

Louisiana Developmental Disabilities Council
Executive Committee
April 30, 2025

HANNAH JENKINS: Hi everyone. We are making progress but we need a few more minutes. Thank you.

JILL HANO: Good morning everyone. Welcome to the April 2025 executive committee meeting. It is now 10:27 and I would like to call the meeting to order. Ebony, will you please take roll.

EBONY HAVEN: Ms. Angela Harmon.

ANGELA HARMON: Present.

EBONY HAVEN: Ms. Christi Gonzales. Ms. Brooke Stewart.

BROOKE STEWART: Present.

EBONY HAVEN: Mr. Renoda Washington. And Ms. Jill Hano.

JILL HANO: Here.

EBONY HAVEN: You have three and you have a quorum.

JILL HANO: Okay. Perfect. At this time Ms. Harmon, can you please read the virtual protocols.

ANGELA HARMON: Yes, ma'am. Before we get started I just want to remind you all of a few rules. For committee members and members of the public attending in person please raise your hand to speak and wait to be recognized by the chair before speaking. To help the meeting run smoothly please keep side conversations to a minimum and comments related to the topic we are discussing. For those committee members who are attending virtually remember you must be on camera and have your first and last name showing to be counted towards the quorum. Please keep microphones muted unless called upon by the chair. Electronically raise your hand to request to speak and wait to be called on by the chair. For attendees raise your hand to request to speak. Once recognized by the chair your microphone will be turned on. After speaking the microphone will be returned to mute.

Also the Q and A is only to be used by those needing an ADA accommodation to participate in the meeting. Public comments will not be accepted via Q and A except for those individuals who requested the accommodation. As per order committee members in

person and virtually will be allowed to speak first. Public members in person will then be called on followed by public participating virtually who have their hands raised. Comments in the Q and A and chat will be addressed last. As with all hybrid meetings it can be difficult to keep track of all those wanting to speak in person and virtually. Please be patient. All comments and questions from committee members and the public may be limited to three minutes or less should we run into time constraints so please keep that in mind. Also comments about a person's character will not be allowed. Finally, members of the public will have the opportunity to provide public comment before each vote and during designated public comment periods. The chair may also use their discretion to determine if comments will be accepted outside of those times. Thank you.

JILL HANO: Thank you. At this time, Ms. Stewart, will you please read the mission statement and ground rules.

BROOKE STEWART: Yes. I'll start by reading the mission statement. To increase independence, self-determination, productivity, integration and inclusion for Louisianians with developmental disabilities by engaging in advocacy, capacity building and systems change.

I will now begin the ground rules. Members must be recognized by the chair before speaking. Be respectful of each other's opinions. Break for ten minutes every one and a half hours. Discuss council business in a responsible manner. Except as necessary restrict the use of electronic communication, for example, texting during council and committee meetings. Silence or turn off all cell phones. Mission statement is posted at every meeting. Be on time for meetings. No alphabets. Side conversations are kept to a minimum, done quietly and restricted to the subject at hand.

JILL HANO: Okay. Thank you. The next item of business is the approval of the draft of the January 30th meeting summary. The draft has been distributed. The summary will not be read unless requested by a member. Are there any corrections? Okay. If there's no objection the meeting summary is approved as

distributed. Hearing none, the meeting summary is approved.

EBONY HAVEN: Approved by unanimous consent. So you can go to the next item.

JILL HANO: So moving on to our agenda. The first item of business for this executive committee is the update on federal issues. (Inaudible) 504 lawsuit and changes to funding in Medicaid which is in your packet. So Ebony, I give you the floor.

EBONY HAVEN: So we have a lot of updates at the federal level so I'm going to go over each one and then I'll pause if anybody has any questions or comments I'll let them take notes at the time. I'll start with the Section 504 lawsuit. Here is what we know. The Section 504 lawsuit is a court case in Texas that was filed in September 2024. A group of 17 states, including Louisiana, sued the United States government and they were asking for the court to get rid of Section 504 and the updated rules that they came out with in 2024 that protect people with disabilities from discrimination in healthcare and human services. Now I'm just going to provide a little background being that we have some new members here. What is Section 504. Section 504 is a law that says that anyone who gets money from the United States government to serve the public or do business cannot discriminate against people with disabilities. So the rules in Section 504, just some examples, say that schools must include students with disabilities to help them learn. Doctors and schools must have sign language interpreters for people who are Deaf and hard of hearing. Signs and videos must have captioning. Doctors must have clear information (inaudible). This includes intellectual and developmental disabilities. Websites for schools and hospitals must work for people who are blind and low vision. Doctors in hospitals cannot stop helping someone because they have a disability. And doctors and hospitals must have tools and machines that work for wheelchair bound people. This includes machines that check for cancers. Those are a few examples of what Section 504 has in it. Some of the rules that it has in it. And over the years the rules have been updated. And like I said, the latest updates came last year in 2024. And so originally the states that filed

this lawsuit they were stating that Section 504 was unconstitutional. They were asking the courts not only to get rid of the updated rules that came out in 2024 but they were asking the courts to get rid of the entire thing.

So in response we did send some action alerts. I hope everybody responded to our action alerts. We sent action alert number four and that was for advocates to reach out to our attorney general here in Louisiana, Ms. Liz Murrill. And then we sent an updated action alert on February 28th because the AG filed a joint status report suggesting that the AGs were only looking for 504 protections within the programs funded under the Rehabilitation Act like vocational services. But this will mean things like housing, education and healthcare will no longer be bound by Section 504. So again, in that updated alert we asked our advocates to reach out again to our attorney general's office.

Now the latest update that we received was that the 17 states filed another joint status report stating that they're no longer challenging that Section 504 is unconstitutional. They dropped that part of the lawsuit. But they are still challenging the updated rules that came out in 2024. So those rules include things like (inaudible) are not allowing discrimination in medical treatment which just allows discrimination (inaudible) criteria or protocols related to medical care of individuals with disabilities including how those resources are distributed. So we saw that a lot around the pandemic. We saw how healthcare systems were discriminating against people with disabilities, which is why they wanted to come out with that rule. So now they dropped the unconstitutional part. They're not saying the entire thing is unconstitutional but they are still saying that they don't support the updated rules that were released in 2024. So we're still actively advocating. We're still telling our advocates, LaCAN advocates and council members to reach out to our attorney general's office to make sure that she knows the importance of those updated rules that they affect our community, our disability community. So that's sort of the update that I had for the Section 504 lawsuit. I encourage everyone to continue to reach out to Liz Murrill's office. And just like I said,

continue to make sure that she knows that those protections that are in the updated rules in Section 504 are just as important as the entire thing. Does anybody have any comments or questions? I'll try to answer them if I can.

JILL HANO: I have one question but I don't want to sound ignorant.

EBONY HAVEN: You can ask your question.

JILL HANO: I just browsed through (inaudible) but then what you're saying doesn't seem, these papers, like is this about one certain disability?

EBONY HAVEN: No.

JILL HANO: Okay.

EBONY HAVEN: So that's the original lawsuit, Jill. That's the original lawsuit that you have.

JILL HANO: So there's more?

EBONY HAVEN: Yes.

JILL HANO: Okay. All right.

EBONY HAVEN: For anybody that needs like background on what Jill just brought up. The language about gender dysphoria in the preamble of the updated Section 504 rule there's a section in there about gender dysphoria. Now the previous administration considered gender dysphoria a disability. The current administration does not consider gender dysphoria a disability and therefore it will not be protected under the federal law. So the language in the preamble of Section 504 that's where the gender dysphoria is located or that language is located. They're basically saying it does not have the force of the law. So they don't recognize it as a disability. So gender dysphoria will not be protected under Section 504. Now individuals with disabilities that identify as gender dysphoria they still will have those protections but gender dysphoria in general will not.

JILL HANO: Okay.

EBONY HAVEN: Does that answer the question or kind of clear up things?

JILL HANO: Yes. Okay. Any questions?

SPEAKER: No questions.

JILL HANO: Okay. Public? All right. Ebony, can you please continue.

EBONY HAVEN: Yes, ma'am. So the next item is the restructuring of the Administration for Community

Living. And this is what we know. March 27th the U.S. Department of Health released a statement and they announced the restructuring of the Health and Human Services Department including the reorganization of ACL which is the Administration for Community Living. The state, the councils, the protection and advocacy agencies and the university centers of excellence on developmental disabilities are all housed under the Administration for Community Living so of course that statement brought concern to all of our sister agencies and the DD Councils across the country. They also informed everyone that HHS planned to integrate its program, these other offices within HHS including the Administration of Children and Families, the assistant secretary for planning and evaluation and the centers for Medicare/Medicaid services. April 1st HHS started eliminating a significant number of employees across its programs but as of today ACL staff, including the leadership for the Office of Intellectual and Developmental Disabilities and our program officer that actually reviews our annual state plans and our program performance report, those employees are still employed as of today. That could change. And I'm going to ask whoever is sharing items, I added two items to the website. If you click under other handouts there is an ACL organizational chart and there is a text version for anyone that needs that option. There is a text version on the website as well. So I kind of just want to share with you guys what the reorganization looks like and what offices they have eliminated.

So I'm going to go ahead and start. All of the boxes at the top that are in gray all of those offices were eliminated. So this is all ACL. Where we are if you look on the right-hand side of that chart there's the Administration on Disabilities, that is where we fall. We're actually right under the Administration of Disabilities, the Office of Intellectual and Developmental Disabilities programs. That is where the state councils are housed. And so as of right now we're still around but as I go into the other updates you guys will see why we have cause for concern with the budget that was leaked. So I just kind of wanted to share that with you guys. There has been a lot of restructuring with the Administration for Community

Living and that is very concerning because the Administration for Community Living was created in 2012 to make sure that they delivered real results for people with disabilities. It was created for the aging population and individuals with developmental disabilities specifically to carry out those programs. And so the departments that they are considering reorganizing ACL under, they don't have the same priorities and they may not have the same resources as ACL so that restructuring is very concerning. So I kind of want to jump right into the budget which is related to the restructuring of ACL.

So here's what I know. The councils were informed on April 16th that a draft budget proposal from the Office of Management and Budget, OMB, for fiscal year 2026 which begins on October 1st, 2025, was leaked. This was basically the president's budget that was leaked and it was put out on several news stations and social media outlets. And basically the document that was released proposed reorganizing and ending many disability and aging programs. That includes the state councils on developmental disabilities, the Louisiana State DD Council as well as all the DD Councils across the country. Also the protection and advocacy agencies in Louisiana, Disability Rights Louisiana and other states, Disability Rights Tennessee, Disability Rights Florida. Our sister agencies as well have been pretty much eliminated in this proposed budget as well as our university centers for excellence. Here in Louisiana that's LSU Human Development Center. And it's different universities across the country. All of our services were zeroed out and if you zero out a program that basically means that you're eliminated.

Now that proposal, like I said, I'm going to tell you guys what I know, the president's budget does not determine program funding. Congress will decide what federal programs they're going to fund and what federal programs they're not going to fund in their final budget for FY 2026. It's just like our state budget. The governor gives a budget but our state legislature is responsible for funding what they feel needs to be funded and what they feel doesn't need to be funded. So again, the federal fiscal year 2026 (inaudible) and more than likely, I'm saying this because this has been

the pattern for the last few years, especially since I've been here, more than likely Congress will not (inaudible). And typically when that happens they sign a continuing resolution. So we've been in continuing resolutions at least for the past two years. I know for FY 25 we received a continuing resolution March 14th. So they sign a continuing resolution funding us at level funding for the rest of 2025 which means September 30th of 2025. I know the dates are kind of confusing. But we are level funded for the rest of 2025. Now for FY 26 we're going to have to watch the budget as it goes through Congress, as it goes through to house, as it goes through the senate and make sure that we advocate and make sure that our congressional delegation, the Louisiana congressional delegation knows how important the councils are, the protection in advocacy agencies are as well as the USEDDs. We want to make sure that they know all of the programs are important and they need to continue. So our NACDD board, which is our National Association for Councils on Developmental Disabilities, our board and their staff are offering all the councils guidance, communication campaigns, tools, just to help us to move as a cohesive network. I know that NACDD has been in contact with the national organizations for our sister agencies for the protection in advocacy agencies as well as the USEDDs. And they are actively coming up with campaigns not only to advocate for ACL, but also for the state DD Councils, for the USEDDs and the PNAs.

This is what I don't know. We don't have a timeline for the reorganization. So I don't have a timeline for when ACL will be moved or where they would be moved, where they will be housed. And then I don't know if Congress what they're going to do with our funding. They could reduce our funding, (inaudible) or they could eliminate it. Of course we as advocates will do what we do best and we're going to advocate. I think one of the greatest things that the Louisiana DD Council does that's different from every other state is advocacy. LaCAN has done some amazing things and I just think that can carry over to our federal issues that we're facing right now. That's all I wanted to say about the restructuring of ACL. Does anybody have any questions? Jill.

JILL HANO: Who is getting the funds? I know that's not a very cool question and I apologize for that.

EBONY HAVEN: That's a good question. The leaked budget had a line item for like 453 million-dollars for independent living programs. Funding is level funded for the centers for independent living and they had an increase of around 325 million. So on page 40 of the leaked document it basically states that that increase in that funding will go to state grants and those grants are intended to provide flexibility to states to use that funding to provide services and supports for those disability programs that were eliminated. It wasn't like an equal all the DD Council funding, all the PNA funding, all USED funding is in that 325 million. It doesn't add up. They are continuing in the proposed budget, and I just want to keep reminding everybody it's just a proposal, they have 325 million dollars going to the centers for independent living.

JILL HANO: Okay. Thank you Ebony. To continue this topic, which is an interesting topic, do you have something on Medicaid to talk about?

EBONY HAVEN: Before I go to Medicaid I just want to explain the document that's in y'all's folder. I included the current and projected council activity funding because if there is a reduction in funding we are currently writing contingency plans as a staff. We're working on our annual report for 2024 and we're working on impact statements. NACDD has asked us for all of those things and then once we get those things out we can use those in our advocacy to show the impact specifically for the Louisiana DD Council. Specifically our annual report. And that will highlight all the initiatives that the council did last year. We're also collecting stories. We sent out an LADDC news on Monday and shared on our social media. I'm encouraging anyone, I'm encouraging all of our council members for sure to make sure you go in and share your story about the impact that the DD Council has had so that we can share those stories with our national organization NACDD. So they can share those stories on Capitol Hill with not only the Louisiana delegations but all the senators and representatives that are working on this policy. I just wanted to make

sure that I pointed that out.

But the document that's included in the packets that is because if we do get a reduction we're going to have to come up with a contingency plan. We're going to have to look at some of the activities that you guys have planned for FY 26 which are on that second page. And we may have to look at reducing some of the funding that you all have allocated for those particular activities and initiatives. So I wanted to just give you guys that. That's going to be included in the packets as well for tomorrow for the full council meeting. Like I said, if we are facing a reduction we are going to have to look at how we're funding and that may have to change. Does anybody have any questions on that particular document? The first page is our current initiatives for our action plan for this year, FY 25. And we basically put in there how much money was allocated or budgeted for that particular initiative. How much money they spent. And then how much they have leftover. And so if we have to start reducing funding to any of y'all's initiatives we'll make sure that we provide information on what we're recommending to the council that you guys may look at reducing and why we are recommending those.

I'll jump right into Medicaid. Let me talk about Medicaid for just a second Jill. Does anybody have any questions about restructuring or possible changes to the council's funding?

JILL HANO: Stephanie, do we have any comments on Zoom? Okay. Ebony, can you continue.

EBONY HAVEN: Medicaid, what I know. On February 25th the House of Representatives passed a budget resolutions that proposes trillions of dollars be cut to federal spending. It asked the committee that oversees Medicaid to cut up to 880 million-dollars over the next ten years. A budget resolution was passed, and this is not (inaudible) so it's important for everyone to know that Medicaid is not cut yet. In Louisiana though it's important for everybody to know that Medicaid funding pays for programs like our waivers, new opportunity waivers, the residential options waiver, the children's choice waiver, our community choices waiver for our adult and aging population. It pays for DPSDT. It pays for personal

care services, doctors' visits, therapy and a lot more. So sometimes people don't equate Medicaid to those services but Medicaid pays for all of the services that I just named. And unfortunately home and community-based services they don't have to be funded. They're optional programs. And so normally whenever we see cuts those optional services are the first to be cut. So this issue is directly tied to that leaked budget.

Just in case you guys haven't heard about how they're trying to restructure the Medicaid funding. They're looking at block grants per capita caps. They're looking at cutting the F map which is our federal match that we receive here in Louisiana. And so the block grants would basically give the states like a lump sum of Medicaid spending money and this would completely change the way Medicaid is funded right now. And if spending exceeds that block grant amount then the state would have to determine which programs to cut or supplement the amount from state general funds. I can tell you right now Louisiana cannot afford to do that. They cannot afford to supplement the amount that the block grant won't cover. And if we exceed spending remember these services are optional so these are the services that they're going to look at cutting first. So both block grant and per capita caps would end federal funding guarantees and shift the cost to our state. Right now our state is looking at, and I'm hoping I get this amount right. Brenton just left the table. I want to say we're looking at a 194 million-dollar deficit right now. And so I can tell you right now that our state in Louisiana cannot cover any cuts to Medicaid.

And similar to block grants the per capita caps they also change the way Medicaid will be funded. Per capita caps will limit Medicaid to a set amount for each enrolled. So each person that's enrolled in Medicaid they would get a set amount. So Angela would get 5000-dollars. Brooke would get 5,000-dollars. Jill would get 5,000-dollars. Once they exceed that cap that's it. They would not have any other funding to cover any other therapies or any other doctors' visits or any other thing that you're utilizing Medicaid for.

As I already said they are looking at cutting the

F map which is our federal match. Right now the F map is 67 percent. So for every 33 percent that Louisiana puts in, I'm trying to use round numbers, the federal government matches that at 67 percent. If they look at cutting that 67 percent again, the state is going to have to look at supplementing that match. We can't. We're already looking at a deficit here in Louisiana like I just said. So any potential reduction, any potential reduction in Medicaid funding, and I don't understand how they can't look at Medicaid cuts with an 880 billion-dollar cut that they have to look at over the next ten years. I don't understand how they couldn't cut Medicaid.

Again, these are some other options too before I go into that. Cutting enrollment services (inaudible). And then repealing regulations on minimum requirements. Like repealing some of those eligibility requirements so that not as many people are eligible for Medicaid. This is what we're going to do as a council. We're going to be watching the budget until it's finalized. (Inaudible) appropriations while they're deciding on how these funds are going to be spent. NACDD, our national organization, like I said, they're hosting meetings. They were hosting daily updates for every DD Council across the country. They kind of scaled back because I think some of the DD Councils were being overwhelmed with some of the information. So we're going to have policy meetings twice a month and they're going to make sure that they keep us updated on those rapid changes as they occur.

So our priority here at the council is continuing our DD Act work and making sure that our annual action plan and our state plan is up to date. We're going to continue planning around our next five-year plan. So we're going to continue to do everything that we would normally do. Our public forums that are coming up for our next five-year plan are on May 7th. That one is in Monroe Louisiana. And on May 14th in Baton Rouge. So I encourage all council members to please come out to those forums. I encourage you guys to invite friends and family members of individuals with disabilities. We need public input for our next five-year plan because we need to know where the barriers and gaps are so that the council as a whole can help address those

in the next five-year plan. We're going to continue to work hard and educate our policymakers. Like I said, LaCAN and our grassroots advocacy here in Louisiana is second to none. I don't think any other DD Council across the country-- I'm bragging right now because I have encountered other DD Councils. I don't think any other DD Council has a grassroots advocacy organization quite like LaCAN. We're unique in that we get results. LaCAN has gotten great results over the years. Even in the six and half years that I've been here they've seen great results. So we're going to continue to work hard as a council. We're going to make sure our congressional delegation is educated. At least they're going to be educated on changes to Medicaid and how those changes to ACL are going to affect people with disabilities. So that way if they continue to vote in a way that's going to harm our disability community they can't say that they didn't know because we educated them. The council needs to submit impact statements. And rest assured that your council staff is working very hard to get those impact statements done for our annual report for 2024. And of course we're going to be working on (inaudible).

I want to put this on public record in a public meeting. This is what we cannot do. We cannot lobby. So as council members you can't go to any of our congressional delegation or any of our state legislators, state senators or representatives and ask for the funding. As a council, as council member Angela Harmon you can't go in and ask for that funding. Now as private citizen Jill Hano you can go and ask for funding. But you can't go in and ask for it oh, I am a Developmental Disabilities Council member. I want to ask you to help fund our DD Act programs. I just want to make sure we're all clear on that. We can't lobby but we can advocate. That's making sure that we educate our legislators on the importance of the DD Councils, on the importance of the protection and advocacy agencies and on the importance of university centers for excellence.

JILL HANO: So if I go and provide public testimony in my testimony can I include that I'm the vice chair of the DDC?

EBONY HAVEN: So you are just a citizen of

Louisiana in region ten and you are coming as a concerned citizen to ask.

JILL HANO: Okay.

ANGELA HARMON: When is that?

EBONY HAVEN: May 14th in Baton Rouge at this library. So please come out to our public forums. Guys, please, if you know anyone that participated in any initiative that we've done, Partners in Policymaking, the Youth Leadership Forum, the disability voting trainings that we had last year, the emergency preparedness training or even the first responder trainings that we had. If y'all know anyone that has participated in any of the council's initiatives I'm asking that you guys ask them to share their stories. They can either go on the LADDC news that we shared on Monday or you can look on our social media. And I encourage all of our council members to please if you're not following the council make sure you are following now because we're sharing a lot of important information. A lot of that information that we're sharing is coming from our national organization NACDD. They pushed out a lot of information about ACL and the impact that ACL has had across the country, not just for Louisiana. They are actively advocating on our behalf to make sure that our congressional delegation on Capitol Hill knows the importance of all these programs. So please ask your friends, anyone that you know that has participated in any council activity to share their stories with us because we need those stories to show the impact. That is what touches those senators and representatives' hearts when they can identify the funding with a person. That it's not just I'm just giving this money. It's not just dollars. It's people's lives that we're talking about. So Jill, I think that was all I have. I can try to answer any questions. If I know the answers I'll try to answer it but if I don't all I can say is I don't know. If anybody has any questions about any of those federal issues I will answer them or at least try.

JILL HANO: Erick.

ERICK TAYLOR: My concern is the Medicaid part. I've been hearing that they're really trying to push the Medicaid really towards getting rid of the house, taking care of somebody and really pushing them to the

nursing homes.

EBONY HAVEN: I don't want to speculate. Of course I don't think that's anyone's intentions but we have to educate our legislators especially at the congressional delegation that if they cut home and community-based services a lot of families don't have the supports that they need in order to keep their loved one at home. So in any response, yeah, there could be an influx of individuals going back into intuitions, including nursing homes. I don't think that's the intention, or at least I would hope that's not the intention, but I don't want to speculate. That's pretty much the best answer I can give you.

JILL HANO: Okay. Any public comment?

REKEESHA BRANCH: Not at this time.

JILL HANO: So how are we on time because I want to get to this evaluation?

EBONY HAVEN: We have about 30 minutes.

JILL HANO: Okay. Perfect. The next item on our agenda is the executive director evaluation. In our bylaws in the first year of employment our executive director gets quarterly evaluations and this is her last quarterly evaluation so we're going to talk about that. How do we proceed?

EBONY HAVEN: Someone's going to have to make a motion.

JILL HANO: Okay. At this time I need a motion from a committee member because of the nature of the conversation the committee will discuss in executive session. Can I have a motion and a second to go into executive session?

BROOKE STEWART: I would like to make a motion to go into executive session.

JILL HANO: Okay. Thank you.

ANGELA HARMON: I second.

JILL HANO: Thank you Angela.

{Executive session}

JILL HANO: The time is now 11:42. We had a very productive executive session. We talked about the results of Ebony's evaluation. Of course they were all nothing but positive feedback. The issue of salary came up and we kind of mutually decided that with the current state of our budget that we will not be offering Ms. Haven a raise, an increase in salary at

this time. But rest assured nothing but positive feedback.

BROOKE STEWART: I would like to add that Ebony requested not to get a raise. So selfless of her given the situation. I just wanted to add that in.

JILL HANO: Thank you Brooke. Any comments from the public in the room? Any comments on the line?

REKEESHA BRANCH: Not at this time.

JILL HANO: Okay. So that concludes our agenda. No, it does not. Next up we have Ebony with our announcements.

EBONY HAVEN: Yes, ma'am. The only announcements I have are the rest of the committee meetings that are occurring today. After lunch at 12:45 to 2:30 self-determination and community inclusion committee. From 2:45 to 4 Act 378 subcommittee will be meeting. And then from 4:15 to 6 the education and employment committee will meet. Our full council meeting is tomorrow from 4 to 10.

JILL HANO: Thank you. That concludes our agenda. By unanimous consent I adjourn our meeting at 11:46. Thank y'all everyone.