



U.S. NABCI Committee Meeting Notes
North American Bird Conservation Initiative- U.S. Committee
24-25 February 2022
All times are in Eastern Time

Meeting Theme

One Health: Interconnectivity between humans, animals, and our shared environment.

ONE QUESTION [POLL](#) ON THE SUMMER U.S. NABCI MEETING. HYBRID? IN PERSON?

[Access the Day 1 meeting recording here.](#)

**Next to each presentation you will find the time they show up on the recording video.

Thursday, 24 February 2022 11 am-1 pm Eastern time

Welcome, Introductions, and Agreements

Jerome Ford, US Fish and Wildlife Service/Judy Camuso, Maine Department of Inland Fisheries and Wildlife

The theme of this meeting was One Health.

- One Health is a holistic approach to achieving positive health outcomes that recognize the interconnections between people, animals, and our shared environment.
- One Health recognizes the need for interdisciplinary and innovative partnerships to address human wellness, animal health, and ecological health.
- We must recognize all things are connected. We don't have to lead with birds, we can get where we need to be with the connections. A healthy environment includes all the wildlife and humans. We have to think of more than just birds. NABCI has done a phenomenal job at looking at the whole picture.

Key topics and questions to consider during the meeting:

- How can NABCI coordinate and coalesce the 3 Billion Birds (3BB) effort as an opportunity for NABCI to be a coordinating body?
- NABCI's goals are to set the benchmarks and provide a sense of direction and guidance to partners.

U.S. NABCI Coordinator Overview (00:24:59)

Susana Mateos, U.S. NABCI

Purpose: Provide a high-level overview of NABCI accomplishments, future directions, meeting themes, and meeting goals

[See Susana's Slides](#)

U.S. NABCI Accomplishments:

NABCI continues to cultivate creative partnerships to advance bird conservation and social goals. In partnership with the Diversity Joint Venture for Conservation Careers, NABCI's Community of Practice has amplified issues related to diversity, equity, inclusion, and justice, where the bird conservation community can share lessons learned, strategies, and hold each other accountable.

- The [Community of Practice](#) hosted four webinars in 2021 in conjunction with State, Federal, and NGO partners.
- Finalized [2018-2023 Farm Bill Field Guide](#)
- NABCI's Bringing Back Three Billion Birds (BB3BB) ad hoc group developed a [Five Game Changing Paradigms White Paper](#).
- NABCI members continued to engage partners, hold subcommittee meetings, accomplish work plan goals without a NABCI Coordinator for five months.

3 Billion Birds Update (00:34:05)

Todd Fearer, Appalachian Mountain Joint Venture

Nanette Seto, U.S. Fish and Wildlife Service, Migratory Bird Program

Addressing the Environmental One Health Goal

Purpose: This presentation will provide a brief overview of progress under NABCI's "5 Game Changing Paradigms," including Road to Recovery science. Nanette will provide an update on the Service's 3 Billion Birds response effort. Both presentations will strengthen the 3 billion birds conservation effort.

Road to Recovery (R2R) Initiative

- Working on developing the process on restoring for restoring bird populations.
- Workshops and listening sessions to get feedback on the R2R framework,
- Secured funding for three pilot projects to test drive the framework power some species groups to advance (Lesser Yellowlegs, Evening Grosbeak, and Golden-winged Warbler).

U.S. NABCI Strategic Plan

- Define and catalyze NABCI's role in leading and serving as the overarching coordinating body for the 3 Billion Birds (3BB) initiatives.
- NABCI Committee Business meeting will focus on the Strategic Plan.

Nanette Seto (00:40:51)

See Nanette's Slides

- Services' efforts and strategies and priorities for the coming year
- We cannot save birds by only focusing on birds. Build on bc infrastructure, continental, flyway councils, JV
- Established 6 teams to amplify USFWS's ongoing actions
 - 5-1 teams: 5 bird taxa or habitat types and at least one major threat
 - Grassland birds- sharpest declines; Shorebirds; Forest- lost 1 billion birds; Aerial insectivores- significant population loss; Seabirds - declines of 70%. Anthropogenic mortality, each group has experts and actions plans to address key threats
- 2021 [Recently published Birds of Conservation Concern](#).
- Incorporate NABCI priorities into the Federal Council for the Conservation of Migratory Birds planning and actions
- Engage with other Federal Agencies on Infrastructure Legislation for mutually beneficial projects that will meet mandates but contribute to Bird Conservation.

Recovering America's Wildlife Act (RAWA) (00:57:46)

Sean Saville, Association of Fish and Wildlife Agencies (AFWA)

Addressing the Environmental One Health Goal

Purpose: Provide an overview of the RAWA legislation and where it stands.

- Huge bipartisan support, shifted to when and how from an if. Next stage for movement on the bill will be to plan mark up in the environmental and public works (EPW) committee (March/April). Floor prior to summer.
- Birds continue to be great messengers for the bill, primary ecosystem type or habitat type that could benefit from this Bill.
- The Wildlife Society held a [Congressional briefing](#) in February 2022 with the theme of Wildlife in Crises.
- Goals are to drive up cosponsors prior to getting to the Senate and House floor. Leaders will prioritize the bill for floor time. Biden Administration has mentioned they are looking forward to seeing the Bill come their way.
- Also, check out these [great one pagers](#) developed with State agencies and partners that highlight shovel-ready projects from State Wildlife Action Plans in each state that are ready to go and would be able to get going quickly with Recovering America's Wildlife Act funding. Link to the [Alliance for America's Fish and Wildlife Toolkit](#).

State of the Birds Report: Continued Communication (01:09:40)

Miyoko Chu, Cornell Lab of Ornithology

Ken Rosenberg, Cornell Lab of Ornithology

Addressing the Environmental One Health Goal

Purpose: Short session on Report development and communication strategies.

[View Miyoko and Ken's Slides](#)

Ken Rosenberg

- Cornell Lab of Ornithology has taken a lead role in the production of the State the Birds Report (SOTB).
- Acknowledge John Sauer, the lead data analyst- responsible for all the analysis in the key indicators presented in the SOTB.
- Acknowledge USGS for administering the Bird Breeding Survey (BBS). BBS is foundational for SOTB analysis, the 2019 3BB paper, and the identification of species on the brink. This is going to become more important as we evaluate the success of our actions in conservation efforts.

Miyoko Chu

- Entering production, (Jun.-Sep.).
- SOTB reports authoritative science telling us how our nation's birds are faring.
- The target audience is decision makers (Executive and Legislative branches).
- Throughout the report, there will be an echo the Biden's admin America the Beautiful Plan. Protecting birds benefit biodiversity, climate, and environmental justice.
- Using Breeding Bird Survey and eBird data for finer spatial scale- details TBA.
 - Maps enable people to see and relate the birds to the places they live.
- Take home message: to bend the curve from the 3BB paper, increase the scale of funding to bird conservation, reimagine, restore species on the brink, targeted funding streams to keep them off ESA, power of science and technologies along with the power of diverse partners. Health of birds and the health of people, draw on success stories among partners and communities.
- Invited essay by ornithologist Dr. Drew Lanham on the importance of envisioning range maps along with the human perspective when talking about bird conservation.
- Role out: Three teams
 - Partners team-practitioners to feel ownership and to feel they can use it to advance their own work.
 - The publicity team-media attention and social media engagement and events.
 - Policy team- events developing resources for legislative decision makers, webinars, bird walks, multimedia work with communities across the country to be a part of the message

NABCI Human Dimensions Subcommittee Updates and Social Science Coordinator (SSC) updates (01:32:50)

Tammy VerCauteren, Bird Conservancy of the Rockies

Addressing the Environmental One Health Goal

Purpose: Review of high-level goals from work plan, next steps for Advisory Team

See Tammy's Slides

- Jessica Barnes accepted a National Social Scientist position with US Forest Service.
- Mark your calendars for April 6 1-230pm EDT for webinar. [Registration link](#).
 - Working on highlighting successful internship programs.
- [Human Dimensions One Pager](#).
 - Updating this document to address operationalizing Social Science into our work.
 - Providing a tool that addresses where to insert SS, how to get started, who to engage, how to apply the information, identifying communities we impact, and how to genuinely include everyone and their perspectives.
- [Social Science Success Stories](#).
 - Putting out a call for more success stories.
 - Connecting with Road to Recovery for possible future of this the NABCI Social Science Coordinator position.
 - Co-chair position OPEN.

Partners in Flight: Visioning Update (01:58:40)

Bob Ford, US Fish and Wildlife Service

Addressing the Environmental One Health Goal

Purpose: Brief summary on the PIF's 2022 Visioning Steering Committee meeting. Specifically how the steering committee can ensure that PIF remains a driving force in bird conservation over the coming decades.

- The Partners in Flight Steering Committee launched a long and short term visioning exercise to consider obstacles and opportunities for bird conservation for the next 10 – 30 years and to determine desired short term (1-2 years) results.
- For long term visioning, three working groups were formed:
 - History – successes and challenges
 - Engagement with diversity, equity, inclusion, and justice topics
 - Future obstacles and opportunities in bird conservation (“Horizon scanning”)
- PIF Steering Committee held two virtual sessions of three hours each to discuss desired short term result.
- In the next 1-2 years, the PIF Steering Committee will work towards integrating the following:
 - Human well-being targets

- Operating as a multi-national initiative across full annual cycles of birds
 - Engagement with Indigenous communities in all countries across full annual cycles of birds and integrating their knowledge of the land
 - Human dimensions are integrated into PIF science priorities from the earliest stages to “co-produce” research.
 - The next steps include discussions across the bird conservation community, refinement of current ideas, and developing ways of working that will be most effective for bird conservation.
 - The PIF Steering Committee will be working with the USFWS to ensure the Partners in Flight Coordinator position remains a priority in the Service
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Canada Migratory Birds and Wildlife Health Update (02:16:49)

Natalie Savoie & Ryan Zimmerling, Canadian Wildlife Service

Addressing the Environmental One Health Goal

Purpose: Update on Migratory Bird Work in Canada. This presentation will provide an overview of Canada’s Migratory Bird Conservation progress, potential future directions, and opportunities for collaboration.

[See Natalie and Ryan's Slides](#)

Ryan Zimmerling

- First time providing update to NABCI
- High level overview of Canada's work
- Canada’s investments in terms of enhancing nature legacy
 - Conserve 25% of Canada’s lands and 25% of coastal areas by 2025
 - Create healthier habitats for species at risk
 - 2 billion trees to be planted in Canada, indirectly benefit migratory birds
- Migratory Bird Program
 - Identified 3 goals
 - Building knowledge foundation, applying knowledge foundation to make well informed conservation actions and regulatory actions, and fostering collaboration domestically and abroad

Natalie Savoie

- Braiding Indigenous Science
- Supported work to develop the Shorebird Flyway Plans, the most recent being the Mid Continent Flyway Shorebird Initiative.
- The Mid Elevation Forest Plan
 - 12 countries participated, 130 partners, 79 organizations.
 - Draft spring 2022.
- Gulf Caribbean Slope Plan coming in the future.

- Plans have been helping fund projects on the ground, results, and indicators used to report on 2.4 million investments from 2018-to 2023
- Highly Pathogenic Avian Influenza
 - Outbreak and the Atlantic flyway, not just a waterfowl borne disease, and avian influenza could impact all birds.

U.S. Shorebird Conservation Partnership Update (02:32:00)

Brad Andres, US Fish and Wildlife Service

Addressing the Environmental One Health Goal

Purpose: Update on the U.S. Shorebird Conservation Partnership, past accomplishments and future directions. Human wellness interweaved into the USSCP partner projects.

See Brad's Slides

- [Flyway Initiatives for Shorebirds Site](#)
 - General information on shorebirds and annual cycle
 - Landing spot for the three initiatives developed or are completing (Mid continent in the Americas)
 - [Atlantic Flyway Shorebird Initiative](#)
 - [Pacific Flyway Shorebird Initiative](#)
 - Mid continent Shorebird
- East Asian Australasian Flyway
 - Led by Birdlife International.
 - Goal to raise 3 billion dollars over 10 years.
 - Focus on 50 priority wetland sites, port shorebird areas, and address other waterbirds and equally as important, co-benefits to people and ecosystem services that wetland supply.
 - USA's role
 - Providing technical assistance-Department of Interior
 - Co-financing projects-USAID
- Pacific Flyway Shorebird Initiative
 - Strategies for Shorebird Conservation using Best Management Practices in Shrimp Farms of the Guatemalan Pacific Coast.
- Atlantic Flyway Shorebird Initiative
 - Active group led by USFWs partners and States
 - Two themes: Managing disturbance and tackling predator management
 - Working group looking at best management practices and provide advice to organizations, States, federal agencies that want to do

something to monitor predates for beach nesting shorebirds and Black Skimmers ([Animation video link](#)).

- Launch a storyboard of projects that have been funded and have a report card
 - Project investments and people that are reached.
 - One example: Working with communities on the coast of Colombia to address the livelihoods and natural resource conservation.
 - Development of the Mid Continent Flyway Initiative (Arctic Canada to Tierra del Fuego).
 - Building conservation framework tries to address ecosystem services and human wellbeing more explicitly than in the past.
 - Anticipating having the strategy drafted by this summer (Midcontinent Shorebird Initiative).
- Shorebird harvest in Caribbean and Northern South America
 - Guyana: ~37,000 shorebirds are harvested in the fall.
 - Issue that ties in strongly with One Health.
- US shorebird conservation partnership similar to PIF is taking on 20 year assessment
 - Including western science perspective and community engagement
 - Number of five year action items we'd like to take
 - Making sure dedicated funding that USSCP continues.
 - Try to think about how we can make the council more diverse.
 - Getting ready for RAWA and working together with state partners.

Marcelle Shoop

- Director of Saline Lakes Program from National Audubon Society
- Intermountain West shorebird Survey Program
 - Goals and objectives of this program:
 - Advancing conservation of freshwater wetlands and saline lake ecosystems in Intermountain West (IMW) region which are essential for shorebirds.
 - Keeping shorebird populations viable.
 - These habitats are important for people too.
 - The primary objectives would be to survey shorebird sites in IMW region
 - 89-200 sites over 4-5 years
 - Use data to compare current shorebird distribution to historical surveys
 - Work started in fall of 2021
 - Building partnership network to get surveys off the ground
 - Working with Pacific Flyway non-game technical committee
 - Verbal commitments from seven wildlife agencies from 7 states
 - Next steps: expand network kick off pilot surveys, design surveys and training volunteers, and expand surveys in the fall.

- Develop processes for longer term funding to keep the project going and need in kind support from partners.
- If you have an interest in participating in the survey program - Marcelle would love to hear from you

Infrastructure Bill Conversations related to Bird Conservation (02:54:44)

Devin DeMario, AFWA Government Affairs

Addressing the Environmental and Human One Health Goals

Purpose: Provide update on Federal Agency Infrastructure status and goals.

- [Infrastructure Bill](#) was a collaborative effort between many parties
- There's over 200 billion directed funding that touches fish and wildlife and ecosystem services
- High level overview in what's included and tie it to One Health and Environmental Justice
- AFWA is following the implementation of over 70 provisions that are of interest to state fish and wildlife agencies
- Eleven federal agencies will be administering those funds
- Bill created some new programs and infusing of \$\$ into existing programs with the potential to contribute to wildlife conservation and contribute to a holistic healthy environment, for native and naturalized species including us.
- Funding will be allocated to states and tribes through grants
- [Beta form tools](#) that are developing that can inform the program specifics (how much \$ and who can tap into it, timelines, and Justice 40 Initiative (direct funding towards underserved communities)
- Western specific-hundred of millions management and monitoring of water in the West and aquatic ecosystem, programs like [waterSMART](#)
 - Monitoring snowpack, monitoring of water directly-very important in changing climate.
 - Given wildfire challenges and provisions direct funding toward forest management with USFS and monitoring prevention of wildfires.
 - Provisions to assist the backlog of timber management .
 - Influence forest management including birds that are dependent on specific ecosystems.
 - Coastal resiliency supports not only the species that exist in coastal marshes and dunes and provides broad ecosystem services to coastal communities, flood attenuation, and infrastructure sustainability in a changing climate and rising ocean levels.
 - Removal of culverts that serve as barriers to migratory fish.

- Those serve as important sources of protein for piscivorous birds.
- Programs that apply to all 50 states
 - Elevate wildlife and fisheries consideration and gray infrastructure projects like
 - wildlife vehicle collision pilot program
 - increase hyperconnectivity funding to support broadscale ecosystem resiliency
 - Restoration to support habitats on abandoned mines and address abandoned mines drainage
 - Pollinator planting across transportation corridors
 - Focus on emerging and legacy contaminants in water (TCBs, Mercury, PFAS) impacting wildlife and fisheries management
 - Wrapping back to One Health
 - Focus on ecosystem services that benefit specific communities
 - Environmental Justice-Biden Administration's [Justice 40 Initiative](#)
 - Allocating significant funds to underserved communities

Private and Working Lands Subcommittee Report (03:16:00)

Todd Fearer, Appalachian Mountain Joint Venture

Addressing the Environmental One Health Goal

Purpose: Provide status and details of the Private Lands Subcommittee, and the future of subcommittee leadership. Todd will still be coordinating one Work Plan project.

- Todd Fearer is stepping down as Chair.
- Working on succession in stepping up as chair -co-chair.
- Completed [2018-2023 Farm Bill Field Guide](#).
- The subcommittee took hiatus after competing Field Guide.
- Met in 2022 and to go over Work Plan (WP).
- The next task is to revise WP and switch the timeline to the same NABCI Strategic Plan timeline.
- Transition and reorganize WP to be adapted to COVID times.

Government Affairs and Partner Engagement Subcommittee Report (03:21:00)

Jennifer Cipolletti, American Bird Conservancy and Amelia-Juliette Demery, Cornell University

Purpose: Provide Committee members with the proposed [2022-2025 Work Plan](#) and Subcommittee name change. Outline the key differences and approaches to Subcommittee specifically NABCI NGO partner involvement in informing and supporting effective policy to advance bird conservation.

See Jennifer and Amelia's Slides

- The Government Affairs and Partner Engagement Subcommittee, formerly the Legislative and Policy Committee, is an independent collaborative that liaises with the NABCI Committee.
- It is comprised of representatives from federal and non-governmental societies, and this year they revised their work plan to incorporate all the strengths that different partners have for bird conservation.
- Where needed, NGOs of the subcommittee will develop policy without U.S. NABCI board involvement and outside of the auspices of the U.S. NABCI Committee.
- Any formal policy advisory resources (e.g., letters to agency directors on a particular program) that originate from this subcommittee must be approved by the full NABCI leadership.
- Serve as a resource for NABCI member organizations by compiling and/or developing policy-related messages that demonstrate the importance of key bird conservation programs.
- Will monitor, review, and, as necessary and appropriate, facilitate the NGO Partner members' response to legislative and policy activities that may have impact on bird conservation
- Jennifer Cipolletti is the Chair and this subcommittee revisioning was done in conjunction with several subcommittee members.
 - Highlight two contributors, Tammy VerCauteren from Bird Conservation of the Rockies and Amelia Juliette Demery a Ph.D. candidate from Cornell University.

End of First NABCI Committee Meeting Day

Friday, 25 February from 11 am to 1 pm Eastern Time

[Access the Day 2 meeting recording here.](#)

**Next to each presentation you will find the time they show up on the recording video.

Central Grasslands Summit Report (00:01:19)

Tammy VerCauteren, Bird Conservancy of the Rockies

Addressing the Environmental and Human One Health Goals

Purpose: Report on Central Grasslands Summit, the inclusion of traditional knowledge systems, and next steps. Highlight partners and the interdisciplinary approach to grassland conservation.

[See Tammy's Slides](#)

- Central Grasslands Summit will be in Fort Collins May 24 and 25.
 - During summit will look at breaking into sectors to respond/react to updated roadmap what elevate/prioritize next 1-3 years.
- Help connect people to each other from trainings to information exchange, help get large data on grasslands, wildlife, people together to help tell the story of the region and inform conservation opportunities. Elevate the importance of Indigenous Traditional Ecological Knowledge, and western science- value and honor both.
- Work coming out of the collaborative-a story map that includes social layer- tribal boundaries, landowner collaboratives, etc.
- Grassland Forum Webinars April 13- May 4- noon mountain time. [Register here.](#)

Highly Pathogenic Avian Influenza Viruses in Wild Birds (00:21:14)

Camille Hopkins, USGS Ecosystems Mission Area and Andy M. Ramey, USGS

Addressing the Environmental and Animal One Health Goals

Purpose: The main objective is to provide information that will assist wildlife managers in developing mitigation strategies or approaches for dealing with outbreaks of A/goose/Guangdong/1/1996, a highly pathogenic avian influenza (Gs/GD HPAI) in wild birds in the form of preparedness, surveillance, research, communications, and targeted management actions. Amplifying the relevance to susceptible North American migratory birds and connections with movement ecology.

[See Camille's Slides](#)

- Species Affected by HPAI in N. America are ducks, geese, swan, and raptors
- Interagency Steering Committee for Avian Influenza Surveillance in Wild Migratory Birds.

- [Wild Birds Webinar Series](#)
- [Implementation Plan](#) for Avian Influenza Surveillance in Waterfowl in the United States
- HPAI Management Considerations.
 - Decision trees
 - Activities that aggregate birds or allow for
 - handling
 - Access to wetlands
 - Disinfection protocols for boats or gear
 - Manipulation of water levels
- North American Managers- [HPAI is an emerging disease threat to wild birds in North America](#)
- Ongoing HPAI Outbreak in North America
 - [USDA Resource Link](#)
 - [USGS Wildlife Health Bulletin](#)

USDA, USFS, and USFWS Meeting Report (00:47:49)

Jerome Ford and Bob Ford, US Fish and Wildlife Service

Addressing the Environmental One Health Goal

- How USFWS-Migratory Birds Program partner with USDA & USFS with the Infrastructure Law.
- Asking federal agencies to think of birds when they are implementing their projects and if they need guidance to reach out to USFWS.
- How do we encourage federal agency communication in more proactive ways
- How important federal lands are for birds.
- USFWS developing a spreadsheet based on Birds of Conservation Concern list-continental species list as well as Road to Recovery identified species, and which States have these birds on their SWAP lists.
 - From the spreadsheet, one will be able to get a quick read on any part of country at the State level and how many species may occur there and guide strategies from there.
- Federal Avian Data Center (Avian Knowledge Network Node)-used by the Council for the Conservation Migratory Bird.
 - Channel for senior level to talk to each other.

Western Forest Initiative (00:59:50)

Dave Smith, Intermountain West Joint Venture (IWJV)

Addressing the Environmental and Human One Health Goals

Purpose: Overview of the Western Forest Initiative, an example of collaboration and support of human health for bird population recovery. Topics related to working with rural communities and fire management.

[View Dave's Slides](#)

- Roots of the Idea
 - Increase the Pace and Scale of Conservation:
 - 3BB decline
 - Bipartisan Infrastructure Law
 - One Health and Relevancy: Forest restoration for
 - migratory birds must matter to people
 - IWJV Approach: Management Board connections, [sagebrush conservation](#) and [Water 4](#)
- Western Forest Initiative Goals
 - **Wildfire Risk Reduction:** Relevancy to communities in the West
 - **Water:** Watershed health and
 - downstream water supplies
 - **Migratory Birds:** Improve habitat to reverse the 29% western forest bird decline
- The Initiative would be championed, marketed, and delivered through a lens of supporting Western communities in improving forest health to reduce the risk of catastrophic wildfire, improve watershed function and downstream water supplies, and address the needs of migratory birds and wildlife.

U.S. NABCI's Role in Incorporating Genuine Equity, Inclusion, and Justice in Bird Conservation (01:30:26)

Susana Mateos, NABCI and Nicole Michel, National Audubon Society

Purpose: Reflect on NABCI's approach to weaving Equity and Inclusion in the Bird Conservation Committee and future goals. Visualize NABCI's intentional and value-added approach to the bird conservation community.

[See Nicole's slides](#)

Nicole Michel

- Community of Practice [Sessions](#): >160 registrants, 50-100+ participants/session
 - Models and Lessons Learned (David Buggs, TPWD; Sue Bonfield, Environment for the Americas)
 - Fundamentals of Diversity, Equity, Inclusion, and Justice in Conservation (David Buggs, TPWD; Natalie Sexton, USFWS)
 - What Can I Do? (Chris Kennedy, MDC; Danielle Ross-Winslow, USFWS)
 - Recruitment and Retention of a More Representative Staff
- Co-host webinar with Human Dimensions Subcommittee (April 2022)
- Resume Community of Practice sessions (late spring-summer 2022)
- Partner with strategic planning team to help weave equity and inclusion into NABCI's work

Susana Mateos

- What are some realistic outcomes in our current working community (and beyond) that may show we are institutionalizing equity?
 - [Add your suggestions using this link](#)
- What are some realistic outcomes within our current working community (and beyond) that can demonstrate we are fostering inclusive spaces?
 - [Add your suggestions using this link](#)
- Continue our conversation on how to best cultivate a sense of belonging for people of color, people with disabilities, neurodivergent folks, LGBTQIA+ community, and beyond

Public Session Adjourned