

Transcript

Welcome to our conference session.

The Path Forward Strategies to support mental health for Young Adult Parents. We know that from stage professionals addressing the mental health crisis is urgent. The youth suicide rate and the maternal suicide rate goes far too high.

This crisis converges for young adult parents.

Our under-resourced mental health system leaves many conditions among young parents untreated and without treatment conditions.

Can worsen, impacting both parents, children and families.

And stage professionals are acutely aware that mental health is a critical part of overall health and well-being.

Yet very few programs actually focus on young adult parents mental health. So today, the session will focus on mental health support across the life course by highlighting opportunities for the field to develop equitable mental health policies and programs for young adult parents.

And we'll hear from partners at the Center for Law and Social Policy who are really leading the way in this work.

But first, let's meet the presenters. I'm just I'm in our program manager at the Association of Maternal and Child Health Programs on the Health Systems Transformation Team.

And I want to pass it to my colleague, Nia, to introduce herself.

Everybody, thanks so much for joining us.

I'm near West Bay, the director of Youth Policy at the Center for Law and Social Policy, CLASP in Washington, D.C. CLASP, is an anti-poverty policy advocacy organization that works across a range of issues impacting the lives of young people and people with low incomes in this country.

And on our team, we have a strong focus on youth and young adult mental health And I will pass it to Joseph to introduce himself.

Hello everyone my name is Joseph Yusuf from Washington, D.C..

I currently work with CLASP as a changemaker and I also still do work with Generation Hope and other nonprofits within the DMV area.

I guess this is where I go into my story.

So my story on my journey to parenthood is a very crazy one.

I think back to the year 2014, just the first year after I graduated. And keep in mind I had my daughter when I was a junior in high school, and I think just that whole process was crazy.

So given my experience growing up in D.C. I always lived in a hood. And for me, I say there's beauty in the struggle and this story will add to that.

But for me, like I said, I live in the hood.

My experience is that people surround it with things that I get myself into at a young age, I thought to myself that I would die or get killed at a young age.

And I'm like, if I was to get off this earth in a young age, what is my legacy?

What is left behind?

And at the age of 16, 17, 15 or whatever, I just kept asking myself.

I kept asking myself that same question. And every time

I had a response, the answer to that was just nothing.

There's nothing I have left behind. So after a while and it's crazy to be busy making an executive decision, but I was like, you know what? If I can't be sure, I was my best to have a kid and let that be where my legacy is left behind.

And for me, that process of having someone I can trust and, you know, somebody that I could possibly had a relationship with is just a whole to a whole right that goes into it. But like I said, making it exactly the decision that young age going on to my senior year in high school and you know, my senior year in high school was just one of those weird experiences because looking back at it today, I'm just like, how did I survive?

How did that make it? Having a full blown newborn kid, having the same mindset that I was then? I'm just like, I don't know how we get there, but one way or another, I will get through it.

And, you know, I was fortunate enough to graduate from Cornell. I was fortunate to graduate from high school. Initially, college was definitely not the option nor a choice because I was like as a producer, I've grown and would be the best parent and the best everything that I can possibly be and make money that way. And, you know, once again, my dream is going to be in my environment and reality set.

And I was like, this isn't like me being a producer is not going to make it.

And I realized after a while I was either going to end up in two options, like I was even just going to end up on a tree dead or in someone's jail cell. And I was like, if I'm going to continue to live this life

I can't complete either of those as an option.

So I got involved with some nonprofits, LAYC, Latin America Youth Center, and you know, the work that I did with them.

They just sort of potential and keep them only as good as my daughters born.

None of these things, like parenthood, the experience of that are going well.

I know those things went well.

But at the same time, you know, I just tried my best to keep my head on a swivel and just, you know, go forward. But like I said, it fast forward to 2014, 15.

You know, my daughter is about to turn to life and just the life and college and trying to do my best and I'm still children.

And, you know, I have an opportunity to get scholarships and I'm in school and I'm just doing what I possibly can do. And I felt like everything just crashed around me in 2015.

So at this point I was already a year in school but time I get to the fall semester of 2015 life just changed. So I remember being to myself, I thought I was the man because I was like, gentlemen flown out to go to do this opportunity and to go do this at the time.

Now, just like this is this, isn't it?

And I remember I got that last opportunity to go to New Orleans and I'm like, We'll be our first time.

Let's go. It'll be great.

And I won't ever forget.

I was laying in my bed or my phone came across a Fox5 article, and I'm just like, Im reading it.

And it showed or told them the story of like, you know, another person in the good tradition being killed.

And they just like, you know, sad to say, let me guess is just another story.

But for me, I'm just like, here's another one.

But as I was reading that story,

I came across a familiar name, and that name was Davon Wade.

And I'm like, this isn't who I think it is, because initially I might jump to a classmate but after some time, you know, after the article, my mother yells downstairs, like, Joe, you know, Joe, she goes on to tell me like, you know, basically the article that was reading confirmed my suspension because a childhood friend that I had grown up with, had got killed.

I keep mine.

You know, I try to process that and deal with that.

I go to New Orleans completely and then come back and I come back just another week or so somebody else and I have to go with an additional week or two after that.

Somebody I knew got shot and killed, take a break between, what, two weeks or so? And then someone that I had literally just was with the night before and told him I love him as my uncle and all that, told him to let them have a conversation or that the next morning went to the hospital.

He said, take another addition to, what, two, three weeks somewhere somebody else in my family does. So in a span of three maybe two, three months fall semester, I had experienced five deaths.

I want to talk about mental health and the aspect of being strong.

I didn't have that.

I was afraid to live. I was afraid to go outside. I prefer to do everything like it rubbed off on my daughter at some point, but I was just like, yeah, I'm just afraid to do any and everybody and, you know, catch shuts out the generation of hope because the resources they provided for me was just amazing. You know, I had the opportunity to do acupuncture and to just really introduce myself to therapy.

I know for us in the black community, that's something that we like some of them.

And it's like, no, it doesn't have to be that way.

If you want to get help, get help. And for me, I

couldn't be this stubborn.

I couldn't beat that stubborn.

So, yeah, that's that's part of the story.

So I can say I don't know. I think also talking

too much so do I.

So I guess if I'm going to continue, I'm trying to make acupuncture, like I

say, acupuncture and thought, this is crazy.

Because while I was afraid to leave,

it motivated me to do much better now.

No, forget about time. I got to the spring of

2016 my GP had risen above a 3.0.

I keep in mind in high school, my GPA never passed a 2.2 like I was

intelligent, but I didn't care to show it.

You know, I wasn't a class clown, but I was definitely a clown, I'll say that much.

And, you know, for me to, to be in this environment, to be in a situation and to allow

death to be the motivator, it was kind of crazy because I was just like, that's weird.

You know, most of the time when you think about death, usually we

think they're like, we think of it like it's a time to just think process and

grieve.

No one thinks about, you know, what to celebrate, do more of my life for me. That was my

reaction.

And, you know, once again, credit all that supported generation hope because at some point, you know, suicide was a brutal suicide was on my mind.

The concept of like, yo, to be outside has a certain time I'm going to get shot and killed.

Like those thoughts were there and to this day, I don't deal with it as much, even though I have had the same situation similar to 2015 repeat itself last year and last year was a bit, a bit more rough because I think I was like six, seven people. But you know, going through it for a second time, I guess you can say I have a better tools to manage my response yeah. Sometimes it

Thanks so much, Joseph, for sharing your story with us.

To kick off this conversation, I'm going to talk about some work that I did a few years ago. Now that a lot of it resonates with your story because I think unfortunately your story is not uncommon for young parents. And the one I'm going to share with you all today is some work that we did based on conversations with young parents around the country that speak to a lot of these themes and also gets at what equitable mental health support looks like for young parents with all this context that Joseph was talking about.

So this report was called Looking at Life, Life's Different.

And the quote that gave the report, its name came from a young dad. And I always like to flag that because first and foremost, so often when we have conversations about young parents, we're only thinking about moms.

We don't think about the dads.

And so I was like the highlight that we ended up pulling a name for this report from a young dad that were in conversation with we said.

So that was like the best thing for me when I got older and had my kids, you know, looking at life different.

So I want to talk you through a few things we learned, first of all, in young parents own words.

Who are we? Who are they?

Let's talk a lot about trauma and chronic stress, which is a lot of the pieces of

Joseph was just talking about and what the challenges are that that presents for young parents.

And then what grandparents were saying, equitable supports looks like.

What do they need?

What are they looking for?

So we can go to the next slide And so we as I mentioned, these conversations were four years

ago now back in 2017 and 2018. So pre-pandemic we talked to rural and urban African-

American young parents that were living in North Carolina and Alabama. We talked to urban

indigenous young parents who were in Colorado and Maryland's we talked to some Latina

young parents in Texas and California.

Everybody was between 16 and 24 years old and we did mostly speak to young mothers. But as I

mentioned,t here was one young dad and we did these focus groups in collaboration with several

community based organizations that play different roles along with serving youth who are experiencing

homelessness, and others were supporting young people to earn their GEDs.

And then there were a couple of organizations that offered cultural, health and practical support to Native youth. The next year, so what did we learn from these conversations about young parents and who they are?

I think the big thing and Joseph kind of alluded to this across the board was that becoming a parent was a huge identity changing episode, right? You're going from being the person who is receiving care to someone who is now responsible for providing care in a way that.

So that was a lot of times in terms of positive characteristics and strengths. The quote that's on this side from a young, young mom in Alabama really talks about the strength that was required to be a young parent or to be a single parent. And so that's a really important theme that we're going to pull through in terms of the positive ways that young people talked about this experience shaping their identity next. Another big theme that we heard from young parents was the way that kids change you. And so the quote that's on this slide says, I don't know it's just makes like all the small decisions you make change a whole lot of your life. And having kids, it changes the route to where you have to put them first and put yourself less. So parents talked about the ways in which having kids suddenly change the way they were making decisions from everything from like how much they were worried about their appearance or not.

To sort of life decisions about whether they're going back to school or what jobs they were going to take, where they were going to live. All these births shaped by now, they have this little person in their life that is informing their decisions next. Another big theme that we heard from young parents was about wanting better for their kids and wanted to make sure that their kids didn't end up in the same situation that they had experienced. So the quote on

the left is from a young person who was experiencing homelessness and talking about how important she felt like it was for her baby not to end up sleeping outside. And that's what really pushed her to get involved with a program so that she could get off the streets or in the other quote, really sort of talking about the experience with the young person's own parents and wanting to make sure that they are a better parent to their child than their parent maybe was to them. So there was really a lot of talk about wanting to protect their kids from the types of trauma that young people had experienced and really doing better and wanting better for the next generation, next slide.

So what are some of the things, the types of trauma and chronic stress that young parents are dealing with?

This this one right here always surprises people when I share. It is not necessarily something I knew before I went into this work, but we have this quote from a young parent in Texas who said, Well, when my daughter passed away, I shut down.

I was so angry at everything.

I was so angry at the doctors and everything.

I shut down.

And it really didn't get me nowhere. Made me lose my job. And maybe really, I guess with the doctors classified within psychotic ad, guys spend a few days at the hospital because of what was going on. Infant mortality for young parents is significantly higher than it is for older parents.

We actually recently had an experience with a young person.

That's a part of the work.

Some of the work that we're doing now who lost babies and how much more we are engaging with young parents or young people and programs. Are we considering the possibility that maybe they've experienced a loss of a child? How are we preparing ourselves for the mental health burden that young people are carrying based on death of the child? So this is a really important one that came out of these conversations because it's not something that people really think about a lot as it relates to young parents, but it's a burden that a lot of young people are carrying.

Next slide

this is the big one that Joseph was talking about in terms of environmental stress. You know, young people are going through a lot of things in their communities in terms of community violence and trauma, in terms of, you know, sort of poor housing conditions, in terms of sort of other environmental types of issues. And it's one thing when you are a young person experiencing on that on your own, but then that gets amplified through the lens of worrying about your child's experience. Joseph talked about how he has sort of his fearfulness of going outside, rubbed off on his daughter a little bit.

Right.

So we have these issues in our communities that are in the environment, and young people are not wrong to be concerned about how that impacts with children.

Right.

Like they they know the environment is really important in shaping what happens to your child. So this piece of sort of the environmental factors that a lot of young parents are living with and living in is really a huge stress, not only for its impact on the young parent themselves, but also their concern

bout the impact on children. So another one that I highlight and I always like to be clear before I read this quote, that there were no young parents that we talked to that regretted having a child. In every case, they felt that this was something that was important in their life, that they were happy about, that they love their children. But there was also this piece that is really alluded to in this quote about having to put your dreams to the side to be able to take care of your child. So this young parent from California shared, being able to be on my own is like the hardest because I thought it was going to be not easy, but I didn't think it was going to be this much work just to continue, like each day. Like, back then, it was like, oh, months over, you know, really thinking about the future.

And now we have to think about the day and prepare and prepare for the next day.

Now we can't even think about the future.

We have to think about the present and try to get to another day.

So that's pretty much all. So this person was sort of sharing the sentiment that there's no space sometimes to really get beyond the here and now and the day to day.

And over time

that can build up and feel like pressure because you feel like you're not doing what you're supposed to be doing are the things that you want to be doing. Because all you can focus on is the here and now and making it through to the next day.

You just don't have the bandwidth to really be planning for things that are going to happen a year from now or two years from now when you're not really sure how you're going to get to the end of

the week. Next slide and the last form of trauma and chronic stress I want to highlight is really important because this one, we have a lot of control over young people, really highlighted the way that sometimes our policies and programs are actually an additional source of stress instead of being help. So this quote, our share was from a young mom who, you know, talked about was talking about her birthing preferences where she shared because I wanted to have a water birth and the insurance just doesn't cover that you have to pay out of your own pocket. Yeah, there is saying things and Medicaid covers are birth like I was trying to have one at first.

We were talking about having at my own place like a midwife but that didn't work.

The insurance didn't work with a midwife.

So to actually go to the hospital and give birth there.

Now, we have a huge problem with this in this country in general, I'm sure I don't have to tell this audience in terms of insurance coverage and respecting people's birthing preferences. But when you have more income or when you're older, you are more likely to be able to pay out of pocket for the process that you want as opposed to having to take what you get with insurance. And there's a lot of evidence that the way people end up feeling after they've had a baby is tied in some ways to what that experience looked like and how it aligned with their wishes and desires.

So that's an example of sort of how our Medicaid policies are set up that then pose a barrier for young parents who want to have a particular type of birth experience. The other two quotes on this slide are sort of speaking to some of the barriers that we see, particularly for underage parents or teen parents and their ability to access jobs and that sort of thing to support their family, as well as for young parents who are undocumented. And again, that there are lots of barriers within our programs and make it more difficult for our young our

youngest parents or for parents who, you know, are undocumented, undocumented, to be able to meet the economic needs of their family and the way that that plays out in terms of stress.

Next slide

So what can we do about it?

What are the needs?

One really important solution that folks raise is that co-parenting was highly valued by young parents but poorly supported. And the quote on the slide really talks about how basically because of some arbitrary program rules about age and eligibility shouldn't be the father of her child on the street.

So she and her child can get a roof over her head.

What kind of choice is that to put on people where we have to decide between being supported and with the other parent of your child?

And having somewhere to live?

You know, I feel like young people are way ahead of many of us on this in terms of understanding of the different configurations of family that exist, the different ways that folks need to make things work. And we have to get our policies and practices to catch up so that we can support any and all configurations of family that are going to make things better for kids. And so that's another thing that young parents raised across the board, was what I call it.

It takes a village piece.

The real importance of being in a supportive community when raising kids.

And we heard from your parents who talked about things like, you know, knowing that other people are looking out when somebody sees you struggling and provides some sort of non-

judgmental, helpful feedback that that's appreciated and wanted to like people wanted to feel like they were raising children in a community of care as opposed to just sort of you're out here on their own to do whatever it is that you're trying to do.

So in this quote, you know, there's a mom is sharing.

Her daughter had sort of gotten away from her near the edge of the parking lot.

And another person just sort of caught.

I was like, hey, get back there. Your mom's going to get you. And she was just so appreciative that somebody else was looking out for her daughter in that way and wanting to, you know, experience more of that within the community.

Next slide.

And then the last thing I'll say is that the importance of meeting immediate needs to sort of free up that band so that was talking about earlier.

And yes, those are big, tangible financial resources.

That's money. That's support for buying diapers.

That's formula.

That's all those types of things. Right.

But there was also a lot of talk about the importance of being surrounded by positive energy and being a safe, supportive environment. And all of those things help young parents to, again, have the bandwidth

be able to be more future looking and plan a little bit further down the line. This is data point that's on here that, you know, the vast majority of young parents are not able to access any type of public benefits, even if they're eligible.

Right.

So there's a perception out there that young parents are just sort of getting all this help.

And the reality is that only 14% of young parents are able to get housing assistance and less than 5% get any other kind of public benefit that we have out here. And so there is a real need to address sort of immediate needs and provide tangible resources and make sure that our benefits programs are reaching out parents when they need them most.

So that brings me to what are some recommendations?

What do we need to be doing differently to better support young parents? The first thing is that we have to recognize young parents role as parents, as an asset to be a firm that no more bling, no more shame.

You know, we had a conversation where this young mom was talking. We were talking about advocacy and she was saying worried that her story would harm the advocacy effort because of the negative perceptions of young parents like we got to stop that. This is something that is valued by young people who are our parents that is positive for them in their lives.

The rest of us need to get on board and embrace that Next, we need to eliminate those programmatic and policy barriers to co-parenting that I was talking about. We can't with the arbitrary age cut us with the single gender housing, with all these types of things that make it that folks who want to raise their children together can't.

And in our policies, things you know, rules around child support a lot of times become barriers to parents working together effectively, even if they're not in a romantic relationship.

So we really have to make sure that we have the supports in place so that parents can co-parent their children together no matter what their status is as a couple Third, we want to make sure we recognize the importance of choices around prenatal care, birth and postpartum care.

So an equity and cultural relevance lens. And there's a particular value in many communities of color around midwives and doulas. And our insurance policies should reimburse for those services because that's what people want And the last one, all the systems that support young parents have to be trauma informed.

We don't know which young parents are carrying the trauma of having lost a child We don't know which young parents have just had lost family members to community violence.

We don't know. Right.

So we need to make sure that we're equipping our systems to understand what trauma looks like when it shows up and to be responsive to that rather than sort of assuming or reacting in ways that are going to exacerbate or retraumatize young people.

So that was more on the practice side when we take it up to the policy side.

There are a few more things I would add.

First, and economic justice agenda is core to a mental health agenda for young parents.

So much of the stress that young parents experience is about the lack of the resources to meet their families, economic and financial needs So it's really important for us to understand that policies that are about economic justice for young people are also about supporting young people's mental health Next related.

We want to maximize young parents access to public benefits and supports.

Again, a crucial one, and I bring up all the times.

The way that we calculate TANF benefits doesn't consider the cost of diapers. So again, I've had experiences with young people I've worked with where they're begging for change to pay for diapers because they can't pay for it with the other resources that are allocated to them.

We need to make sure that folks are getting access to the benefits that they're eligible for and that our benefits are structured in a way that takes into account the reality of the cost of raising the child

Next, we want to expand investments in federal programs that would reconnect opportunity youth to education, employment and service pathways. WIOA is our biggest federal law that directs funding to young people's education and training. And we there is a priority for young parents in that law.

But our where our workforce development programs really prepared to receive and support young people, given all of these things that we just talked about. So that's really important to make sure that those programs are well funded and that there's an understanding of how we can meet the needs of this population. And last but not least, we need to think about community wise strategies that can both build social capital, build those connections, build that village that young people we're talking about, and also address the structural factors that foster community violence. You know, I've had so many conversations with young people about mental health around the country.

And rarely, if ever, is the first thing they say, give me more therapy.

It's like, can they stop shooting in my community?

So we really have to think about these high level structural issues in addressing those.

And while that's maybe more difficult, if we can get down to the root causes of the problems that young parents are experiencing, then we're going to get much better

outcomes over the long term. So with that, I'm going to turn it back over to Joseph to share a little bit about young people's advocacy around mental health and some ways of that look.

All right.

So everyone shows up here again.

So a new deal for you.

There's a lot to say about this.

So for me, this is year to date, year one of the new deals and Do a Deal for you was an amazing experience for me.

Keep in mind, there were different groups that focus on different issues.

So there were some of them.

We had economic justice, immigration justice, environmental justice, democracy and civic engagement, justice and social justice and faith communities. And my favorite healing and will be so in the healing and wellbeing groups.

We basically met multiple times throughout the year to basically come together and think about ways that we can reform policies and to reform just the structure of which the government just to take care of us. So specifically, some of the goals that we came about was I keep kind of breaking down for myself.

I didn't want to be at work or work.

So for some of them, you know, more access and more spaces.

What does that mean?

Mental health tools or access within schools virtual spaces.

Is there any other spaces?

I think in of communities, virtual government, schools, any and everywhere in mental health is we want to change it.

We want to walk in more spaces and say, Hey, want to stay?

And you may not be okay today, but guess what?

You can come in here and still be yourself.

Another one life experiences determined real needs.

What does that mean?

I don't want to come off as a jerk when I say this, but it's like a miracle.

The resolution for a miracle is up to resolution for me.

What does that mean?

If I need to specify which you really provide for a person or file program?

It's going to be very different for how you're going to provide my resources. I think that's the safest way to put it without punching down Another one would be an end to systemic racism.

Basically, any system that oppresses

The year 2022.

We're still dealing with racism.

I get it.

But it's about time we start some of these things.

Like it is not a problem anymore.

And then last but not least, from myself.

So actually, I take it back.

I just added because I just mixed them all together.

My apologies. But yes.

And the systematic systems

Is there anything else that I'm missing?

Oh, sorry. You're number two.

So you're number two.

And I am no longer working with healing or well-being for me.

I'm born into public awareness.

Group now, and that group basically just tries to focus on better ways to promote, whether it's, you know, our personal stories.

What are we going to like

I guess is never going to do to, you know, enforce these policies? Like, for

example, next week, we are preparing for our debrief, for our briefing on the Hill.

Some of our changemakers, I'm guessing, will be going to the Hill to share their their claims and to just try to

I guess, to be the voice for the group that won't be there.

So I think that should be it.

That is it.

Thank you, Joseph and Nia.

It's so inspiring to hear you talk, and I'm sure our audience feels the same way.

I just wanted to share some thoughts on what you're really saying,

Neal, like thinking of young parents role as an asset to be affirmed. And how can

Title five follow leaders like Joseph and that advocacy that groups like the New Deal for Youth are pushing for?

And so just to bring it home to what this could look like for Title five, AMCHP conducted an environmental scan of the Title Five Block Grant reports to look for strategies that mortgage programs we're already employing to support the mental health of young parents. Now, only

three states indicated that they were involved in programs explicitly focusing on supporting this population.

And I just wanted to share one example of what I thought was really exemplary work being done in California to center young adult parents, mental, emotional and overall well-being.

Through the state's Adolescent Family Life program. California title funds what they consider a strength based case management program of local agencies that receive funding to support expectant parents and youth.

And some of the local agencies have done things like mental health, first aid, training, for case managers in the program, which is one way to make sure that staff are adequately prepared and equipped to support the people they're working with. The program also collects outcome data directly from youth for something they use called a resiliency scale, which measures protective factors and key strengths that the programs aim to enhance and build.

And I thought that was kind of a unique opportunity to track changes over time with youth driven data from that asset frame. Importantly, the program also encourages a paid youth advisor position at the local agencies they find to really inform and guide the decisions to best meet the needs of those in the program, including everything from developments, implementation and evaluation. And 30% of local programs opted to budget for the position in the current program year from 0% is my understanding, which I think really speaks to the importance of being explicit in grantmaking about the value of youth blood work at the state level to really see it come to fruition at the local level. I also just want to tell my staff that the program developed a specific youth centered strength based approach for this work called the

Adolescent Family Life Program Positive Youth Development Model, and it's rooted in the belief very similar to what Nia has been saying

that all youth have strengths.

They benefit from high expectations and are able to make important contributions to their families and communities.

And by starting from this foundation the programs and layers on skills and tools to help people in the program identify and work towards their own goals. And I just thought this framework was really important to making sure the young peer parents feel emotionally safe and valued and supported. And when they're interacting with public health programs overall, and just to bring it home. Overall, I think the environmental scan really showed us that there's more to be done in Title five to focus on providing specific supports to young parents when thinking about this population. I also think it's really important to check our assumptions and our programs espoused goals. For example, what does it say to young parents if our goal is to keep them from having subsequent children until a certain age? And how does that maintain the status quo power dynamic and serve to disempower young families, having to use advisors like California is one way to make sure we're centering young parents perspectives and needs in our work in order to move away from that model. And then lastly, states could consider opportunities to integrate specific supports for young parents that suggested

in-home visiting and other preexisting perinatal support services. So rather than creating something completely new, just taking the opportunity to tailor staff trainings and supports that are offered for young adults specifically to ensure they have what they need to thrive

And with that, I just want to say a huge thank you to Joseph and Nia for sharing your time and expertise with us.

And thanks to you all for tuning into the presentation.

We hope you'll join us in Zoom for the live Q&A.