

Emily Ladau:

Hello and welcome to another episode of Disability Inclusion: Required. In today's episode, we are honoring Pride Month, which is a celebration of the beautiful, rich history and culture and identities of the LGBTQIA+ community. And I am particularly excited about the guest that I have joining me, Gabriel Foster, who is the co-founder and executive director of the Trans Justice Funding Project. We had such a lovely time chatting to prepare for this interview and I am really pumped that you'll all get to learn from his insights today. So to kick things off, Gabriel, I would love for you to share a bit more about yourself and also the incredibly important work of the Trans Justice Funding Project with our audience.

Gabriel Foster:

Hi, Emily. Thank you so much. First of all, I just have to say, such an incredible honor to be here. I loved getting to meet you recently and I've been looking forward to having this conversation with you for several weeks. So thank you so much for having me.

Emily Ladau:

I'm so thrilled you're here.

Gabriel Foster:

I want to tell you a little bit about myself and the work of the Trans Justice Funding Project. So I am a Black, queer, trans person with disabilities. I live on Duwamish land, Coast Salish people land, also known as Seattle. And I was born and raised in Washington state. I moved around a bit, had a Saturn return tour, as I call it. So I had the opportunity to work and live and love in different communities like Philadelphia, Atlanta, New York, and Oakland over time. And then found my way back home to Seattle in about 2019, so just before the world shifted in ways that I didn't foresee happening. And it was in New York that Trans Justice Funding Project came to be when my co-founder, Karen Pittelman, and I came together to try to start something new.

So what Trans Justice Funding Project does, also known as TJFP, is that we move money to trans led grassroots groups and projects with trusts and no strings attached. And we really mean that. And we've meant that since 2012. So we center trans justice work and love in the US and the US territories, and we work to honor and amplify the ways that our communities organize, the way that our communities create and shift culture and commit to love and care and fight like hell for trans liberation. So I can talk more about that later, but essentially, we move money to grassroots trans led work happening across the US and territories. And I'm so excited to share more about our story and then also to talk about disability justice and funding and just the brilliance that we get to love and hopefully rightfully honor in this work.

Emily Ladau:

And the fact that you are leading with love, both in the work that you do and in this conversation, really comes through. And it came through in our first conversation as well. So I'm really hoping that we can ground ourselves in the conversation that we had when we first connected and let in everyone from the audience. I recall that you shared with me some uncertainty around even identifying as disabled, but also saying that you found such power in witnessing colleagues and friends who you share space with who were speaking up about that aspect of their lived experience. So I'm wondering, would you be comfortable speaking a bit about that journey of navigating how you choose to identify or show up in a particular space?

Gabriel Foster:

Sure. And thank you for asking me about my comfort level. I think about this question a lot. I think about identity, but not just identity, really what that means and being able to name who I am and what I am and the experiences that I come from, so not just a label or a title. I think that, like I said, it's named as identity, but I think that there's a lot more to it. It's a way that I connect with other people or ways that I acknowledge my differences and power and those differences as well. But to answer your question in a long windy way, I'll just say that when I was giving thought to this question last night, it really stood out to me that I've maybe experienced what I didn't name as disability, but in different ways in my life.

For example, when I was younger, I was on crutches multiple times for different things happening with my legs. And so it felt temporary or not permanent, but I had to ride different buses to the school and I had to almost take on a different identity during those moments that were given to me by other people and through jabbing nicknames or noting that I was on a different bus than the other kids. I realized in high school that I had a learning disability, which really made a lot of things clear that had been really muddled and frustrating beforehand and then was in certain classes for folks with learning disabilities and how confusing that was to not really learn more about that but just suddenly be placed in a classroom, as a young person at 12 dealing with suicidality and being in a 12-year-old and an adult facility for a week until I was transferred to another hospital to the psych ward.

So what I'm saying is there's been lots of times where I've just been picked up and putting these different positions and not really knowing how to name that or how to name that experience up until more recently when I've just listened to people in my life, to friends, to colleagues, to people whose social media that I'm watching and feeling a little bit more empowered to claim disability as it's been a presence in my life and now, as well. And I think that when I was thinking about this question too, what has been my hesitancy to define myself in such a way or to connect myself, rather, in such a way? And it reminds me of in the past not feeling like I could claim the word organizer, even though a lot of my work had been organizing community in different ways or when people that I've worked with haven't claimed the term artist or myself, even though art has a big presence in my life but could never feel like I could claim the title artist.

And so I was really struck when I was thinking about this last night because I was like, "Oh, it hasn't been about..." Which I never thought it was about shame around claiming being a person with disabilities at different points in my life and even now, but rather there is, I think, I've seen it as a power, a powerful identity and a powerful experience, a powerful word that I didn't know that I could attach to my name or to my experience. So I think I'm still very much trying to with all the different identifying factors about my life, identities and experiences, really trying to figure out what does it all mean. But I really appreciate this question from you, Emily, again, because it also influences the way that I do the work that I do when I'm really thinking about when I really put some thought into this and I'm trying to navigate this for myself, but also thinking about how other people might be navigating these spaces or feeling power from these words and these titles and these experiences as well.

Emily Ladau:

And first and foremost, I want to say thank you for trusting the process of sharing that with us because I know that navigating any identity can be so deeply personal and there's so much to grapple with. And I know that when it comes to disability, the narrative of shame is often what we hear, but it's true that there's so much beyond just feeling shame when it comes to disability and in many cases, it's also just, "I don't know if that identity is mine to claim." And I try to

remind people that the disability community is one that anyone can join at any time, and that's not a threat or a bad thing, it's just a natural part of the human experience. So I think that you really painted a picture of that for us, and I'm grateful.

And I also want to name that I recognize no identity exists in a vacuum. And so you are speaking to disability identity, but of course, that's by no means the only identity that you hold. And yet when it comes to how corporate America, if you will, tries to navigate recognizing identities, they're all about being a little bit symbolic and then acting as if nothing else has gone on in the community other than maybe one month out of a year. I want to dive a little bit deeper into that when it comes to Pride Month, because you and I know that foundations and businesses, they all try to join in on those festivities and then they ignore meaningful inclusion of LGBTQIA+ communities year round. So how can we move beyond this trap of relegating the acknowledgement of entire communities to singular moments on the calendar?

Gabriel Foster:

This is a great, great question. I really agree. I'm a really a visual person, and so I'm thinking when you were talking, Emily, I was picturing maybe the end of a parade, and this is bad for climate, but I'm just picturing a lot of people holding or waving the little pride flag and then cut to the next scene where just everything's on the ground or in the trash can, everybody's gone. And so I think that there's some feeling when I think about that visualization that everyone is just done and that's it.

Because as we know, that's not the case for the people who are queer or trans for those communities. It's not like a one-time event for many of us. And there are a lot of things that certain communities, but I'll say specifically queer and trans movement, we're severely in terms of community organizing and creating systems of care and services that we don't have access to through the government or through what have you, but what it means to be... We have these groups, these people, these communities have to find ways to survive and to live and to thrive year round. And so I'm not really sure what these companies are thinking, but it demonstrates a very short-lived, almost opportunistic feeling and then people are just gone.

And so I just can really see those little flags on the ground and wonder what would it actually mean for a corporation or anyone really who wanted to support a cause or a community to think of it as not just a one-time event but a year round thing or what does it mean to actually want something or somebody to be okay and cared for and have what they need longer than the opportunity for a great promo or a great picture?

And so I think about that a lot. I also think about the amount of demands that come to groups, specifically LGBT groups around pride when people just come out of the woodwork and ask a lot of folks. And so I guess what I'm saying is yes, please keep supporting these communities, these organizations, but could you consider maybe doing it from... I guess my question is what is the actual intention? Is it to really support and uplift these communities or is it to be a moment and opportunity for your products to look really good or look like an ally? And I think we all know that allyship, no matter which community people are being allies to, goes beyond one day or one month.

Emily Ladau:

I really appreciate the question around intention because I think that if we can move beyond raising the flag, any flag, a metaphorical flag in this case for a given community one day or one month out of the year, and not just have it be a matter of virtue signaling, but a matter of we

genuinely care and we genuinely want to support you and we're not going to throw the flag in the garbage at the end of the day, as you mentioned with that really powerful visual, I think that is the best possible ask and what I hope to see more of.

And I want to widen the lens a little bit because it's really important that listeners are tuned into specific issues that the trans community is navigating right now. And I know that there is so much to hold. I know we do not have nearly enough time or space to name everything, but I would like to at least help our audience find a pathway to start directing their focus. So could you share what funders should be focusing on right now in connection to trans justice?

Gabriel Foster:

I would love to share what funders could be focusing on right now in connection to trans justice. I also want to just go back for one second, Emily, to that last question. And I do want to share, I have had opportunities to work with companies or corporations during pride that have actually been a more positive experience, and I would love to see more of that. And just to give an example, I think that one way, one company that we worked with a moved money to us with no strings attached, actually several of them have, which is interesting to me, especially the first time it happened because I was so used to philanthropy wanting to move money or give grants to us, to TJFP, but with a lot of strings attached.

And so then here came these corporations all of a sudden and they were just like, "Oh, no wait, we just want to give you the money and say thank you." It's like, "wait, what?" So I was shocked that I would see that from a corporation versus especially a social justice funder and have always been a little bit struck by that. And I don't know the ins and outs of why that is, but I just noticed that. And so this one corporation did that for us, moving money to TJFP, no strings attached and for general operating. So that was great, gave us a lot of freedom and flexibility to do what we needed to and we appreciated that support. But they also helped widen our audience by bringing their audience to us through social media. Some other folks have allowed us to use their social media, their stories on Instagram, for example, to talk about the work that we're doing for a day.

So I think that there are some other things that people have been doing in addition to sponsorship or making a donation to us that helps us be able to use their platform to elevate our work and also bring in new people, new community folks, probably new applicants for our funding project and certainly new donors. And so even though that was something that happened in the month of June during Pride Month, it was something that we did see the effects of longer than that month. So I just wanted to bring that into the conversation as examples of ways that people's support went beyond a day, but also, it would be great to have that at any other time of the year too. We're not just doing trans justice work or supporting it once a year.

Emily Ladau:

I'm so glad you brought that up because I think that is really tangible, helpful and actionable guidance for funders and funding entities. And as funders are trying to educate themselves about issues connected to the trans community, what is it that we should be paying attention to? What should we be tuned into?

Gabriel Foster:

Thank you for that question. There's a lot happening for anyone who's not aware, but I think most people are aware that there's just a lot happening in the world and also happening in the US and the amount of laws, bills, legislations, conversations, money, energy going towards

stripping many communities of their bodily autonomy, of their basic rights, of their access is just happening left and right. It's happening all the place. And a lot of this isn't new. A lot of communities would say trans communities, I would say, the disabled community, a lot of us are really used to this fight and the struggle over and over again and it's been ongoing. But to see it happening, I would just speak for myself and my lifetime in such a way where it's just wildfire and it's just really moving really rapidly with quite a bit of support, or at least funding to keep it going. It's just really stunning to me in a really terrifying way.

We're approaching an election year, which certainly folks in my world are talking about everyone from people in funding to the grassroots organizers constantly, and how do we be prepared for what's to come? How do we be prepared either way with whatever a decision the election goes? Things are really rough right now and we're still reeling with that. And we don't really know what's coming around the corner, so trying and also be prepared for the unknown, as well. And these are really hard things to hold in general, but also to hold on the daily.

So I'm going to just name a couple of things that I think are really important, I believe to pay attention to. And I think one of the things I want to lift up is the trans legislation. There's a website called translegislation.com that is tracking the current bills, the anti-trans bills happening in the US. You can go to it and there's a map on the website. You can click on maybe where you live or where you're from or places of interest, and you can find out what bills are happening in those areas, which ones are active and which ones have failed.

I've noticed just from clicking around myself, I use this tool for work, I use this tool for conversations to try to stay on top of what's happening in terms of anti-trans legislation. And you might be surprised if you haven't used this resource before to find out just how many bills. There are currently over 500 anti-trans bills happening around the country. And again, this doesn't mean that they're all active or have passed and several of them have failed, which is really good news. We want them to fail. But I just want to share with the audience who might not know about this, a lot of these bills are connected to education. For example, a lot of legislation is focusing in on young people in schools who are asking to go by their names and the bill is intended to give parents the say so to say, "No, they go by this name, not that name." So again, taking away the autonomy of that individual and what they want to be named or how they want to identify and giving that all to someone else and not in their control.

So everything from that, education to healthcare to incarceration and employment, you name it, there are many, many bills out there that are really focused on stripping the rights away from people just to exist, basically. So for someone who is maybe not trans or who hasn't had a legislation focused on you, your life or your community, I just want you to imagine what that might feel like from that perspective to know that there are many people out there putting their thoughts and their power and their money together to make an anti-you bill, that you don't matter, that however you want to live doesn't matter. And they're actually so mad about it that they're actively working against you, an anti-you bill. And I also want folks to think about what that feels like, not just on an individual level, but as a collective feeling of when you know that people are literally out to get you. That's not easy to exist in.

From everything from safety on the streets to safety in the laws to safety in employment, that feels really hard. It feels really harsh. So I want people to really know about that and to really consider what that means on the deepest level of existing as a human being. I also want people to know that while all of that's happening, trans people are also not just trans people. We are not a monolith. We have lots of different experiences that we also carry. Some trans people are young, some are elders, some are disabled, some are not. Some are incarcerated, some are

not incarcerated. There's a lot of different experiences and identities that people are holding. And I also really want to hold space and ask people to learn more about what people have said in the past, pushed into the margins or at the intersections, people who have overlapping identities that are also being targeted as well.

What does it mean to be a Black trans woman existing in this world with all the laws and all of the anti whoever they are happening all around them? And what that might, let alone, getting your basic needs met, but trying to survive and fully exist in this world with all of these roadblocks happening all along the way. So a lot of us experiencing this, this is not new, but this is also very much so a reality. And at the same time, there are many, many, many, many hundreds, in fact, and we know this for sure because we receive applications from literally hundreds and hundreds of groups that are grassroots led by trans and non-binary people working towards trans justice in the US and the US occupied territories this year alone.

We received almost 600 applications from groups that are actively doing everything from mutual aid to providing legal services and other direct services, working towards creating housing for trans people, trans women, young people, you name it, from art and culture to direct services, to abolition, to even food justice and climate justice and everything in between. There are literally hundreds of groups that are working every day to resist and to work towards building a better and different world.

So every year when we come together to make funding decisions and to decide after reading all the applications who will receive a grant and how much from the Trans Justice Funding Project that is... I can be pretty crispy and get pretty bitter throughout the year with all of this going on and having to think about this constantly and endlessly, but that's my moment of hope. And I don't use that word very much, and I definitely don't use that word lightly. That is my moment of reawakening and being reminded that while there's a lot of heaviness and a lot of this is really heartbreaking work, it's really important work, but it's really heartbreaking. But that is my moment of a reminder of why stay in this work or why TJFP exists are for those groups that are, despite it all, damn it, they're trying to build a better way. Yeah, so I'm thinking about that too.

And perhaps this can be put in, I know I've answered this a little bit out of order, but I don't think it's lost on anybody, that it's not just the anti-trans bills that are happening. There's a lot of stuff happening around body autonomy and around trying to strip and remove our own say sos over our own bodies. And that's happening from around abortion, it's happening in trans communities, that's happening with Black and brown communities, that happening with and has been with folks with disabilities, women. There's a lot of different communities that are constantly consistently having to fight for our ability to say what we want for our own bodies and our lives.

And I'm really struck again and again and again how many resources and how many conversations and how much legislation and power and energy goes into trying to take that away from us. Somebody said this the other day and I was like, "That's right." I don't think that they would be putting as much energy if we weren't on the radar and if something wasn't working. So I want to hold that at the same time that I think people are also scared because we are trans communities and other communities, who are being constantly oppressed, are also organized. And we're organizing and we're resisting and we're loud and we're only growing and getting louder. And that makes me hopeful.

Emily Ladau:

I think that you have put in such stark terms the experience of having your humanity quite literally legislated away. And as you navigate that and as you hold that, still, funders don't recognize the importance of providing necessary support to keep the fight going. And I have heard so often many foundations be really quick to claim that they don't fund certain identities, as though identities can be reduced to projects, rather than understanding it as something that's woven into the fabric of who we are as people. And we both know that it's past time for philanthropy to move beyond this way of thinking, but I think the question that always comes up is how, and so I think we have a lot that we can learn from the Trans Justice Funding Project, and I was hoping that you could briefly guide us through how TJFP meaningfully centers the leadership of trans people who are organizing around their experiences with intersecting oppressions, particularly in this case, ableism, when it comes to actually making funding decisions.

Gabriel Foster:

Thank you for that question. I feel like we try new things at TJFP constantly. I always say this, that as an organization, as a staff, as a funder, we are continuously on a learning curve. No year looks quite the same, but that means that we're always trying to learn from the lessons and try to refine our work. And so by saying that as a disclaimer, we don't have all the answers, but I think that the big piece I also think that we're holding is that we want to find a way. We're always trying to find a way that makes sure that those most affected are the ones centered in making the decisions. And what I mean by that is each year we bring together six different trans non-binary leaders in their own right from different geographic locations across the lands, and they also hold different experiences and different identities, and we bring them together to review all the applications that we receive.

Once a year, we have an open call for applications and they come in and our six, we call them our community grant making fellows, review each application and then we bring them together usually in May to determine who the grantees will be for that year and how much they'll receive. So by having a grant making panel of folks who are, like I said, most effective, they're the ones who are actually doing the work. They're the ones who know this work, live this work, breathe this work at the table to decide who receives funding is really part of our way of trying to bring power back to our people, instead of having folks who don't have any connections to the communities make decisions for communities. We didn't want to do that. We wanted to turn that around and make sure that our people have the power. That said, staff don't have any decision making power and we don't have a board because of the way we are structured. So again, those six people are the actual decision makers.

From the beginning, we wanted to make sure that we had a group of six people and these six people rotate. They are different people each year. We wanted to make sure that we were bringing the folks to the table who were often never invited to make decisions like this or trusted, rather, even to make decisions about funding for their own communities. And I said early on that we couldn't wait for philanthropy. We can't wait for philanthropy to figure this out anymore. There's been a lot of time and there's been a lot lost as philanthropy continues to scratch his head and figure out what to do while actual lives are on the line. And so we needed to build our own damn table, as opposed to being invited to the table.

So from company inception of TJFP when we were talking it out, it was never something that came on later, wanting to make sure that folks with disabilities talking about accessibility was right from the get go. And again, we have a long way to go, I'm very clear about that, and learning how to become more accessible and to expand our work. But I did think it's really

important to name that we have always had folks at the decision making table who have various disabilities, cognitive, physical, you name it, across the board, but their experience really mattered.

And we also noticed that, and this doesn't just go for groups, this doesn't apply only to folks with disabilities, but we noticed this with folks from rural areas, gender representation, sometimes if you don't have someone or someones, not even just one person, but someones with a certain experience, it might not get brought up. And so then a lot of people get left out of that conversation, not just at the table, but in terms of who and what's going to be funded. So what I mean by that is sometimes I've seen when there isn't someone present with a disability or someone who isn't focused on disability justice present, then that might not be something that shows up as a priority in terms of wanting to be the priority for something to be funded that year. And that's not how we want to rule. So that has always been important to us to have the presence, the leadership, the brilliance of folks with disabilities, as well as other folks that are traditionally never invited to make decisions about their community and funding in such a way.

We also made sure that there was a line item in our budget and continue to do this, and it's the accessibility line item, and that can mean a lot of different things. We used to bring our community led funding panel together in New York once a year, and so we would make sure that we had anything and everything, hopefully, that people would need. So there was money for interpreters, there's money for wheelchair assistance, there's money for transportation, there's money for caregivers, for whatever people needed to help increase their accessibility and make it possible for them to be able to work with the entire group in ways that are comfortable and make most sense to them.

I remember there was a groan of our grant makers one year, this was a learning lesson for us, and they were flying across the country and they asked for an additional day, so to come in to New York and then be able to rest and then participate. Now, I fully understand having gone through my own process around mobility and disability, but at the time, I didn't have that same kind of experience. And so I remember talking about it as accommodations for them to accommodate earlier. And I remember them schooling me around, this isn't actually an accommodation. This is something that is a necessity, and I've never forgotten that. And again, now I really understand what that means. But I think that's another example of learning from maybe your mistakes or learning from someone or really listening to what people have to say and applying that of we don't call these things accommodations anymore because we're not just trying to make it nice for you to come. We need to make it possible for you to come and to be there.

So we're always working and reworking what that means, but that is always a priority for us to have money in the budget to make sure that we can do whatever is possible. I also think that collaborations, like working with you all, working with disability justice folks from Transgender Law Center and from other places, has also been really important to us to continue to grow our knowledge, but also to be in conversations more with folks who are focusing and centering the work of disability justice and also making sure that our presence is known so that there are plenty of people that we would like to apply for grants with us. And so through collaboration, we hope that that also helps with outreach and to be trusted, to be talked about, to be a resource to folks, and for folks who are already trusted messengers, to be able to share our work with other people so that they might also have a chance of applying for grants from us.

I just also wanted to name that this year we learned so much from the applications and the data and the applications. And data is not a hot sexy thing for everybody, but for the nerds who love

numbers, this was the first year we had 247 applications come in from disability led organizations. And so that number is really significant. And so I don't know if that comes from more collaborations or more folks organizing, I'm not really sure. But that just tells us so much and that there's so much more that we can do and so much work to be done. And we really hope to continue to fund work happening by grassroots trans justice work that's led by folks with disabilities or has a disability focus. So I think collaborations are really important and allow us to do so much more.

And the other thing I would say is I think there's a lot that a lot of us don't know, but we're also living in a day and age where, and philanthropy has, in my opinion, really no excuse. There's so many resources and there's so much knowledge available on the internet or in conversation. You can be saturated in it, but I think even a conversation or just an openness and willingness to learn or to be in conversations or to find out more, the possibilities are endless. So I'm not sure if that answered your question, but I think that these are some of the things that we-

Emily Ladau:

You really covered so much ground there and I'd like to bring us to a close.

Gabriel Foster:

Thank you.

Emily Ladau:

But to do that, I like to ensure that our listeners leave with an actionable takeaway, and you've shared so much already, but I'm going to challenge you in just a few sentences to share what needs to happen, in your opinion, across the philanthropic sector to ensure that we're moving in the right direction toward disability inclusion. So what is your sum it all up call to action that you would like to leave our listeners with?

Gabriel Foster:

My sum it up call to action. Well, I'm shy, but I'm wordy, so I'll give it my best shot. But Emily, I have to ask, I'm just curious, what have other guests said? How have other guests answered this in the past? Do you have a couple of examples?

Emily Ladau:

Yeah, absolutely. So many guests have pointed to the mantra of the disability community, which is nothing about us without us, essentially saying that if you are going to do any work pertaining to disability, do not do it without disabled people at the table. And so many people have shifted that to not just nothing about us without us, but to nothing without us. So if there is something happening, bring people with disabilities into the conversation because disability connects and overlaps with all other identities. So that, I would say, sums up the call to action that most people have left us with. And I'm wondering if you have anything in a few sentences that you would add to that.

Gabriel Foster:

Thank you for sharing that. I think all of those are really right on, and I would absolutely agree. And this maybe isn't necessarily a call to action, but maybe just a moment for pause and reflection before your call to action. I get asked this question a lot and at this point I'm just always like, "What do I need to say? What do I need more to get people to actually move into

action?" And I'm feeling a little bit stuck because I want to see more people moving into action. And so I think my question, rather, is what is the risk of not moving in the right direction? Or what is the risk of not being active?

And I think that we know that, as I mentioned before, there's a lot happening and a lot of people are organized around us to hold us down and to not allow us to exist. And I'm wondering why philanthropy would co-sign that by being inactive or by siloing our work when our lives are not silos. So I think I want to just challenge people to think about as an individual or an organization that you're a part of, what is the cost of not moving forward?

Emily Ladau:

And I think that is the perfect way to sum up everything that you have said. And I think that you have left listeners with so much to process and to think about, and I'm so grateful that you were willing to join me for this conversation. And I'm wondering where can people find you? Can people follow along with the Trans Justice Funding Project?

Gabriel Foster:

Yes. So we have a website, transjusticefundingproject.org that we'd love for you to visit, learn more about our work, learn more about the people and the things that we fund, and also would love to share more about our model. It's considered to be pretty unique, if not controversial at some times. So we would love for people to learn more about that. And also, we have Facebook and we have Instagram, [transjusticefp](https://www.instagram.com/transjusticefp) on Instagram and Trans Justice Funding Project on Facebook. So please keep up with us. There's a lot more that I didn't get to share just for lack of time, but we're so excited to be in this with you, Emily, and with all of your listeners, and we hope to be a resource to you all as best as possible. Thank you so much again for this opportunity and just such a fan of this work that you're doing, and I look forward to continuing to listen to more of your podcasts and more of your readings, as well.

Emily Ladau:

Gabriel, you have been just a wealth of insight and wisdom, and I'm so grateful. Thank you, again, for joining us. And to everyone listening, if you want to keep your learning journey going, visit the Disability and Philanthropy Forum at disabilityphilanthropy.org. Again, I'm Emily Ladau. This has been another episode of Disability Inclusion: Required. Thank you so much for tuning in and join us again next time.