

SESSION 3 TRANSCRIPT: FROM PRINCIPLE TO PRACTICE

“CO-CREATING THE NEXT STEPS”

[Jennifer Ross] 12:03:10

Okay. Welcome. Everyone. My name is Jennifer Ross, the executive director of the Ontario Cooperative Association, and we've had a good turnout in the series.

[Jennifer Ross] 12:03:22

The last couple sessions that we've had in since last January, when we started, or sorry since launching in

[Jennifer Ross] 12:03:29

January this year, and I'm happy to see, you know some more of the same people joining us today, so we can really circle back and go over those things and topics that we've learned in the last 2 sessions.

[Jennifer Ross] 12:03:46

So before we proceed, I'd like to acknowledge that the Ontario Cooperative Association resides on the ancestral homelands of the Anishinaabek Peoples.

[Jennifer Ross] 12:03:55

Specifically the traditional territory of the Mississaugas of the Credit First Nations.

[Jennifer Ross] 12:03:58

And we stand on Treaty 3 or Between the Lakes purchase. A few quick housekeeping notes,

[Jennifer Ross] 12:04:06

If you have any technical difficulties, please send a direct message in the chat box to tech one or tech 2 not to everyone,

and someone will assist you if you have any questions you can either use the raise hand function, or write it in the chat, box to everyone and someone will read it aloud. today's

[Jennifer Ross] 12:04:24

session is being recorded and has closed captioning, and we'll be sharing the recording transcript and Speaker slides with everyone after the session.

[Jennifer Ross] 12:04:32

If you haven't already. Please mute your microphone until the breakout portion, when you're in the breakout rooms.

[Jennifer Ross] 12:04:38

Obviously you can unmute and speak freely.

[Jennifer Ross] 12:04:42

Please take a few minutes to complete the short survey that will come to you right after the session

[Jennifer Ross] 12:04:46

Because your feedback is really important to us. So before we begin our session I've been asked to provide a bit of a context to the origin and purpose of principle

[Jennifer Ross] 12:04:58

8, and what inspired this series? The idea of adding an eighth principle centered around diversity, equity, and inclusion, was originally raised

[Jennifer Ross] 12:05:07

A few years ago by the National Cooperative Business Association or Ncba, which is Co-operatives and Mutuals

[Jennifer Ross] 12:05:17

Canada's counterpart in the United States.

[Jennifer Ross] 12:05:18

The American Credit Union association has since gone ahead and officially made

[Jennifer Ross] 12:05:23

Dei the eighth principle, whereas the Ncba is waiting to see where the International Cooperative Alliance consultation on the cooperative identity leads them.

[Jennifer Ross] 12:05:36

At the Ica's 30 Third World Cooperative Congress in December 2021, they kicked off a consultation process aimed at finding out how well the statement of the cooperative identity has stood

[Jennifer Ross] 12:05:52

The test through time. In 2022 co-operators worldwide had a chance to share their opinions in the survey on whether the Co-OP identity or principles and values, and our cooperative difference is well defined and understood.

[Jennifer Ross] 12:06:09

This year they are conducting a series of national, regional, and sectoral consultations that will feed into the global consultation.

[Jennifer Ross] 12:06:20

And in 2024 they will reflect on all of this feedback, in hopes that their members will be able to make a final decision around the status of the

cooperative identity. Here at Oca we began discussing Dei from the perspective of talking to our members about the proposed principle

[Jennifer Ross] 12:06:39

8, but we're particularly inspired by something we had read on

[Jennifer Ross] 12:06:42

Dei Talks, a website created by Maurice Smith, the former CEO of 2 credit unions in North Carolina, and the former chair of the United Credit Union National Association.

[Jennifer Ross] 12:06:57

Recognizing that the original cooperative principles were established in 1844, when the world was a very different place,

[Jennifer Ross] 12:07:05

he has used his platform to encourage cooperatives across the world, to pledge their commitment to an eighth principle

[Jennifer Ross] 12:07:11

Of cooperation centered around Dei.

[Jennifer Ross] 12:07:15

The key here is to engage in dialogue that exores the possibilities of building cooperative culture, of inclusion, and belonging

from here we can begin to rebuild the cooperative sector from the ground up the way that we want it to be not the way we have

[Jennifer Ross] 12:07:31

inherited it.

[Jennifer Ross] 12:07:34

I would now like to welcome the team from the Inclusive Design Research Center, an organization that has worked for the past 30 years to ensure

that our digitally transformed and globally connected society is designed inclusively, thank you for joining us and facilitating today's session welcome to the IDRC team.

[Dana Ayotte] 12:07:55

Thank you, Jennifer. Maybe we'll just quickly introduce ourselves.

[Dana Ayotte] 12:07:58

I'm Dana. I'm a designer at the inclusive Design Research Center.

[Dana Ayotte] 12:08:03

I'll pass it to.

[Sepideh Shahi] 12:08:05

Thanks, Dana! Hi! Everyone welcome. My name is Sepideh.

[Sepideh Shahi] 12:08:10

I'm based in Toronto. I'm also a designer at the inclusive Design Research Center.

[Sepideh Shahi] 12:08:14

I'll pass it to Michelle.

[Michelle D'Souza - IDRC] 12:08:16

Hi! There! I'm Michelle! I'm a project coordinator and software developer at the Institute Design Research Center.

[Michelle D'Souza - IDRC] 12:08:24

And I will pass it to Colin.

[Colin Clark] 12:08:26

Hi, everyone! I'm Colin Clark. I'm the associate director of the Inclusive Design Research Center, and I'm really interested in how

technologies and platforms can be built in a way that's reflective of the cooperative principles and this broader notion of inclusion and

[Colin Clark] 12:08:40

equity in work. It's great to be here. Thanks.

[Sepideh Shahi] 12:08:50

Thanks, Colin. I would like to go over our agenda for today's workshop.

[Sepideh Shahi] 12:08:57

We are going to start by reviewing our previous sessions in the series, and then Dana will talk to us about an inclusive approach we are going to take

throughout this workshop.

[Sepideh Shahi] 12:09:07

Then we will break out into different groups for groups, and in each group we will have a warm-up activity, a very quick one,

and then we will go to have a more deeper conversation around principle 8

[Sepideh Shahi] 12:09:23

And its application, and the supports that is needed, and things like that, and then we will wrap up with a quick activity, and we will come back to the larger group at the end of it.

[Sepideh Shahi] 12:09:33

So at the end of this workshop we will have about 20 min to share back and talk about our experiences and think about the next steps for this conversation, and how we are going to move forward with it.

[Sepideh Shahi] 12:09:47

That's our plan for today.

[Sepideh Shahi] 12:09:52

If you don't mind, Michelle, you can stop sharing, and then we can start with being the previous sessions.

[Dana Ayotte] 12:09:59

One moment while I get into presentation view. Here.

[Sepideh Shahi] 12:10:07

Thank you so much, Dana. So in our first Session that was facilitated by freedom dreams we learned about.

[Sepideh Shahi] 12:10:17

We talked about principle one, voluntarily and open membership from a cooperative perspective.

[Sepideh Shahi] 12:10:26

In that session We also talked about anti discrimination practices that are more passive versus anti- oppression approaches that are more

active and sustainable in the same session we all work together to think through a case study give me 1 second to make sure, it

[Sepideh Shahi] 12:10:49

was an a sample inclusion policy statement from a bike shop in Toronto to reflect an on anti- oppression approaches that we can take, and at the end of that

session we all talked about how we have to always revisit and question our approaches to be able to move towards a

[Sepideh Shahi] 12:11:07

more inclusive Co-OP movement.

[Sepideh Shahi] 12:11:12

In our second session we had amazing speakers. Esther and Juliet.

[Sepideh Shahi] 12:11:18

They talk to us about setting up co-ops with women, particularly women of color and new immigrants, and they talk to us about the need for anti-opression work

within the Co-OP movement.

[Sepideh Shahi] 12:11:33

Juliet talk to us about Rosca's and we learned about more,

[Sepideh Shahi] 12:11:38

We learn more about Rosca's and solidarity economy and we looked at an end-to-end system change.

[Sepideh Shahi] 12:11:45

And here we are today, we want to talk to you about your experiences.

[Sepideh Shahi] 12:11:50

We want to hear, hear from you, and how you are running your co-ops, and what experiences you are having.

[Sepideh Shahi] 12:11:58

We want to work together to explore whether an 8 principle is needed.

[Sepideh Shahi] 12:12:03

And what if we included what might happen? What are the next steps?

[Sepideh Shahi] 12:12:08

What possibilities can open up can be opened up by having a principle.

[Sepideh Shahi] 12:12:13

8 and together hopefully, we can identify the supports that we need to create a more inclusive co-OP movements.

[Sepideh Shahi] 12:12:22

So this is our plan, and I'm going to give it to Dana to talk more about our inclusive approach.

[Dana Ayotte] 12:12:27

Thanks Sepideh. Yeah. So I just wanted to start with a brief framing of kind of diversity, equity, and inclusion.

[Dana Ayotte] 12:12:37

I know this term is gets thrown around a lot these days, and it's a really important term.

[Dana Ayotte] 12:12:41

But in some, sometimes, and in some cases it's come to represent almost a sort of compliance approach.

[Dana Ayotte] 12:12:48

And we we don't want to go there.

[Dana Ayotte] 12:12:51

We don't want to just be checking a box or find a quick fix.

[Dana Ayotte] 12:12:52

And I think we're all on, probably on the same page about this.

[Dana Ayotte] 12:12:54

What we really want to do is create systemic change.

[Dana Ayotte] 12:12:58

And so we wanna take an inclusive approach which what what we mean by that is inviting in those who have been pushed to the margins.

[Dana Ayotte] 12:13:07

Those who have faced barriers to participation in different ways, and those whose needs typically haven't been met.

[Dana Ayotte] 12:13:15

So we just wanted to mention that upfront.

[Dana Ayotte] 12:13:17

And then we're gonna go through a few slides.

[Dana Ayotte] 12:13:19

That kind of talk in a little more detail about the approach we wanna take today.

[Dana Ayotte] 12:13:24

So we wanna you know, we know that we're not gonna solve everything for all time in 3 sessions.

[Dana Ayotte] 12:13:30

That would be really nice. But what we and that's for a few reasons, not only because you know, 3 sessions and about an hour and a half each.

[Dana Ayotte] 12:13:38

Aren't, Aren't that much, And, but also we know that nothing is ever totally fixed or solved for good.

[Dana Ayotte] 12:13:44

There's always situations that the world is changing. People are changing.

[Dana Ayotte] 12:13:48

There's there's different circumstances that come along.

[Dana Ayotte] 12:13:52

And and also we're changing and learning and and so we want to always be remain vigilant and flexible.

[Dana Ayotte] 12:13:57

As a result in terms of how we approach things, and and always kind of questioning how we are doing it.

[Dana Ayotte] 12:14:02

And is it still working? Is it still working for everybody? And we also need to consider the perspectives of those who may not be here with us today, and you know, there's, everyone has a lot of different needs, and and we wanna, make sure we're taking those into account and we'll talk a little, we'll talk a little bit about that at the end how we might, next steps,

[Dana Ayotte] 12:14:22

how we might wanna proceed in that respect.

[Dana Ayotte] 12:14:26

So we're here together today to start the discussion, we started the discussion here.

[Dana Ayotte] 12:14:30

We are in our third session. But continue the discussion.

[Dana Ayotte] 12:14:33

Ask questions, and not be afraid, you know, to ask questions. We want to identify key issues and challenges.

[Dana Ayotte] 12:14:41

And our next steps, and come up with some promising approaches to making the cooperative movement more inclusive.

[Dana Ayotte] 12:14:51

So, as I said, Yeah, let's not be afraid to ask questions, and maybe make a few mistakes here and there.

[Dana Ayotte] 12:14:57

Keep an open mind, and respect each other's opinions, and just remember our common goal to create the Co-OP movement of the future

that we want, that's a great co-OP movement of the future that we want.

[Dana Ayotte] 12:15:10

So that's it for my presentation. Here, I'll just stop sharing.

[Dana Ayotte] 12:15:18

Okay.

[Dana Ayotte] 12:15:21

I'm stuck in slide mode. Here, there we go.

[Dana Ayotte] 12:15:24

So now we are going to move into breakout groups. I did want to say off the top as well that we're not going to have a formal break,

but please take a break whenever you need one, and just maybe let your group know, I'm stepping away for a few minutes.

[Dana Ayotte] 12:15:42

And yeah, I think we're we're gonna be divided into groups. Now.

-Breakout Rooms-

Michelle: I obviously don't know how all your conversations went. Ours was amazing. I feel like I learned a ton and I feel very full of ideas and and yeah,

I'm just really grateful for being able to be part of this this work. I think this work is really important and super interesting.

So what we're going to do is spend a few minutes now sharing back some concrete actions that we can take now in our coops and as we were

talking about in in my room, you know this is partly.

It's partly to come up with a set of things that people who are not sure about where to start, they want to start, but they're not sure about where to start.

They can, they can look at the set of things and and maybe pick a few of them and get started on this work now. So I'm actually going to pick on a person

who was in my group because she has something wonderful just to say. So Wendy, if you don't mind starting us off, that would be fantastic.

Wendy: Sure, thanks. We were just talking about something that we could do that with concrete and at my organization, just the cooperators,

we recognize through the process of getting involved in the ICA's review of cooperative principles that we needed to come up with our own organizational

statement of cooperative identity. So figuring out how to take that broad global statement of coop identity and actually create our own and then use

that as a guidepost. I don't think the intention is that this will be a static document and we'll never change, but that as the principles evolve and as

we evolve as an organization, that this document will help guide us to ensure that we do that with full focus and concern for who we are as a cooperative organization.

Michelle: I wonder if there's someone from another group who would like to share something you talked about, or

something that you had considered or that you're doing in your coop now.

Russ: Yeah, I just wanted to share something that we're doing on a very concrete level, very real. And we formed indigenous circle together with people from Alderville First Nation.

We live in a rural community in Eastern Ontario. We're not in a big urban center. The population here is about 13,000 people.

And we saved the movie theater here about 12 years ago, and we survived the pandemic.

So we have an indigenous circle that is, we've offered free memberships for Indigenous people, also free movies, and we're providing transportation from three different,

maybe even 4 curved Lake, Alderville, Serpent River, which is Hiawatha and Tyendinaga First Nations.

This community has a history of racism, like most of Canada, and colonialization of indigenous people. So this is a really great thing, I think, that is being driven by the indigenous people.

So we're doing the first program in the theater, and it's four showings of the Buffy St. Marie Documentary.

And elders and young people are going to be brought to the film from the First Nations at no cost. And we're also showing it to the public and to our high school students and our communities. So that's something very concrete that we're doing.

Sujit: Just I want to add something regarding this because I was the note taker, so I find out like the room 4 it was like lots of information from that, Donald,

Andrew and then Craig. So if I want to summarize the, like my note taking, I find out like Donald emphasize on,

On like the housing cooperative. So like he told like there is a, he needs, he needs more participation for the housing cooperative, for the more women's participation.

And then also Craig focused on the like, not only the P8, he focused on the all the principles so if we are care about the All the seven principles. Then it also covered the principle 8.

Dana: I didn't want to just quickly share, I just thought I'd share. One thing that just came up a lot in our group was about education and training and there was some success stories

of anti oppression training really having an impact on the Co-op and also. Oh my gosh. I just said, was I muted the whole time, no part way through. OK.

I'm not sure what you heard but yeah so education and training really being essential is a kind of place to to really start before we can do some of the other things that we might need to do.

So I just wanted to share that that came up a lot in our group and that I think that you might have heard me say that anti oppression training was an example that was given that was really successful and that offering free information sessions.

Just I'm just going to read this on where to find Co-op support information and connection to existing lawyers and accountants that know co-ops. And there was mention of Co-op zone as a useful resource but just wanted to share that.

Donald: 20:15: A couple of two points. One is that I really think that it's important to add this principle. I've been involved, of course for a very long time and

The seven principles combined, which I always thought we covered this are clearly not, given the behavior of certain co-ops and certain individuals. The other thing I like to say,

because we haven't really talked about it, is I think it there should be 8 principles, but I don't think this should be the 8th principle. I think it should be the third principle.

Andrew: Donald, just to clarify that you're suggesting that it would be the third principle, we would shift those other principles in number one over?

Donald: Right. Yeah, there'd still be 8 principles, but we've been talking about it as the 8th principle, is that somehow it's global the way that the issue about the community is,

and I think it's more in internal and to individuals and that's why it should follow To open, and then Democratic, and then It's inclusive and diverse. And then on to the others.

Colin: Often my my question, and of course it's a question that that has to come at the right time. Hopefully this is the right time, but What do we do? What? What happens next?

So I wonder if people have have thoughts on next steps for this whole question of of principle 8, in my group we we talked a bit about The idea of co- designing principle 8 and

who actually should be writing it driving the process. And so I wonder if people have thoughts on how we build on these three, as Dana mentioned earlier, 3 relatively short,

but I think hugely generative sessions to to see this through in a way that Reflects the cooperative principles and the values that our, our speakers throughout this series Have told us about.

any thoughts on next steps..

Tonya: Hi my my name is showing there but I'm from Dufferin Grove housing co-op here in Toronto so our Co-op is actively working on this right now.

We are trying to work as a group to develop policies for DEI and I think it should be a collective Working with with the Co-op. Like whatever your Co-op is, think as a group you you should all like work together on developing your policies for it. I, that's just my opinion, but that's what we're doing here.

Donald: So I don't hear from anybody else, it's Donald again. So I think we have to be realistic about how decisions are made in the system and as much as we probably don't like it, some of us and that is,

that if this really is going to be a principle and we're really going to add it to the to the seven, however we do that and it's going to sort of stick, then we have to start at the top

And work down in terms of how decisions are made in the coop system about these kinds of things. So most of us, I think on this call are sort of what I would call the grassroots group and we need to impress

upon the people that represent us at the next level. So in the case of different growth that would be CFT, the Toronto Housing Federation, to wherever they send people in terms of board members and delegates,

then they need to do that. A big advantage for housing costs. We also have a national organization which grassroots people go. So in June or before June, it would be helpful if a couple of co-op housing

coops would get together and draft a resolution Asking the, the national to to take this up and I, we may or may not have wording at that time but we could certainly sell the concept. So those of us around

the table who are in housing coops should be talking to our alternate and delegates that are going in June to the meeting and, and that's how it starts I mean.

It's it's great that we're doing stuff in our coops and we should all be doing stuff in our coops. And I'm not trying to discourage people, but if we if we really truly want to have this thing out there,

then you got to go through this bureaucratic process that it probably itself is not inclusive.

Tonya: Thank you, Donald, and please include Dufferin Grove if you want to send out a memo to all of us that are in the housing Co-op field, just send out something to us by e-mail, but include us in your call for our next meeting.

Colin: One of the things that struck me in the discussion in our group was the question of Belonging and definition of Coop and not Coop. So the importance of engaging people who are participating in things that are coop aligned

but are seen as informal. And Juliet, I don't want to put you on the spot, but I also don't want to speak for you. You talked a lot about The process of Co designing and defining this principle 8 needing to be driven by those who

are most impacted and doing so in order to avoid replicating the same exclusions again, possibly without knowing it and and with good intention, but still replicating.

Juliet: Yes, thank you, Colin. Yes, so I was saying that that it's really important in the Co designing stages for those that are most impacted and to be a part of that process and actually to to be you know kind of the people

leading it and then being supported and only because the the cooperative sector as is now is already excluding them, right. The problem exists. So if we're going to have the same people ,um, trying to fix it, we might not have

the outcomes that we're looking to get right. And and so there's a need to look at the broader spectrum of yes, there's the formal cooperative, but a lot of the marginalized, equity denied groups are in the informal space.

They are not even You know, for for whatever reason, maybe because of the steps to join formally as a Co-op or, you know, financial barrier, whatever, or just the lack of trust, they are not already in the space. And if they're not,

it means that the existing structures are not probably not equipped to handle the challenges that they face, because they might not even recognize them. They might not even be aware of them, right? They could be blind spots.

Who I think, who is in the room? I love that question because that's foundational to the outcomes that we're looking to have, so It has to be open to those in the informal space, those like,

Even just curating who are these people and then engaging and making sure they're part of the process would really help. And and the example I use of course was like the Rosca and and some other coops that we know even in the food

space that they they they are operating informally. They use the cooperative principles like all seven, but they're just not maybe formally registered and they're already facing harms right. So how do we bring them into the room?

Colin: Question to kind of think about, reflect on, on your own and then and then share back with all of us and and the Ontario Co-op Association as well as if you were to be creating an invitation list for a working group to work on

this this principle eight who would you invite? What are the choices you'd make to determine who was on that that invitation list why should they be there and how might you intentionally

Cultivate a working group that reflects the values that we've been talking about today, the value of Putting leadership in in those most impacted in grassroots and democratic decision making and so on.

So, so maybe maybe think on that after the session and in the coming weeks and and share back your thoughts with us all?

Jennifer: I noticed that we were running out of time. I'll just touch on it briefly. So like Don mentioned, you know, there's lots of other groups like the ICA and others that are working on what this means

and how it works and how do we get it included. It has to go to the ICA for us to adopt it or can we adopt it just ourselves? I don't know. Our conversations and our meeting or our breakout was about do we need

an eighth one or can we infuse the DEI lens into all of them and when looking at that Approach I, working for the Ontario Cooperative Association, would love to see or hear some practices of how we can start not enforcing because

we don't have that control. But how do we start to get people to use a DEI lens in all of the work that they're doing in their cooperative in relation to the existing principles,

because we are champions of those principles. We want people to cooperate with each other. We want them to do, you know, good work and care for their community and all of those things. So We want wording, language, thoughts on how to

increase diversity, equity, inclusion in all the things that we do, and make sure that the co-ops that are members of ours and those in the sector are actually just following through with those things on an everyday basis.

Because that might be the first step or even a a step alongside getting some wording in about an eighth principle. But even with the principle, how do we make sure that they're doing it? Because all seven are not always being checked

by every Co-op, right? They're not always Doing all of them. So how do we make sure that just adding an 8 one that people actually do something about it, it's not just another number on a list.

Juliet: So I I can I just add briefly before I because I think we have just two minutes left, um Jennifer I that's a great point. I think what I wanted to add was I think pretty much with how we do with the feminist lens, coops can do

audits on what they're currently doing because if you don't audit yourself you will know where the gaps are. And so if you're able to do an audit it becomes very clear right. If you're not diverse enough equitable Enough, you know,

inclusive enough. And that's something that we can use existing frameworks for those that are already doing, whether it's anti oppressive training, anti racist training, you know, all the DEI. But in a way that's culturally attuned.

And I think I keep bringing this up because the challenge we see with the capitalist world is that DEI is now just a compliance thing that they just check off, right. We don't want to replicate that.

And so it's really important to use that, you know, informed lens.

Jennifer: Sorry, there is work coming out of, I believe St. Mary's University where they have a matrix framework where they're trying to allow more people to use it to, to be able to see and benchmark yourself against the cooperative

principles and against others in your industry, in the sector, all of those things. So it's new and coming out, but we will definitely be following up on that to see if that also can be a tool to help people measure not only

on the other seven but on an eighth if we add it, so great.

Sepideh: Perfect. This is Sepideh, first, I want to thank you all for the great conversations that we have had today and your participation in this workshop. And this is not our the, the last thing, the the last time we're going to meet.

This is an ongoing conversation. You have access to the emails of the organizers and OCA. So please feel free to share your imagined P8 or if you're thinking we have to redefine our existing principles, just share them back with us so

we know about what you're thinking and what we have to do about this P8. Also, we are going to share a list of resources with you after this session. It will be emailed to you within the next few days and feel free to make that a

living document and add to it and leave comments on it so we can use this as a shared resource moving forward. That's it from us back to OCA now.

Jennifer: I'm not sure. I believe Michelle probably has some more slides that she wants to put up as I close out our meeting today, so I might just give her two seconds to do that. But while we wait for that to come on screen,

I'd like to thank the inclusive Design Research Center for this, for facilitating this journey today and for working with us throughout this series to help bring about meaningful dialogue around this topic.

Thank you to all of the great speakers that we've engaged with in this process. Susanna Redekop and Christine Clarke from the Freedom Dreams cooperative education. Esther Enyolu from the multicultural resource and counseling center.

And Juliet 'Kego Ume-Onyido. I'm sorry if I pronounced that incorrectly, Juliet, but she is from the oh go great. She's from the black woman's professional worker cooperative who presented at our last session as well. If you haven't

already done so, please take a moment to learn more about all of the incredible organizations that helped us with these sessions on their websites.

And last but not least, I would like to thank our sponsors for recognizing the value of these sessions and supporting this series. Alterna Savings, Frontline Credit Union, Gay Lea Foods Cooperative, Iler Campbell LLP, Meridian,

Northern Credit Union, Quadro Communications. You will be receiving a copy of the slides recording transcript from today's session in a few days

once we get that organized. And please don't forget to complete the brief survey that you'll receive at the end as you log out and then you'll also receive that follow up documentation that the inclusive Design Research Center

will put together as well. So thanks everyone for joining us today and for all the other sessions that you took part in.

We look forward to continuing these journey in this conversations in the coming year