker
<https://www.inc.com/jessica-stillman/conversation-style-interruption-cooperative-overlapping.html>

09:24:22 From Kim Young to Everyone:
In what way does racial trauma intersect with ACEs as there are physical and health components linked to racial trauma.

09:25:43 From Patrick Duke to Everyone:
Good catch Kim

09:29:18 From Patrick Duke to Everyone:
What is the total cost to society of these consequences?

09:29:55 From Patrick Duke to Everyone:
Thanks Dr. Jackson-Dyer

09:31:48 From Kim Young to Everyone:
The other question is how much does trauma generate for governments, private/public organizations and corporations? Trauma is a multi billion dollar industry!

09:32:17 From Patrick Duke to Everyone:
Yes. People are profiting off of it.

09:35:03 From Patrick Duke to Everyone:
Amen

09:35:06 From Kim Young to Everyone:
Correct, people profit from trauma

09:35:17 From Steve Gaidos to Everyone:
What about the profits of drug companies?

09:35:30 From Patricia A. Perry to Everyone:
No incentive to solve, as there is fear of profit loss. Sad but true.

09:40:38 From Verenda Cobbs to Everyone:
I see this impact everyday working within our region with youth

09:41:34 From Kim Young to Everyone:
@Verenda yes...EVERYDAY! 😊

09:41:54 From Verenda Cobbs to Everyone:

Yes Kim! It's REAL life!

09:43:29 From Patrick Duke to Everyone:

In the research how much of the probability of trauma is based on racial make-up versus tied to economic status?

09:44:53 From Patrick Duke to Everyone:

Thanks

09:47:06 From Patrick Duke to Everyone:

Started January 31st when my company halted our international travel

09:51:05 From Patrick Duke to Everyone:

Such excellent visuals

09:52:37 From Kim Young to Everyone:

I can admit that I have trauma from being a social worker and therapist during the pandemic.

09:52:39 From Meldon Jenkins-Jones to Everyone:

Feeling stressed just looking at the pix

09:53:34 From Hannah Qizilbash to Everyone:

I am equally intrigued, humbled and triggered by today's discussion.

09:53:36 From Robbin Mouton to Everyone:

I was in tears!!

09:54:01 From Verenda Cobbs to Everyone:

I am in that process now....

09:54:07 From Patricia A. Perry to Everyone:

Feeling discouraged looking at the pics and knowing the realities. We have a long way to go.....humanity and empathy should be the vision, along with equity.

09:54:17 From Meldon Jenkins-Jones to Everyone:

As a Black person--we so often did not have resources, so for some, it's not new.

09:54:18 From Robbin Mouton to Everyone:

I have experienced 5 or more

09:54:35 From Patricia A. Perry to Everyone:

@Meldon 100% agree!

09:54:41 From Bailey Martin to Everyone:

Our folks have really been feeling this and then we have a hard time finding resources especially when there's an immediate need. We've had these things and a lot of what I call high impact calls during this time, multiple fire deaths and two member deaths

09:54:44 From lefaison to Everyone:

Patricia - I agree. A big part of my grief is the divide that was exposed and realizing just how deep and wide and difficult that is

09:55:31 From Stacy Thomas to Everyone:

I wonder how many of us have failed to acknowledge/admit that we have all experienced trauma....and thus not grieved.

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09:55:41 From Patrick Duke to Everyone:

Yesterday 1,508 died of COVID-19 in the US. Wonder how many died of the after effects we are discussing? They have swept it all under the rug. It disappeared. But, for us it is still a harsh reality.

09:55:49 From Jennifer Kell to Everyone:

Robin's Hope offers virtual and in person groups to assist with trauma recovery. Anyone over 18 is welcome to check us out! www.robinshope.com

09:56:13 From Verenda Cobbs to Everyone:

Thank you for sharing this resource Jennifer!

09:56:17 From Annette Ross to Everyone:

It was difficult watching and hearing leaders and others ignore the pain experienced by so many people.

09:56:34 From Simeon Harris to Everyone:

Powerful info

09:57:35 From Kim Young to Everyone:

@ Annette yes! Organizational trauma is so real too.

09:57:52 From Faith Walker to Everyone:

Great session. This was powerful thanks

09:58:16 From Bailey Martin to Everyone:

Thank you for mentioning colonization.

09:59:30 From Verenda Cobbs to Everyone:

wow

09:59:47 From Verenda Cobbs to Everyone:

Yes @Kim!!

09:59:55 From Matt Simpson to Everyone:

we're kind of in this ballpark, so could you talk about multi-generational/how trauma is passed down and the research on that

10:00:21 From Kristin to Everyone:

Can you please cite books and resources again?

10:00:56 From Dr. Allison Jackson-Dyer to Everyone:

<https://equityinthecenter.org/>

10:01:11 From Bailey Martin to Everyone:

An Indigenous History of the United States-Roxanne Dunbar-Ortiz was a great insight into the effects of colonization. It talks a lot about as you said how dehumanization of indigenous peoples helped justify manifest destiny in America and other colonies much later than most realize

10:01:14 From Dr. Allison Jackson-Dyer to Everyone:

Dr. Heather Hackman - Post Traumatic Master Syndrome

10:01:27 From Dr. Allison Jackson-Dyer to Everyone:

Dr. Degruy - Post Traumatic Slave Syndrome

10:02:14 From Karen Wells to Everyone:

How soon should these evaluations of learned dehumanization begin? As children or wait until people are grown to examine it?

10:03:03 From Kim Young to Everyone:
@ karen Dr. Kenneth Hardy has done work in that area.

10:03:13 From Dr. Allison Jackson-Dyer to Everyone:
<https://idiinventory.com/generalinformation/the-intercultural-development-continuum-idc/>

10:03:23 From Karen Wells to Everyone:
Thanks Kim!

10:03:58 From Kim Young to Everyone:
Dr. Kenneth Hardy-Healing wounds of racial trauma. Focuses on black youth

10:03:59 From Kim Young to Everyone:
<https://static1.squarespace.com/static/545cdfcce4b0a64725b9f65a/t/54da3451e4b0ac9bd1d1cd30/1423586385564/Healing.pdf>

10:04:41 From Dr. Allison Jackson-Dyer to Everyone:
<https://www.nctsn.org/>

10:06:15 From Bailey Martin to Everyone:
"strong black women being raised by a white mother" I love that!

10:06:34 From lefaison to Everyone:
Mom of a biracial little here, too (9 year old boy)!

10:07:36 From Leslie Crabbs to Everyone:
Faith

10:07:41 From Tarvaris McCoy to Everyone:
compartmentalize

10:07:43 From Jennifer Kell to Everyone:
connection

10:07:47 From Patricia A. Perry to Everyone:
The College of William & Mary is constructing a place that acknowledges the role slaves played in the erecting of the school. Very powerful work undertaken by the President there.

10:07:48 From Bailey Martin to Everyone:
Providing and receiving support

10:07:52 From Kim Young to Everyone:
My blackness

10:07:55 From GRASP-Anne Michie to Everyone:
commitment to service

10:07:56 From Patricia A. Perry to Everyone:
PRAYER

10:07:56 From bmalby to Everyone:
stayed calm and focused on task as others openly grieved

10:07:57 From Verenda Cobbs to Everyone:
Community and Faith

10:08:05 From JoAnn Adrales Ruh to Everyone:
maintaining/ strengthening relationships with family and friends

10:08:12 From Norma Lee to Everyone:
Level of care; faith

10:08:13 From Robbin Mouton to Everyone:
Grace

10:08:16 From Marisa Day to Everyone:
empathy

10:08:26 From Anita L. Johnson to Everyone:
Support

10:08:47 From Annette Ross to Everyone:
Pray and then muster up courage to do something. Speak out to bring awareness to the HR Dept.

10:08:55 From Dr. Allison Jackson-Dyer to Everyone:
<https://ginwright.medium.com/the-future-of-healing-shifting-from-trauma-informed-care-to-healing-centered-engagement-634f557ce69c>

10:09:10 From Meldon Jenkins-Jones to Everyone:
Ability to communicate with others in authority about the pain of black boys, advocacy

10:09:19 From Patricia A. Perry to Everyone:
@Annette 100%.....precisely why I entered the field of HR over 25 years ago.

10:09:32 From Mel Smith to Everyone:
Being raised in poverty equipped me to be resilient

10:10:16 From Tarvaris McCoy to Everyone:
surviving poverty gives you a PhD level education

10:11:58 From Annette Ross to Everyone:
Patricia-congratulations and your organization is fortunate to have you in the HR Dept.

10:12:48 From Bailey Martin to Everyone:
Mel and Tavaris-YES!

10:13:52 From Verenda Cobbs to Everyone:
That part @Tavaris

10:14:54 From Kim Young to Everyone:
Stand up Church Hill!! Love my neighborhood

10:14:58 From Anna Page to Everyone:
This podcast was fantastic in terms of facilitating a deeper connection between head and heart in me --
it was really transformational, I highly recommend <https://www.sceneonradio.org/seeing-white/>

10:15:22 From GRASP-Anne Michie to Everyone:
Thanks, Anna - I'll listen to it!

10:17:41 From Verenda Cobbs to Everyone:
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I have participated in Allison's training with Dare to Lead and it was POWERFUL!!!

10:17:45 From Annette Ross to Everyone:

Excellent presentation! This has been a wholesome conversation! Thank you Dr. Jackson-Dyer.

10:17:55 From Verenda Cobbs to Everyone:

Say that!

10:17:57 From Patrick Duke to Everyone:

Bravo!!!!!!!!!!

10:18:07 From Kim Young to Everyone:

PERIOD!

10:18:09 From Faith Walker to Everyone:

yes!

10:18:30 From Patricia A. Perry to Everyone:

EXCELLENT distinction on leader vs manager! Thank you Dr. Allison!

10:18:58 From Verenda Cobbs to Everyone:

YES!!!!

10:19:17 From Robbin Mouton to Everyone:

Great Session!!! Thanks for all the resources.

10:20:29 From Tarvaris McCoy to Everyone:

cancel culture has become a strong adversary to tough conversations

10:21:06 From GRASP-Anne Michie to Everyone:

So true Tarvaris - we find our employees are afraid of saying the "wrong thing" in discussions on DEI

10:21:17 From Simeon Harris to Everyone:

So many GEMS being shared!!!

10:21:29 From Kim Young to Everyone:

"Cancel culture" was co-opted from black twitter by the white media

10:21:53 From Verenda Cobbs to Everyone:

Yes.....

10:21:53 From Patrick Duke to Everyone:

No one should be cancelled. We should all be opened to be counseled.

10:22:11 From Patricia A. Perry to Everyone:

@Patrick - great point!

10:23:25 From Patricia A. Perry to Everyone:

BRAVO!!! What a powerful and inspiring session! Thank you Dr. Allison and Class of 2022 - the BEST!

10:24:47 From GRASP-Anne Michie to Everyone:

Love the idea of "rumble" - everything I've learned in the last two years has made me step up as a rumbler in conversations (my bookclub has come to expect it from me)

10:26:02 From Anita L. Johnson to Everyone:

Thank you so much your nuggets were powerful as well as your presentation your delivered with no FEAR of getting your professional and personal knowledge and experience across

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10:26:26 From Patrick Duke to Everyone:
Excellent!!

10:26:30 From Carolyn Sears to Everyone:
thank you - amazing presentation!

10:26:38 From mhackney to Everyone:
This was wonderful. As a school superintendent, this is the focus of our work right now, and it was
incredibly helpful.

10:26:39 From Verenda Cobbs to Everyone:
This was exactly what I needed today!

10:26:43 From Bailey Martin to Everyone:
Thank you so much! This was fantastic and helpful!

10:26:49 From Jamaal Ellison to Everyone:
Great as always Dr. Allison!!!

10:26:53 From JoAnn Adrales Ruh to Everyone:
Well stated Anita! 100%

10:26:55 From Norma Lee to Everyone:
Thank you! Great presentation!

10:26:57 From Faith Walker to Everyone:
Yes amazing! Thanks so much!

10:26:57 From Bailey Martin to Everyone:
Best class ever!

10:26:59 From Marisa Day to Everyone:
Thank you so much!

10:27:02 From Stacy Thomas to Everyone:
Amazing presentation-thank you!!

10:27:03 From Tiffany Harris-Greene to Everyone:
Wonderful!!

10:27:05 From Tarvaris McCoy to Everyone:
great session

10:27:15 From GRASP-Anne Michie to Everyone:
I will take your messaging and "rumble" more out there!

10:27:18 From Karen Wells to Everyone:
Very Insightful presentation and discussion

10:27:22 From lefaison to Everyone:
Thank you!!!

10:27:49 From Anna Page to Everyone:
Really wonderful, thank you. (And big thanks to those out there rumbling!)

10:27:57 From Scott Dodson (he/him) to Everyone:
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THnak you!

10:28:38 From Jess Burgess to Everyone:
Thank you!!

10:29:16 From Patricia A. Perry to Everyone:
Great song choice after this session.....RUMBLING on the rivah!


10:30:08 From lefaison to Everyone:
I'm waiting to see who forgot to turn their camera off and is currently doing their best Tina Turner impression

10:30:38 From Colleen Garrison to Everyone:
@Laura we can only hope :D

10:31:06 From lefaison to Everyone:


10:31:43 From Faith Walker to Everyone:
checking my camera now lol

10:32:38 From Patricia A. Perry to Everyone:
Dance party break for sure! 🤖

10:33:07 From Faith Walker to Everyone:


10:34:19 From GRASP-Anne Michie to Everyone:
Love this song (btw GM = Anne Michie in chat)

10:39:14 From lefaison to Everyone:
We need an LMR shared Spotify or Apple Music playlist!

10:43:55 From Annette Ross to Everyone:
Great song! I love this song...Fantastic Voyage by Lakeside! I think Target used it in one of their commercials in 2021.

Panel Discussion: Mental Health

10:45:48 From Leslie Crabbs to Everyone:
Coming back to Tom Petty!!! YES

10:46:26 From Leslie Crabbs to Everyone:
@Laura - YES!

10:46:29 From GRASP-Anne Michie to Everyone:
American Girl always reminds me of Silence of the Lambs

10:47:58 From MAF1 to Everyone:
Hey Robert...so good to see you...

10:48:20 From Anita L. Johnson to Everyone:
Good Morning Jeanine

10:58:53 From Meldon Jenkins-Jones to Everyone:
To Jeanine: Does the Court-appointed Advocate from your program replace the Guardian Ad Litem?

11:23:07 From Kristin to Everyone:

Is there any conversation about how to redesign education in a way that supports mental health? Seems like schooling often starts by disconnecting kids from their bodies (sit still, don't move, etc), their feelings (focus on the curriculum/disconnect/compartmentalize) and mistakes lead to back grades (vs learning opportunity) etc? In essence, there is much about traditional school models that complicate resilience...rather than teach and promote it....

11:23:34 From Kristin to Everyone:

*mistakes lead to bad grades

11:23:35 From Jennifer Kell to Everyone:

I worked as a child/youth counselor for many years. One of the things I saw over and over was that the parents of these children often had unaddressed needs that impacted the treatment of the children. Can you speak to the services offered to adults?

11:25:12 From Gena Reeder/LMR to Everyone:

To Robert: Wait times for appointments I understand were very long prior to Covid due to the unfortunate nexus of staff shortages and overwhelming need. What can be done from a workforce development standpoint to increase the # of mental health providers?

11:30:04 From Anita L. Johnson to Everyone:

De-escalation can be difficult however possible

11:32:00 From Verenda Cobbs to Everyone:

To Robert or Gabriella: Have you all encountered the barrier of parents/caregivers being resistant to being open to their children receiving mental health services? Can you share any recommendations for those who work with youth who have mental health needs and their parents are not open to services?

11:33:56 From Meldon Jenkins-Jones to Everyone:

Suggestion: Pro Bono requirement for psychologists?

11:36:16 From Kim Young to Everyone:

@Verenda...I have often found that parents/caregivers are not resistant however they do express system mistrust, fatigue, being overwhelmed, and having their own trauma from receiving services. I would love to see us shift Services from identifying the youth as "the problem" or primary client and focus in the family.

11:36:44 From Jennifer Kell to Everyone:

@Kim - Yes!!!

11:36:59 From Leslie Crabbs to Everyone:

@Kim you speak the truth!

11:37:31 From Kim Young to Everyone:

It is incredibly expensive to become a therapist....it to 10 years plus cost me 80k including student debt, clinical supervision test cost etc.

11:38:03 From Anita L. Johnson to Everyone:

Yes, Kim serving the family from a holistic approach not just the identified child

11:39:38 From Verenda Cobbs to Everyone:

That makes sense @Kim Thanks for sharing that perspective. I have seen this in action many times....

11:40:22 From Erica Holmes to Everyone:

As someone in the social work field and working with our homeless population I have had such a big staff turnover. I am still trying to get fully staffed. It is so HARD.

11:41:52 From Kim Young to Everyone:

I know you know this Veranda...we also see misalignment in the racial and cultural congruency with MH providers and interventions. The current mental and behavioral health system is model around Eurocentric research and approaches.

11:42:10 From Scott Dodson (he/him) to Everyone:

My wife is an LCSW and the supervision expense if its not covered by the employer can be a real challenge for sure. I wonder how young social workers are unable to make it happen.

11:43:28 From Kim Young to Everyone:

@Scott they are struggling and not pursuing clinical licensure... especially black and brown social workers

11:43:58 From Kim Young to Everyone:

Clinical Supervision can cost upwards of 5k plus

11:43:59 From Tiffany Harris-Greene to Everyone:

Are there any proposed bills or legislative conversations taking place to update the licensing process in light of the urgent need?

11:44:10 From Jennifer Kell to Everyone:

I offer clinical supervision in return for volunteer work at Robin's Hope.

11:44:30 From mhackney to Everyone:

May I respond?

11:48:15 From Verenda Cobbs to Everyone:

Absolutely @Kim...my staff has been so frustrated with this reality. I have a background in Mental Health and was a Day Treatment clinician for many years and saw this impact as well. Many of the organizations I have worked for in the past, were not open to equipping staff with relevant training needed to really support youth and families from a culturally relevant perspective. There was a-lot of money being provided by having youth and families enrolled in services, but not many relevant interventions. Another very serious issue.

11:49:37 From Cathy Buckenmaier, Programs & Events Mgr to Everyone:

My camera is acting up but I am still here!

11:52:03 From Kim Young to Everyone:

@Tiffany from what I have tracked the most recent legislation has increased barriers, limited access and implemented more restrictions to the licensing process.

11:54:39 From Tiffany Harris-Greene to Everyone:

@Kim Oh wow! That's unfortunate but not surprising

11:56:27 From lefaison to Everyone:

Thank you all!

12:04:30 From Kim Young to Everyone:

I believe family support partners are accessible through the CSA. Fact check me on that tho...

12:04:51 From Verenda Cobbs to Everyone:

Thanks Kim! I think that would be a great intervention for us!

12:07:31 From Annette Ross to Everyone:

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This is an excellent session! Thank you for telling us about your organizations and how you help the mental health of our children and our communities.

12:08:27 From Marisa Day to Everyone:

Annette- I agree - I am learning so much. I appreciate our experts and also appreciate the comments from experts in the class. I feel like I'm learning so much today. Great shares from our guests and great conversations happening in the chat too!

12:08:34 From Kim Young to Everyone:

The clinical exams have significant bias... racial cultural, ability, etc . They are also one of the greatest barriers to black and brown clinicians entering the field.

12:08:56 From Gabriella Caldwell-Miller to Everyone:

@Kim - You are NOT wrong!

12:09:39 From Patricia A. Perry to Everyone:

@Kim, thanks for raising that point.

12:09:47 From Anita L. Johnson to Everyone:

Thank you all so much this session was very informative and came across as a desire to better serve our children adults and the community as a whole

12:11:41 From Scott Dodson (he/him) to Everyone:

Agreed Thank you so much.

12:12:57 From Jason Ancarrow (CarMax) to Everyone:

Thank you!

12:12:59 From Jennifer Kell to Everyone:

Peer recovery specialists offer another option to provide assistance while waiting for a licensed professional. Peer run programs like Robin's Hope offer these services

12:14:37 From Kim Young to Everyone:

Therapeutic and therapy are different things. There are many folks in the community available to engage therapeutically with children, families, and communities however the schools, non-profits, gov't agencies, have restrictions/policies in places that prevent those from stepping in to support and alleviate some of the clog in the system

12:15:20 From Norma Lee to Everyone:

Thank you all for the work you do

12:16:01 From Gena Reeder/LMR to Everyone:

Thank you so much!!! And Kim, yes, agreed.

Small Group Discussions, Report-Outs, & Evaluation

12:26:25 From Colleen Garrison to Everyone:

What did you learn about the relationship between ACEs and mental health in children and adults?

What additional mental health resources and support do you believe are needed in our community?

12:46:34 From JoAnn Adrales Ruh to Everyone:

Kim and/or Melody- please speak for us :)

12:47:08 From Jennifer Kell to Everyone:
There are "warm lines" by Mental Health America of VA and Alive to provide 24 hour support

12:47:20 From Kim Young to Everyone:
Mental health Crisis lines are 24/7 in Richmond the number is 819-4100

12:47:44 From Faith Walker to Everyone:
thanks Kim

12:48:01 From Kim Young to Everyone:
Henrico the number is 727-8484

12:48:04 From Brittany Schaal to Everyone:
Our group talked more about responding to a mental health crisis, an individual in immediate need, likely unfamiliar with the warm lines or 24/7 crisis lines

12:48:06 From Jennifer Kell to Everyone:
Every CSB has a 24 hour crisis line

12:48:11 From Brittany Schaal to Everyone:
Great job Tiffany!

12:48:34 From lefaison to Everyone:
Our group talked about stigma as well, and breaking down those barriers to seeking help

12:50:28 From Verenda Cobbs to Everyone:
I agree 100%

12:50:46 From Erica Holmes to Everyone:
Well said!

12:50:55 From lefaison to Everyone:
Spot on, Kim - stop attaching so many strings to the funding and let the practitioners guide best use. They're the boots on the ground and know the need.

12:51:17 From Hannah Qizilbash to Everyone:
Thank you Annette!

12:51:23 From Kim Young to Everyone:
There is sooooo much money y'all!

12:51:56 From Faith Walker to Everyone:
yes she was wonderful

12:52:15 From Colleen Garrison to Everyone:
Today's evaluation link:
https://lmronline.formstack.com/forms/lq22_march_16_2022_seminar_evaluation

12:52:28 From Annette Ross to Everyone:
Yes, our group talked about Dr. Allison's session as well! Excellent!

12:52:47 From Gena Reeder/LMR to Everyone:
For those of you interested in board service, email me at greeder@lmronline.org

12:53:32 From Gena Reeder/LMR to Everyone:

And please register to join us at Board Connector on March 29th! Many friends here will be there like GRASP an Rebuilding Together Richmond

12:53:40 From Hannah Qizilbash to Everyone:

Bye everyone

12:53:41 From Kristin to Everyone:

I once heard a fantastic TED talk by a psychiatrist in Africa (don't recall the country) where there was only one psychiatrist for every 100,000 people or so. He resorted to recruiting and training grandmothers (whose life experience prepared them well for empathetic listening) and worked with them to create group support, help identify most critical cases, etc. Wisdom in the community with a little nudge and structure from professionals....Perhaps an example for those seeking non-professional, community based sources. Sorry I don't know the exact names.

12:53:42 From Iefaison to Everyone:

Thanks everyone!!

12:53:55 From Jay Shively to Everyone:

Thanks everyone, great session!

12:53:57 From Colleen Garrison to Everyone:

Today's evaluation link once again!

https://lmronline.formstack.com/forms/lq22_march_16_2022_seminar_evaluation

12:53:59 From Gena Reeder/LMR to Everyone:

<https://lmronline.org/board-connector/>

12:54:02 From JoAnn Adrales Ruh to Everyone:

Thanks! I hope everyone has a great rest of the week.

12:54:35 From Verenda Cobbs to Everyone:

Have a great rest of your week everyone!

12:54:46 From Leslie Crabbs to Everyone:

Thank you! Great session - see you all soon! Bye!

12:55:19 From Leadership Metro Richmond to Everyone:

Next meeting on Wednesday, April 20 at the Greater Richmond Convention Center. See you then!

12:55:53 From Norma Lee to Everyone:

Loved the session! Have a great week everyone!

12:56:13 From Annette Ross to Everyone:

Another great session! Thank you! Have another great and productive day!

13:00:23 From Meldon Jenkins-Jones to Everyone:

Another great session! Thank you, all for your input. Spread the word to people you know about trauma and how important it is to talk to supportive people rather than burying it inside. See you all on April 20th.