

**DEPARTMENT OF VETERANS AFFAIRS
ADVISORY COMMITTEE ON MINORITY VETERANS (ACMV)**

Tuesday, February 20, 2024

VA Central Office, Meeting Room 230

Committee Member Attendees:

- Charles Allen, MD
- Irma Cooper
- Lisa Carrington Firmin
- Warren Jones, MD
- Robert McDonald (Chairman)
- Georgina Dodge
- Linda Singh
- Beth Townsend
- Nathan Tilton
- Michael Yaguchi

Committee Member not in Attendees:

- Salvador J. Castillo
- Ronald Garcia

Center for Minority Veterans Attendees:

- Debra Walker
- Ronald Sagudan
- D'Andrea Jacobs
- Dwayne E. Campbell
- Carl McPherson
- Ashley Carothers
- Gregorio Kishketon
- Carmen Drummond

Other Attendees:

- Lisa Lotts

Meeting called to order at 8:00 a.m. (EST) by Robert V. McDonald, Chairman.

Opening Remarks & Review Agenda:

James Albino, Designated Federal Officer (DFO)

- Introduced himself as the DFO.
- Welcomed the Committee.

Debra Walker, Alternate Designated Federal Officer (ADFO)

- Introduced herself as the ADFO.
- Welcomed the Committee.

Robert McDonald, Chairman

- Introduced himself as the Chairman of the Committee.
- Conducted roll call by having all (10) Committee members introduce themselves.

Discussed committee ground rules reference conduct, allowing guest speaker's adequate time to present, and time management according to the agenda.

Veterans Health Administration Updates:

Dr. Ernest Moy, Executive Director, Office of Health Equity (OHE)

- Overview of VHA's efforts in attaining health equity.
- Update on Office of Health Equity core team makeup.
- VA's definition of health equity: All Veterans get support that helps them achieve their highest level of health.
- What VA is doing to promote equity:
 - Working with staff to ensure a diverse and inclusive environment.
 - Working with social support to address social risks.
 - Working with providers to reduce health disparities in health care.
- Five inclusive habits: Fair, Open, Cooperative, Supportive and Empowering (F.O.C.S.E).
- High equity reliability organization fundamentals:
 - Specific considerations
 - General orientation
 - Impact on processes
 - Ultimate outcomes
- Joint Commission National Patient Safety Goal 16.01.01: Improving health care equity for the hospital's patients is a quality and safety priority.
- Assessing Circumstances and Offering Resources for Needs (ACORN): goal is to systematically identify and address unmet social needs among all Veterans to improve health and advance health equity.
 - ACORN dashboard is designed to identify and address social needs among Veterans receiving care at a VA facility.
- The Primary Care Equity Dashboard (PCED) was developed to engage VA's healthcare workforce in the process of identifying and addressing inequities and enables VA to meet these standards.
- National Veteran Health Equity Report 2021: provides information regarding disparities in patient experiences and health care quality for Veterans who obtain health care services through the Veterans Health Administration (VHA).
 - Data on disparities are presented by the sociodemographic characteristics of race/ethnicity, gender, age group, rurality of residence, socio-economic status, and service-connected disability rating, and by cardiovascular risk factors of hypertension, hyperlipidemia, and diabetes.

- National Veteran Health Equity Report – Black or African American.
 - This chartbook focuses on experiences of care and health care quality of Black or African American Veterans receiving care in VHA.
 - Data in this report is from FY 2016 to FY 2019.
 - VA's Survey of Healthcare Experiences of Patients (SHEP)-Patient Centered Medical Home survey instrument, and FY 2019 VA External Peer Review Program quality monitoring program.
- Equity Guided Improvement Strategy Communities of Practice:
 - Addressing disparities in cancer screening.
 - Addressing disparities in chronic disease prevention and management.
 - Native Hawaiian Pacific Islander and US-Affiliated Pacific Islander Health Center.
 - Support adoption of an equity strategy in every VAMC.

Veterans Experience Office (VEO) Updates:

John Boerstler, Chief Experience Officer

- Veterans Experience Office Mission and Vision:
 - Mission - Enabling the best experiences to Service members, Veterans, their families, caregivers, and survivors.
 - Vision – To be the best customer experience (CX) organization in Government and industry, validated by 90% customers trusting VA.
- VA defines CX as the product of interactions between an organization and a customer over the duration of their relationship. VA measures these interactions through:
 - Ease – access to VA care and benefits are smooth and easy.
 - Effectiveness - VA delivers care, benefits, and memorial services to the customer's satisfaction.
 - Empathy - VA will deliver care, benefits and memorial services in a manner that makes customers feel honored and valued in their interactions with VA.
- V-Signals Outpatient Minority Key Insights: Responses across FY22 and FY23 were analyzed by Gender, Race, and Rurality; first looking at overall insights from the full responses from the period, then identifying trends seen over time, and lastly, identifying any key differences in cross sections between groups.
- Across all racial demographic groups, the Asian demographic consistently displayed the highest Trust scores, with American Indian or Alaskan Native (AIAN) with the lowest.
- No conclusive time-based trends were identified for the racial groups, with variations in Trust score (primarily seen in the AIAN and NHPI demographics) being primarily attributable to changes in response counts.
 - A slight increase over the 2-year period was seen across all racial groups.
- Female respondents comprised 9% of the responses received during the 2-year period and had a lower overall average trust score than male respondents by 3.7%.

- Trust scores across both male and female respondents increased slightly over time, with female respondents consistently scoring lower throughout the period.
- While differing by a consistent order of magnitude female and male response totals followed very similar trends during the observed period.
- Trust scores across both male and female respondents increased steadily over time, with female respondents consistently scoring lower throughout the period.
- Across all racial demographic groups, except for Native Hawaiian/Pacific Islander, male respondents scored trust higher on average by between 2.3%-2.9%, with the widest minority variation seen in the AIAN and Hispanic groups.
- Across both gender and race, there was a clear upward trend in trust scores as age increased, with higher scores seen in older demographics and lower in younger. With AIAN trailing other demographic groups.
- No significant difference was seen across the overall average trust scores of rural and urban respondents, while response rates differed by a factor of ~1:3.
- While following different trends, LGBTQ+ respondent trust within the VA-Wide trust survey trails straight respondent trust by roughly 6.5% with the highest deviation seen in FY 2022 Q2 of ~11%.
- Across all demographic groups, “Quality of Care” was the Top Compliment that received the most Free-Text Responses with “Appointment Cancellation by VA” being the Top Concern receiving the most Free-Text Responses.
- Veteran Experience Action Centers (VEACs): Minority and Women Customers (July 2021 through February 2024):
 - Customers who select at least one minority race account for 33.5% (2,410) of all VEAC customers who responded to the race and ethnicity question.
 - 294 VEAC customers have been directly connected to VHA Women Veteran Care Coordinators.

National Cemetery Administration Updates:

Jacqueline A. Hillian-Craig, Executive Director, Strategy and Analysis

- NCA Fiscal Year 2024 Priorities:
 - Access: Provide 95 percent of Veterans with access to a burial option within 75 miles of their home.
 - Outcomes: Meet or exceed NCA operational standards and measures at all VA national cemeteries.
 - Customer Service: Deliver world class customer service to all NCA’s customers.
 - Modernizing Memorialization: Use innovation to connect to new audiences and modernize memorialization.
- Working with VEO and other VA partners an Awareness of Benefits survey was developed and launched:
 - 38% are unaware of VA burial and memorial benefits.
 - 54% of Veterans have not talked with family about available memorial benefits.
 - 64% prefer the final resting place within 50 miles of home.

- Funeral Home Engagement Discovery Project - designed to provide Veterans with more direct communications and education while encouraging a more consistent experience when learning about NCA benefits through funeral homes.
- Expanding Memorialization: Use innovation to connect to new audiences and modernize memorialization.
 - Improve quality and timeliness of existing memorial benefits.
 - Continually improve Veteran memorialization and celebrate their legacy and military service.
- NCA Modernization Updates: Automated eligibility determinations to achieve same-day processing time for NCA claim applications.
 - Implement robotic automation technology.
 - Leverage VBA's Compensation automation platform.
 - Digitalized applications to VA.gov.
- NCA new initiatives:
 - Visitor Survey at National Cemeteries.
 - PACT Act strategic outreach module.
 - Veteran demographics dashboard collaboration.

Veterans Benefits Administration Updates:

Josh Jacobs, Under Secretary for Benefits, (VBA)

- Highlights of VBA's commitment to minority Veterans:
 - Understanding the unique needs of minority Veterans.
 - Conducting meaningful outreach to educate minority Veterans on their benefits.
 - Identifying and understanding gaps in benefits delivery to minority Veterans.
 - Data-informed actions to eliminate those gaps.
- VA's Agency Equity Plan, which will help ensure that VA delivers on its promise to provide world-class care and benefits to all Veterans, their families, caregivers, and survivors.
- Focusing on the foundational elements of the benefits delivery processes such as outreach, training, quality control, and policies, as well the roles our external partners and processes play.
- Veterans are unaware of the benefits they have earned or lack trust in VA to deliver them.
- Before service members transition from active duty, our VBA leaders will be conducting site visits to military installations:
 - Educating them about their earned benefits, encouraging them to file early.
 - Encouraging them work with an accredited representative.
- Revamping scripts for Solid Start, the program responsible for enhancing the experience of first year transitioning service members, to make sure they're connected to VA and have a better understanding of their earned benefits.

- Conducting meaningful outreach, ensuring we understand and meet the unique needs of historically underserved Veterans, and bridging the gaps benefits delivery.
- In response to your 2022, recommendation that VA improve diversity within our workforce, specifically from the GS 13, 14, 15, and SES positions by 2nd Quarter 2025.
 - Increasing recruiting at minority-serving institutions, and 50% of our District Directors are people of color, our hope is that when people see themselves in the leadership team, it inspires them to pursue those opportunities.
- Ramp up recruitment and training, we're also prioritizing updates to outdated policies within our benefit programs to ensure equitable access.
- Rely on collaboration both across the VA enterprise and with our external partners to drive meaningful change.
- Can't eliminate inequities of the past overnight, but going forward, we are committed to addressing and eliminating disparities for all historically underserved Veterans.
- The PACT Act gave us the opportunity to hire more people—we now have the largest VBA workforce in history helping get Veterans the benefits they have earned.
- It gave new technology that streamlined our claims processes and drove record-setting production for Veterans.
- Goal is to complete 2.4 million disability compensation claims in 2024 with a high level of quality, in a manner that is equitable, while also providing a world class customer experience.
- VA is committed to guaranteeing equity for ALL Veterans, and we are not going to quit until every Veteran—every Veteran—gets every benefit they have earned.

Center for Women Veterans Updates:

Lourdes Tiglao, Executive Director, (CWV)

- Why Do We Need a Center for Women Veterans:
 - With the steady increase of military women leaving the military in the last decade and this trend telling us there will be a steady increase in women Veterans within our overall Veteran population.
- Advocate for equitable outcomes and access to VA benefits, services, and opportunities for women Veterans through education, outreach, and collaboration.
- Empower women Veterans to achieve their life goals through VA benefits and services in collaboration with community stakeholders.
- Facility renaming is a Congressionally led initiative that needs legislation to occur.
 - Of the 150+ VA facilities nationwide, there are only five (5) named after women, with the Anchorage VAMC being the latest one renamed in January of this year.

- Monthly Partner meetings: 100+ organizations supporting women Veterans (virtual/in person).
- CWV has attended or presented at a wide range of conferences, symposiums, forums, roundtables, listening sessions, and training events large and small.
- Women Veteran Survey (of women Veterans who do NOT use VA services/benefits). Uses: Glean insight into women Veterans' needs and tailor strategies in supporting women Veterans.
 - In VA enterprise effort for culture change to eliminate sexual assault and harassment and as part of Deborah Sampson Act - Anti-Harassment and Anti-Sexual Assault Policy Section 5303.
- CWV Cultural Transformation:
 - Trailblazers- Highlights women Veterans' experiences/contributions.
 - Connect traditional and nontraditional organizations to provide VA updates and discuss issues concerning women Veterans.
 - Monthly highlights of Women Veteran authors (VA Blog).
 - I Am Not Invisible (IANI) - Positive Association with Veteran status through empowerment.
- Veterans Experience Action Center (VEAC): Bring together representatives from VA, state, and community partners to connect Service members, Veterans, their families, caregivers, and survivors across the country.
 - Held virtually and in person to provide information on services, and resources to include, but not limited to, benefits/health care, crisis support, memorial affairs, and peer-to-peer connections.
- Women Veterans tend to feel more secure when they do not have to compete with their male counterparts. Specialized attention makes them feel more secure in the services VA is offering.
 - Numbers don't lie so we will keep advocating to ensure more women Veteran only events happen more frequently until ALL Women Veterans feel empowered to seek VA services.
- When you think of women Veterans, think of the Center for Women Veteran. Our staff is knowledgeable in the various services related to women Veterans.

Office of Equity Assurance Updates:

Cheryl J. Rawls, Executive Director, (OEA)

- Mission: Identify and minimize real or perceived disparities in the delivery and receipt of benefits offered by VBA to fulfill our promise to Veterans and their families.
- Vision: Review, engage, and report on people, process, and technology in support of equitable outcomes for Veterans and their families.
- OEA entails three (3) workstreams that addresses the retrospective and prospective issues related to VBA equity:
 - Collaboration with academic partners and external VA partners (including Think Tanks).
 - Strategic communications (Best Practices and Audit findings), briefings, and other products.
 - Project management and tracking of actions.

- OEA will examine every aspect of VBA including organizational structure, training and quality control, data, outreach, policies, customer experience, outcomes and more to identify any disparities that may exist, understand their root causes, and eliminate them.
- OEA will conduct its own data analysis of VA compensation benefits to assess equity, particularly concerning race and ethnicity, and will identify and recommend solutions to root cause(s) of any disparity it uncovers.
- Establishing equity dashboards to track key indicators and trends related to equity across all VA benefit programs.
- VBA is committed to improving equitable benefit outcomes for all Veterans, their families, survivors, and caregivers by:
 - Creating the VBA Equity Leadership Collaboration Council.
 - Hosting more Veteran Centric Roundtables and Symposiums to revamp and increase outreach efforts.
 - Engaging with employees throughout VBA to gather ideas, best practices, and ideas to provide equitable benefits and services to those we serve.

DEPARTMENT OF VETERANS AFFAIRS
ADVISORY COMMITTEE ON MINORITY VETERANS (ACMV)

Wednesday, February 21, 2024

VA Central Office, Meeting Room 530 and
300 Army Navy Drive, Arlington, VA

Committee Member Attendees:

Charles Allen, MD

- Irma Cooper
- Lisa Carrington Firmin
- Warren Jones, MD
- Robert McDonald (Chairman)
- Georgina Dodge
- Linda Singh
- Beth Townsend
- Nathan Tilton
- Michael Yaguchi

Committee Member not in Attendees:

- Salvador J. Castillo
- Ronald Garcia

Center for Minority Veterans Attendees:

- Debra Walker
- Ronald Sagudan
- D'Andrea Jacobs
- Dwayne E. Campbell
- Carl McPherson
- Ashley Carothers
- Gregorio Kishketon
- Carmen Drummond

Other Attendees:

- Whitney Allen, Kentucky Department of Veterans Affairs
- Kasim Yarn, Rhode Island Department of Veterans Affairs
- Dana Almond, Arizona Department of Veterans Affairs
- Viviana Decohen, New York Department of Veterans Affairs
- Nakeia Daniels, Oregon Department of Veterans Affairs
- Walter Gaskin, North Carolina Department of Veterans Affairs
- Solomon Gilbert, Washington Department of veterans Affairs
- Edward DuBose, NAACP Veterans Affairs Committee
- Antwanisha Williamson, NAACP Veterans Affairs Committee

Meeting called to order at 8:00 a.m. (EST) by Robert V. McDonald, Chairman.

Opening Remarks & Review Agenda:

Robert McDonald, Chairman

- Subcommittee 2024 Biennial Report Recommendations break outs:
 - VHA Subcommittee: Lisa Firmin, Warren Jones, Charles Allen, and Linda Singh
 - VBA Subcommittee: Michael Yaguchi and Irma Copper
 - NCA Subcommittee: Nathan Tilton, Beth Townsend, and Georgina Dodge

Department of Justice (DOJ) Servicemembers and Veterans Initiative (SVI)

Updates:

Nicole Siegel, Director, Servicemembers and Veterans Initiative

Patrick Scotti, Assistant Director, Servicemembers and Veterans Initiative

- DOJ works to ensure that the rights of the brave men and women of our Nation's armed forces, and the Veterans who have served in the past, are safeguarded from discrimination and unfair treatment.
- The mission of SVI is to strengthen and enhance DOJ's efforts on behalf of servicemembers, Veterans, and their families by coordinating and expanding our enforcement, outreach, and training.
- Servicemember and Veteran rights violations include issues such as financial and housing protections, employment protections, voting, disability, and other civil rights.
- The Servicemembers Civil Relief Act provides financial and legal protections for active-duty service members, including National Guard and reserve members, and their families.
- DOJ's SVI's, in partnership with CMV, convened a program to honor our Nation's servicemembers for their sacrifices and contributions to our country.
- SVI, housed in DOJ's Civil Rights Division, works to ensure that the rights of the brave men and women of our nation's armed forces, and the Veterans who have served in the past, are safeguarded from discrimination and unfair treatment.
- A servicemember who seeks DOJ's assistance regarding employment rights under USERRA must first file a complaint with the Department of Labor.
- The Initiative conducts outreach and training for military populations and the people who serve them, such as Veteran organizations, military training schools, military legal assistance offices, and law school clinics.
 - These trainings educate the military community – and those representing them - about their rights under federal law.
- Congress added a new provision to the What are the changes to the Servicemembers Civil Relief Act?
- The new amendments change three significant provisions in the statute that concern contract termination, taxes and professional licenses.
- Contracts. Beginning in January 2023, the contract termination provision in the SCRA now includes gym memberships, fitness programs and home security services. ...

- Servicemember Civil Relief Act (SCRA) that allows servicemembers and their spouses to use their professional licenses and certificates when they relocate due to military orders, in certain circumstances.

National Association of State Directors of Veterans Affairs (NASDVA) Updates:

- NASDVA members represent all fifty states, the District of Columbia, American Samoa, Guam, Northern Mariana Islands, Puerto Rico, and the Virgin Islands.
- National Association for Advancement of Colored People (NAACP) leadership and NASDVA's Minority Committee to discuss challenges, opportunities and unique needs of our minority and underserved Veterans.
- Appointed by the Secretary, the ACMV was established under Public Law 103-446 § 510, November 2, 1994. The Committee consists of veterans who represent respective minority groups and are recognized authorities in fields pertinent to the needs of the minority group they embody.
- CMV-ACMV presented Strategic Goals/Objectives for 2024/25.
- Collaborative efforts to reach targeted audience through "grass roots" efforts.
- Integrated engagement and outreach partnerships with groups like the divine nine better help Veterans to navigate the process.
- 'Historically Underserved Veterans Inclusion Act of 2023 legislation aims to promote equitable access to resources at VA.
 - Scope of CMV and ACMV would be extended to include minority and historically underserved veterans including those of Middle Eastern or North African descent, who identify as belonging to more than one race or ethnicity, who are LGBTQ+, who belong to a religious minority, who have language barriers, and lack U.S. citizenship status.
 - Ensures no Veteran is left on the margins, fostering an ecosystem of care, access and accountability that has too long been evaded.
- NASDVA/NAACP partnership designed to increase Black enrollment in VA services and assist in hiring culturally competent care providers who specialize in working with minority communities.
- How do we use this evidence-based information to educate minority and underserved Veterans at and on various levels?
- How to better use data to better look at Veteran disparities that may exist because of differences in race/ethnicity, gender, age group, if Veterans reside in an urban or rural area, socio-economic status, and service-connected disability rating.
 - Collaborative Efforts with Minority Veteran Program Coordinators (MVPCs) with local chapters.

DEPARTMENT OF VETERANS AFFAIRS
ADVISORY COMMITTEE ON MINORITY VETERANS (ACMV)

Thursday, February 22, 2024

VA Central Office, Meeting Room C-7

Committee Member Attendees:

Lisa Carrington Firmin

- Warren Jones, MD
- Robert McDonald (Chairman)
- Linda Singh
- Beth Townsend
- Nathan Tilton
- Michael Yaguchi

Committee Member not in Attendees:

- Salvador J. Castillo
- Charles Allen
- Ronald Garcia

Center for Minority Veterans Attendees:

- Debra Walker
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- Dwayne E. Campbell
- Carl McPherson
- Ashley Carothers
- Gregorio Kishketon
- Carmen Drummond
- Prince Taylor

Department of Labor Black Veterans Research Project Updates:

David Camporeale, Director, Office of Research and Policy, Department of Labor (DOL)
Yolanda Peacock, Office of Research and Policy, DOL

- Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce and Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government directs federal agencies to evaluate whether their policies produce racially inequitable results when implemented, and to make the necessary changes to ensure underserved communities are properly supported.

- In 2023, Black veterans (3.3%) experienced lower unemployment than their nonveteran counterparts, but they experienced higher unemployment than Asian veterans (2.5%) and White veterans (2.7%).
- In 2022, Black veterans (3.9%) experienced lower unemployment than their nonveteran counterparts, but they experienced higher unemployment than Asian veterans (3.7%) and White veterans (2.5%).
- The desired outputs for this project are:
 - A synthesis of the employment needs for today's Black and Black identifying veterans.
 - A discussion of how employment needs of Black and Black identifying Veterans may be different than other subpopulations.
 - A list and description of best practices or interventions to address the employment needs of Black and Black identifying Veterans.
- Black Americans possess a higher propensity to serve in the military than other groups.
- Military experience raises prospective incomes for Black Veterans who would otherwise receive lower wages. Jobs and geographical locations traditionally associated with lower wages and fewer opportunities for career growth appear to have an overall impact on veteran earnings, and in particular Black Veteran earnings.
- Black Veterans report worse outcomes on a variety of socioeconomic indicators when compared with White nonveterans and other Veteran race groups.
- Across all the service branches, Black service members were approximately 1.5 times as likely as White service members to receive an “*Other Than Honorable*” discharge and roughly twice as likely as White service members to receive a “*General*” discharge.
- Black Veterans disproportionately experience incarceration and homelessness.
- The desired outputs for this project are:
 - Request for Information (RFI) refinement listening session with external stakeholders.
 - Report of recommendations prioritizing the most immediate employment needs for Black Veterans and the most effective intervention strategies for VETS' programs.

Office of Public and Intergovernmental Affairs Updates:

Zaneta Adams, Deputy Assistant Secretary for Intergovernmental Affairs

- Office of Intergovernmental Affairs provides leadership with strategic advice, guidance, and information to the Office of the Secretary, Under Secretaries for Health, Benefits, and Memorial Affairs, and all other staff offices that report to the Secretary of Veterans Affairs (SECVA), by fostering partnerships and acting as liaison between state, local, tribal, insular, and international governments.
- Office of Intergovernmental Affairs consists of several programs:
 - Tribal, Native and Alaskan Indian Government Relations
 - Center for Faith-Based and Neighborhood Partnerships
 - Office of Rural Engagement

- Serves as Department Liaison with:
 - White House Intergovernmental Affairs
 - Executive Branch Departments and Agencies
 - State, Territories and Local Government Agencies
- The inaugural meeting of the VA Advisory Committee on U.S. Outlying Areas and Freely Associated States (FAS) was held in Puerto Rico in December 2023.
 - SECVA appointed the members to give advice and guidance on how Veterans can be better served in these remote areas.
 - First advisory committee with representation from Micronesia, the Marshall Islands, and Palau, who are referred to as the Freely Associated States.
- In 2021, SECVA appointed a career SES to be Senior Advisor for Pacific Strategy for a period of 3 years.
 - Focuses on synchronization across VBA, VHA, and NCA to better serve and support the needs of Veterans in the Pacific region.
- The U.S. will provide roughly \$5.6 billion in Compact of Free Association (COFA) funding to the Republic of the Marshall Islands (RMI) and Federated States of Micronesia (FSM) by 2023 and \$1.06 billion to Palau by 2024, under the previous negotiated Compacts.
- VA generally may not furnish medical care outside the U.S. and has specific authority for care of Veterans in Philippines.
- The Foreign Medical Program (FMP) reimburses expenses of service-connected Veterans overseas.
- Secretary may furnish hospital care and medical services in FAS to a Veteran who is otherwise eligible to receive hospital care and medical service.

Public Comments:

Mr. Lesile Britt

There is a need exists to educate, inform, and identify minority Veteran business owners and potential business owners on the intricacies of contract and business procedures, processes, and contracting opportunities available in both the government and private sectors.

Chairman’s Closing Comments:

Reminder of Sub-Committees to schedule refinements of Recommendation virtual calls by March 15, 2024.

Thanked Administrators, staff, presenters and supporters for a positive and hardworking meeting.

Meeting adjourned at 12:30 p.m. (EST) by Robert V. McDonald, Chairman

/s/

Robert V. McDonald, Chairman
Signature

3/26/2024
Date