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Keynote: DeRay Mckesson

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CaptionAccess

If folks could take their seats now that would be great. We will pull folks in from the hallway and we will get going. -- If you could get in and take your seats.

Since is the first time we have been [indiscernible] with everyone together, before I introduce our keynote speaker I wanted to say, the community heads to Capitol Hill tomorrow to talk poverty, housing, the fight against HIV and TB but as we talked about also this weekend we know that poverty does not live in a vacuum. I want to say clearly that we stand together against the racist, the attacks from the White House and as advocates we are committed to changing the system and policies that enable them. [APPLAUSE]

Now it is my real honor to introduce our keynote speaker DeRay Mckesson. During the -- he is a civil rights activists focused on issues of innovation, equity and justice and advocated for issues related to children, using families as a team and -- he was named as -- I want to take a moment and during -- I want to take a few seconds to introduce all of you to him. So pay attention now. Hem- folks have met with their member of Congress or Parliament in the last year? How many of you have gotten published in the media in the last year? Hands down -- how many of your headed to the hill or World Bank tomorrow to talk about housing, tax policy, racial and wealth divide, nutrition health, the fight against HIV, TB and malaria? One of the really reasons where most excited about having DeRay Mckesson is he someone who is deeply -- he understands the system, equity and injustice in the world and he's deeply hopeful about the possibility of change. The movement will be through education, through the issues that matter to us and each of us recognizing that her own power that we have to speak the truth and he is someone who not only holds that hope, but he really spreads it. As many of you know he is the host of the award-winning podcast, pod save the people and he recently published a new book of reflection on his life and activism, On the Other Side of Freedom: The Case for Hope. As a leading voice in a black lives matter movement and throughout his use of advocacy he's connected individuals with knowledge and provides tools and citizens with policy to ensure equity. With that, DeRay has to leave right after his presentation buddies generously offered to take a few questions before he has to go. And I want to lastly say, he powerfully reminds us that while the policies that are in place now have created injustice, we as individuals with our voices and storytelling and activism are critical and making a difference and the world can be made better one act at a time so please join me in welcoming a special guest during -- DeRay Mckesson [APPLAUSE]

>>DERAY MCKESSON: [APPLAUSE] -- It is an honor to be here and am excited to have this conversation. I was just saying, to the team that I was at this is -- the Disney World for the past 5 days with my niece and nephew, it's really magical and has issues but Disney World is magical. It is good to be here and I'm fresh off of -- I don't know if it's a vacation with a 6 and 8-year-old but I -- it was definitely fun. We bought this bubble [indiscernible] at the very end and thank God we bought it so we didn't have to break it on purpose so the bubbles -- you can teach -- teaching was the best thing ever done and I love sixth-grade which is by far the best grade and 7th grade is puberty and deodorant and it's all rough age but sixth-grade is really joyous and I taught 60, 90 and 120 minute classes which is a lot of math for everybody let alone 1/6 grader and I will never forget one day my students were like, can we go to the gym early and I was like absently -- we been together 100 minutes so you can go to gym and the gym teachers my best friend and was a science teacher and little questionable but you can go. They went and came back really quick and I was like why are you back so quick and what I realized is they were in love with the idea of the gym more than the work of Jim. I say that because in this moment a lot of people are in love with the idea of resistance and not the work of resistance.

What I want to talk about today, some of the things that help me think about the work a little better, it's 5 years since the protists began in St. Louis in a couple weeks and people remember the protest and Ferguson as a long weekend but it was a long 400 days of those of us who lived at and people forget there was a [indiscernible] to standstill in October 2014 -- if we stood for more than 5 seconds we were arrested and I remember those and so many people who were there remember them and I said because -- 5 years, we've learned a lot of those 5 years I want to share some of the things I've learned with you. First question will be to everybody, all the arrests that happened in the country, what percentage of the arrests happened -- that's why put a fake slide -- some people click for me sometimes -- [laughing] -- of all the arrests that happened in the country, what percentage of the arrests you think happened for violent crimes? If you think more 50% of the rest happened because of violent crime? Raise your hand 40 and 50%, 30 and 40%? I was a math teacher and I get stressed out by Kempton, 20 and 30%? 20%? Less than 10%? 5%? The next question will become a heavy heart of a private prison, the idea of private person or heard of it? What percentage of the people incarcerated are in a private prison? If you think it's more than 70%, raise your hand -- 60 to 70%? 50 to 60%? 40 to 50? 30 to 40? 20 to 30? Under 20? And less than 10? It is 8%. I start with these 2 things, the 5% around arrests because when we at -- as the public what percentage of arrest happened for violent crime, the public is in the 50, 60 or 70 and the reality is much different in real life and that's not -- if you think violence is plaguing communities, you're more likely to believe that incarceration has a positive in fact -- impact and believe that policing has impact on crime and when you understand that it's 5% come you open your mind to think about what are the other solutions out there -- 5% is for violent crimes and if you think about what the conviction rate must be it has to be less than 5% because not every buddy arrested is convicted of something. Is 12% for property crime and everything else is a quality-of-life crime and these are FBI numbers and not something that I made up on my own. This is the government itself. The reason I bring up this private prison thing is not to say that private prisons aren't a problem, they are problem and there are places in the country weren't in New Mexico, 40% are incarcerated in the private prison but when people think everybody is, it absolves the government in some ways because people are saying is private corporation -- know the government is responsible for most of the incorporate -- incarcerations the country and we get the people out of private prisons, they're just public prison so make sure we know what the truth is when we think about advocacy looks like. And I will talk later -- privatization is we have privatized almost all the services imprisoned and that's a bad thing and that's in a most all the prison but 8% number -- I toured prisons in Germany and their people are asking us why everybody in America is in a private prison we say they are not but the first thing I will save you is reactively dispel the math, that's the work of advocacy is helping people understand what is true versus what is not true and you would be shocked at the number of decision-makers that fight about things that are simply not rooted in anything true. You would be shocked to know that there are people and communities who fervently believe these things and it didn't happen the way you thought it happened. Actually tell the person next to you -- something you can buy for $300 and take 10 seconds.

Bring it back in 10, 9 -- 5, 4, , 3, 2, 1 1/2 -- here we go -- let's going to the back corner and yell something that you can buy for $300?

>> A wig

>>DERAY MCKESSON: Something you can buy?

>> A vacuum

>>DERAY MCKESSON: What else? A coat? And iPad? A plane ticket? Dinner for 2? A TV? A camera? The reason that I bring that up is -- for groceries? -- In Chicago in Cook County today that's over $300 is a felony and in Florida come up until -- it's over $300 also for a felony and up till this year you know that the former felons in Florida got the right to vote back but up until this year when you became a felon in Florida you primly lost the right to vote and still today in Florida you lose the right to ever run for public office when you get convicted of a felony and I say that because if I named felony she would say things like murder or arson but not have said stealing a bike or iPad or phone. A winter coat but imagine what it means when we don't understand the way the system works. This is what I say when we mean actively dispel the myth and I've been in rooms when people talk about felons and I asked them -- what is a felon -- what you find is people make a lot of decisions -- they can't find that out and don't understand and don't know the details are so part of the best work we can do is walk in the room knowledgeable but also not just know about -- knowledgeable about what we care about but the myths that exist in the space we occupy.

I will also show you this because this keeps me sober in the moment and humble in the moment -- the police have killed more since the protest not less -- because the conversation has changed around the country about placing but because the conversation is change people think the outcomes of change. Part of our work is to never confuse the change in conversation with the change in outcome. Most of you can name people killed by the police and have seen a video I can talk about cities in ways that you simply could not do 6 years ago. And because you can do that, people do think that something must've gotten better in the world and it has not. That is my reminder to never confuse the change in conversation with the change in outcome and part of the work is to always monitor the outcomes no matter how the conversation is changing. I think that most of the solution that we believe will change peoples lives are simple but not small. When we think about this notion that we can -- everybody deserves Brian -- breakfast lunch and then her is not a small idea and how do we name the things that we believe people deserve and people have the right to and we say that these are simple and we should talk about the world that we want to live in in simple terms and know that because we explain it simply doesn't mean it's a small idea. The hard part for us as we are telling a story about a world we've never seen before but we know is possible we've never live in a world where every kid can read him right but we know that world is possible we've never lived in a world that kids get breakfast lunch and dinner but we know that world is possible and we never lived in a world where there is no poverty but we know that's possible and we also think of them as people but we never let peoples make those ideas small because of the simplicity.

This is what I think about a lot when we think about poverty or hunger can we always the about hunger is applicable choice and not a personal choice. We think about poverty as a political choice, or a personal choice. People are starving because there's not enough food in the world but because people have chosen not to see people. People are poor not because of a series of personal decisions that they've made but because we have a structure that these people deserve to be this way -- we never let politicians off the hook because the things we face and communities are often political choices and not personal choices. This is one that I need 3 volunteers to talk about -- we never let the system off the hook -- need to see the screen and be a reader -- I need 3 people. One person here to more people.

Number one you will read this next slide. Ready?

>> [low audio, off mic]

>>DERAY MCKESSON: This is an important question that was in a court case -- in 2015 and the Supreme Court -- we never let the system off the hook -- this sentences is important because in the court;s world this was not a request for a lawyer. Because putting dog at the end meant the court didn't know what he meant. This led to a study of the transcriptionist in Philadelphia court -- a new study came out where they were set of researchers who looked at the way the court reporters recorded African-American vernacular what they found was that there is a wild mix coating -- happening independent of the race of the transcriptionist -- you see things like this that when we think about the way the system works we do often don't think about why was there a court reporter important -- why the person who is writing down what was said in court why would it matter? Their cases we found in the study that say things like, I'm going to go to the store -- and the court reporter says I'm not going to go to the store so an official transcript of the court proceeding it was wrong and the ramifications in peoples lives for those things are pretty monumental. But when we think about never letting the system off the that we often think about some of the big things and don't think about the nitty-gritty ways the bureaucracy right -- works or the way the system works and there a lot of people in this study out of Philadelphia but there were a lot of people in the court system who heard about this but never thought it was real and it took a study to help people think about the system differently. Number 2 are you ready?

>> [low audio, off mic] police use contracts -- verbal warnings -- all disciplinary actions or penalties --

>>DERAY MCKESSON: Number 3 are you ready?

>> [low audio, off mic]

>>DERAY MCKESSON: The reason I bring these up, the one way that the status quo, we revisit -- it convinces us that we are not smart enough to know how the system works -- you're smart enough to read these and say them and one of the ways we hold the system accountable it is never letting the system off the hook and people ask me all the time -- do we need to hire better police chiefs and mayors and we do but we want a system that works what it -- whether the people are good or not -- we don't want to rest on people -- 5 years ago -- we didn't know there were rules and policies and laws that protected the police at every step of the way and now we know and you can see -- we did the reports but these were public documents and people ask me how they could be involved in I'm reminding them you have to know enough about the system to be dangerous. You have to know enough about the way the system works and often that's following your curiosity all the way to the end. This idea that no question is dumb question is real and you would be shocked at the number of -- nobody has asked why do we visit -- why do we do this? I was a chief [indiscernible] and we had this wild rule around hiring and I was in a meeting and asked why we did this and they said his secretary put that rule in and rules are affecting 5000 employees and it was a random act of an administrative personal and you had no real ramifications and nobody asked, why do we do that? Does anybody know what this screen is or what the system is? JPEG -- have you heard that before? Is one of the biggest providers of email service to people incarcerated and they have almost an out of monopoly on it, privatization of things in prison so when I emailed Josh I have to go to the screen and by electronic stamps when I email him -- and this is an example of what does it mean that we never let the system off the hook -- there's legislative and policy people who allow systems like this and so when they talk about how bad incarceration is I remind them that they are participating in the system and apparatuses that allow these things to happen. I live in to more and there's nothing more than frustrates me -- the police are killing people -- and you been on city Council longer than I've been alive and you had a chance to say something about this long before the protest started only want to remind people about the choices they made in the past so we can push them to make different choices than the future. We define the terms and you would be shocked about the number of rooms we walk into never defining the terms and these are the ones I wanted to find today -- we talk about quality and equity as close and similar but not the same -- equality is people get everything the same and equity is what they get is deserved appeared when we talk about funding school systems we are never talk about equal funding for school system but always talk about equitable funding and we know that it cost more to educate kids in poverty and kids with special needs and we want to pay that cost with diversity is about bodies and inclusion and culture appeared you can hire 20 more back -- black people or add 10 more trans people to your community and be transferable bit. -- We want to push people and we want to think about accountability and justice and they are similar but not the same -- accountability happens after the -- justice shouldn't have to experience trauma in the first place. Most of the work that we do is actually accountability work. Building the world that we live in where people don't experience the trauma in the first place is justice. [APPLAUSE].

I recently have been mindful of the idea that one is enough and I say that because I know you will do advocacy on the hill soon. The idea that it's only when people -- with people of color and poor people that we require a gazillion people to prove a point. White people go missing -- Amber alerts -- but poor people and people of color, we need bodies upon bodies to start asking questions and we want to normalize the idea that one is enough to ask questions. One is enough to dream big and when is enough to push and challenge and one is often indicative of a system and pattern somewhere and we don't have a one if coincidence in the work we do -- one is enough to ask questions. This question -- where we take the truth is one of the hardest ones because when I found his people are willing to take the truth in a lot of places but not in places where there somebody more powerful than them and how to places where their friends are. I cannot tell you how many times I've been in places where you saw your friend doing something that didn't make sense -- I worked in the school system and ran human capital -- people knew who are the bad teachers and principals were and why isn't anybody talking about it -- we grew up with them and that's not fair to the people we serve -- people often take their ego into the rooms and take their resumes into the rooms but will they take the truth is a real question. President Obama I've met twice in the 2nd meeting I had, the lungs meeting he had in the White House during his 8 years, it wasn't focused on national security but [indiscernible] and what was said to me is we were in a room of civil rights leaders, 30 of us -- I got arrested in Baton Rouge and just got out of jail and was tired and hot and sweaty and the FBI had been at my house and we going to this room and one by one people were like thank you President Obama -- and I said what are you thanking him for he hasn't done anything -- but it was people brought a lot into the room but didn't bring the truth with them. I mindful of how many rooms do we walk into and we bring a lot of things with us but we don't bring the truths of this question -- where would you take the truth is one of the most honest questions that I have to ask myself every day and ask all the people who consider themselves activists and advocates. This is something we often say about young people which is true about anybody -- we often understand we know that people have the experiences before they have the language. The part of our work is not to penalize people for not having the language but trying to get as close as the experience as possible when I taught 6th grade, I talked about race because they read a book about ghost boy so we did the conversation and they didn't have the language and were not raised to be systemically racist -- but they had the experience and why is the white girl being treated different from the black boy? They had it and part of my work was about them building the language about something they experienced already. Part of the work of advocates and activists is to say people don't call it a food [indiscernible] and doesn't make their experience less real but we want to get to as close as experience as possible and when we get a people who use the language as a shield we want to respond to them with our experience. I met places often where policymakers -- say what about this and the police have this training and I don't know the training or the training code and wasn't in the room I know they killed 2 people yesterday my friend understand how the training can get us to not do that again. We don't want to let people use language as a way to deflect from accountability -- we want to rid ourselves and experience because we know that people had the experience before they have the language.

This is another thing -- we have the data to make the biggest decisions we need to make. People say we need another study on this and we need to study food stamps in the place and we've had a lot of studies and we know already there's enough money to fund all the things we care about. We know there are enough people in need who need the things that we think they need. And we can do it we don't need another study to make the biggest decisions possible and we always push people who say this notion -- we need another study -- we have the data to make the biggest decisions that we need to make. [APPLAUSE]

I needed one more volunteer, can I have one more reader? This is this idea that's all linked and we -- most of the issues we care about actually have an exhilaration that we haven't thought about. Are you ready? -- An auxiliary issue --

>> [low audio, off mic]

>>DERAY MCKESSON: Most people know about the water crisis in Flint and they know about the environmental issues with the water crisis and people don't think about Flint as a matter of educational justice as well. It's both. Part of our work is to say that the issues often bleed into other issues and that if we are going to be good advocates we have to know how things intersect with each other. There has to be a part of the way that we ask questions. We say what does it mean that there are a ton of kids who have led positing and what are the effects of that going to be -- there's no cure for let as you know and the best we can do is to put kids in therapy early to mitigate the negative effects but what does it mean -- what's the biggest single thing with child literacy in Flint? We preach to the choir and we talk about preaching in the choir is a bad thing and I'm all about the choir. If you've ever been in a choir you know that the choir is a commitment. The choir is work and the choir is rehearsal and practice in the choir, you learn how to do something with your voice you didn't know you could do. In the choir you learn how to come together and build a community with the best -- but the best organizers do is go into the community -- help people organize the magic after the organizers are gone and teachers walk into classroom and say you had to give before I got there. I'm trying to help you unlock the gift long before I get there. The gift only exists in my presence teachers say -- they go into the room with the choir, the conductor does says you had a voice before I got up here and I'm going to help use the voice long after I'm gone. [APPLAUSE]. I think we are doing Q&A. [APPLAUSE] I see we have some Mike runners so please ask your question and if you want to tell me a statement I will be around afterwards.

>> Let's keep questions. It should be on, can you hear me over there? Currently I will go to the back

>> Hello, I'm a senior [indiscernible] results -- thank you for coming -- we are struggling as a movement and how do we push ourselves past multiculturalism and diversity and dig into equity not just in policy but in our own organizing and movement -- we been doing our own collection work and really pushing that and we have a new value statement and we've done a lot of work on. I guess what I'm curious about is, so many nonprofits now are just turning their heads and we don't have racism here -- we fight racism here and you hear the same jungle the type in what advice you have for an organization that is really trying to boldly look at bigotry and oppression in the face and tackle it within our movement in a really broad lens inclusive way. Words of wisdom would be appreciated.

>>DERAY MCKESSON: If I have to search for your values than they are not values. Values are things we see clearly so when people talk about value statements I'm like always interested in what is that about value that will live on a website -- there was a chant earlier know just is no peace -- when we think about the chance, they were -- we want to just as we can feel in touch not just the justice we can talk about. And a lot of value statements in big organizations are things that are really key to talk about but when you go into the organization you're like, there will be of value -- we believe in sharing our opinions and they walk in the room and nobody can talk -- this idea that you have to search for values is not values are real -- and then we think white supremacy is small and everybody [indiscernible] -- part of our work is to make sure we see it and inhale it and don't exhale it and that's what we can do. We say we know and live in a world where dominant culture is saying that we can modify everything. Dominant culture says we put price tags on peoples lives and their beliefs -- that the culture we live in today and we think about that is present but not permanent. We know that we participate in a but we are not going to replicate it. There are a lot of organizations who don't just acknowledge that dominant cultures around us and we are in it but what replicate it but -- remember gathering isn't the only way we organize peer my get grandmother organized on the block of reports every day and she never went to anybody's conference and changed the city. How do we normalize the way we actually -- are values open the community and sometimes we actually participate in some elitism by saying the only way to be an organizer is to do these 10 things as opposed to normalizing -- you've actually done most of the organizing or activating things but how do we amplify them? You had a phone tree with somebody and you have done most of those, the micro things and I'm always reminded the things -- everything that is every change the world started in living room or kitchen or dining room it -- that's more true and didn't start things -- most of the advocacy happens in hallways and most of the things that change the world happen a small places and most of the organizations that don't value billing those small places they think of [indiscernible] is the only big work. With the only way to do things is big work. --

>> [low audio, off mic]

>>DERAY MCKESSON: We say the system is broken and some people say it's designed to be like that. My take away as that it was designed and people made it up and because people made it up we can make the system better and that's what I believe in my heart [APPLAUSE]. I will say, if there's anything that I'm -- you think about the biggest rewriting history of the country, the tax code in history of the country happened in 5 days on scrap paper. They didn't even read it. Remember the interviews -- that is wild so don't tell me we can't impact incarceration -- we can do it in 5 days. Don't tell me we can't end poverty -- Trump gave $700 billion to the military. It Is not a manner of resources but of will. Some of it is limiting the structural barriers and giving people something to vote for. Think about whoever is going to be president, running against Trump isn't going to win but running for a vision of America that's bigger than him is the thing. How do we help people have a vision that's bigger and the 3rd thing is you can't fight for what you can't imagine one way the other side wins as we get so mired down in the constraints -- you know how to pinch a dollar, 10 or $20 because you had to. One of the hard things about constraint is sometimes all we see are constraints. The other side never teaches constraint. Sometimes we see the constraint because we've had to understand the constraint in a matter of survival so it's -- one thing I worry about on the left, the notion that we fight often for what we think we can get but not that we deserve. We need to be fighting for what we deserve. I think I deserve a world where every kid can breakfast lunch and dinner -- call it for whatever you want but I'm down for breakfast lunch and dinner for everybody and however you label that, we should not make -- not let people make that sound ridiculous -- we need to separate people from society for some things -- sometimes you have to go to the hallway are principals office -- my kids did well but sometimes had to go for a minute. Is not the same thing is locking them in a closet. We need to normalize this notion that locking people in cages doesn't make sense at how do we start to talk about this simply so we can help people get it. [APPLAUSE]

>> We are going to go in the front and this is probably the last question. This will be simple -- results actually started in [indiscernible]'s living room and secondly, when you put that thing up about Flint, I thought the 41.8% literacy was the outrage. And have we gotten to accept -- do we have to accept that?

>>DERAY MCKESSON: One of the things that I think -- the last 5 years working with policing issues and I've struggled with how we get so few wins in the work that anything we can latch onto we want to latch because the absence of of a win feels hopeless for people. A lot of places, 17%, -- better than zero. Better than zero is a hard world to live in. As opposed to us normalizing this idea that we can get to 100 and we can get to 100 in this lifetime and be willing to fight like hell to make this happen. One thing that the right does diabolically but effective is they fight for the world that they want to see. Here's the world way want -- the world we want and you don't even know the government can do that. Because we are morally right, one of the hard things about the morally right is sometimes we are strategically off because we are like you should believe in healthcare -- I shouldn't have to have a deep argument about people going to doctors but you should believe it is sometimes we lose the narrative piece and how to get people in but we should except not accept the 40% and should push how we create outcomes and change. I didn't say this at the beginning but one thing I believe more than ever is part of the work is to create entrances and on ramps. I used to think, one of the things that I worry about because I used to do it also is sometimes we can be so self-righteous and believe that the only way to enter is the way we enter. For me 5 years ago if you talked about the police and did not talk about race or just as I would've said you didn't care. That would be my guests, you don't care. Now I'm like for some people they see that slide around the contract and it's not about race or justice and they say is not fair -- fair is the way you enter that's good because I know if I get the issue in the room I can -- if I get you in the room I can do a lot with you. I'm always trying to tell a story to my aunt and not because is busy. She's not watching any news, she's not participating the 20 world so when I was talking about Cavanaugh I wasn't saying women's right to choose -- they have papers from the White House -- and they're hiding the papers -- but she was like, really? And when I got her on the papers -- it's bad but that was being honest but I need to get her in and once I get her and I can do a holo- but if I never get in I can't do anything [APPLAUSE]

>> Knowing you have to go so have limited time but folks are going to capital Hill tomorrow I will take a my colder question, any quick tips for folks as they are raising their voice for Capitol Hill?

>> 3 things that come to mind, meet the staff not because [indiscernible] are not smart but they do the work. [indiscernible] is the smartest most capable staff of all the teams and we've talked to almost all the presidential candidates so meet the staff and the 2nd is don't -- the politicians work for you so sometimes we get so starstruck because you are my senator and forget they are your employees and their on the clock. You need to treat it like this is a business meeting and you have a vested interest so as them questions and the 3rd is be okay with with [indiscernible] -- what I found with a lot of rooms, you will ask a question why did 30 people die from opioids in your town and then it is silent. And you fill in the gap -- let it be silent. Let the person have to come up with something because you don't have to fill the gap, your responsibility is a pushy issue and asked the question and not to do their job for them. Sometimes because we are morally good people, we feel awkward -- it's their work and they came prepared. The 4th thing is remember to ask the big questions. I've seen people walk into the room and they will ask for the things they think they can get an easy yes on as opposed to asking, why does this still happen my place? In Baltimore, I talked to my city Council person and I say you are a city Council person, 20 years ago when the jump out boys were jumping out of cars and arresting people willy-nilly -- why didn't you do anything then and where did your son change of heart come from? Silence -- I just wanted to hear it, and I let it be because too often we come and be excited in the room and the room doesn't only exist because you exist. It's an honor to be here tonight. Thank you. [APPLAUSE]

>> Thank you everybody and a few things I take from that session, you can't fight for what you can't imagine. We fight not for what we can get but for what we deserve. I would say for what is possible. And that the systems were designed and we can redesign them. [APPLAUSE]. And I am so grateful for this room of people, for your willingness to step up to do just that. To redesign the systems to ask for Insight, imagine what is possible and not just what we think we can get. And we are going to be, after lunch today we will break up into smaller groups and prepping for the advocacy data more but before we do I want to take a few minutes and have 2 celebrations in 2 invitations. I have watched you file in an out of this ballroom in a writing up and down of the escalators and what I most excited about is tomorrow this hotel will be empty and that's exciting to me because folks are going to be up on Capitol Hill and at the World Bank actually making change happen. It is the reason we are here and the biggest reason for celebration and for help and every year but particularly in this moment because what it makes possible in this country and around the world so thank you for that.

The 2nd celebration I want to take a moment for is thank you all for everything you do to make this work possible. And one of the most remarkable things about results is that so many of you in this room are not only committed volunteers and advocates, but also committed and generous donors and fundraiser. So giving your own resources or asking other people to give resources for the work and we are incredibly fortunate to have such a dedicated generous community. I know many of you that have been here before have heard me say this but it's still really true -- the resources that all of you bring to the organization through your own donations, your fundraising are the most precious resources we get. We get resources from foundations, others of our work but the resources you give are the ones that allow us to support our lobby work and support the needs of the grassroots, support other coordinators in the organization of flexible and allow us to respond to key moments and allow us to start new campaigns. When I tell funders or other partners that are volunteers, that they lead this deep advocacy work and relationship with Congress and are the strongest supporters there blown away and that's because we have a solid base of support that we can also get funding from foundation so what you do actually leverages funds 5 or 10 times the amount that you give. And I noted on Saturday, and next summer will mark the 40th anniversary for results. There is so much that has happened and so much work that folks in this room and the communities around the country and world have done, that we are standing on the shoulders of 4, but honestly the thing that is most exciting to me and inspiring to me about the milestone is not looking back but looking forward. Because yes we want to celebrate but mower and partly when we get here next year, I hope that you will be here next year to celebrate with us but the most important thing is looking not what we did in 40 but what will we do it 50 and where will we be because the moment we have between 2020 and 2030 is the chance to deliver on these goals for this country and far around the world and I want to see that world results turns 50. Results has a key role in driving that process and making sure by 2030 we can say everybody in US has affordable housing and no child in this country lives in poverty and no child in the world is dying from preventative causes and no one is living on less than one dollar and 90 added and every kid gets a quality education.

And we know that so much of this stuff, something the global fund has set about the work, there's so much of this that is in our reach but it's not yet in our grasp. We know that this is possible but we also know that it's fragile and absolutely not guaranteed. But in this room I see some of the most advocates anywhere in the world to deliver on this. And part of this challenge brings me to the other invitation for this moment, which is that we have set an ambitious goal for our fundraising at this years conference. One of the most ambitious goals we set and that's for $25,000. [APPLAUSE]. And help motivate and inspire us to get to be bold in our giving we have a long time result volunteer and a donor who has agreed to match every dollar up to $25,000 so that if we raised 15 we will end up at the end of this day with $50,000 in new resources for the organization. So I want to invite to at this moment to support resorts work with a donation today to help us hit the $25,000 goal and we are also sending the message out to everyone else who isn't physically here but part of the community to ask them to also play a part and I ask you to take a moment and look at what is meaningful to you and any and all amounts matter. For each of us giving is what is right for us but it will make a difference in this work. By giving today your help making sure that results actually has a financial resource that we need to keep providing the supports for advocates and building strength at the grassroots network and we can actually do our full part because there's more we can be doing to deliver for 2030 and we want to be in that place to be able to do that. So behind me you should see the thermometer that is tracking this. And as with last year you're able to make sure -- make a donation on your phone following the instructions on the screen. It is safe and secure and there are staff to help you with that. Raise your hand and someone will come around to help you and you to make a monthly donation we love those donations and they won't necessarily be caught immediately but we will count them into the monitor over the next few hours. If you prefer to make a donation by check or a paper form we have those under your chairs and we will collect those and there's hands for making donation for affiliates and those will be counted. So make a donation that is meaningful for you if you can do it and any and all amounts matter and it will allow us to be stronger and more fit and ready to deliver on what we can give. I'm going to have a moment where you can use your phones, use your pad or pen and paper and while we are doing this, the most powerful spokespeople and results are you and so I'm going to ask a couple of the people who said they would like to say a few words about why they give to results, I will start with Ellen Kemper who's been a long time volunteer supporter a result and ask her to say a few words about what results and work means to her.

>> I have been one of those longtime members of results, in Sam's living room about around Kathryn Close and in my dining room table a lot of results was formed and we been doing this for the 40 years so we've seen evolution and the reason that results mean so much -- I think of it as the hotel California. You can check out but never leave. I see so many people who have been in that same boat with me. But the 2 purposes of results are to and the dire aspects of poverty and for me I don't want my life to be about surviving but I want my life to be lived in a big idea. -- End of the dire aspects of poverty -- when we get together and we are all living our lives in a big idea, it's more powerful than the sum of the individuals. Also, the 2nd purpose of results is a very important one to me and that I know for sure that I make a difference. Breaking through the idea that I don't make on differences very important but it's true in my personal life with my husband, with my family, in my teaching, every single word that comes out of my mouth and every thought that I have in my head matters. So we all have the possibility of having evil inclinations as they say -- that could be anger, cynicism, I notice it and let it go and come back to where I'm grounded and results ideas part of the 3rd thing is friendships and relationships. Kathleen was my neighbor now she lives in Las Vegas and I live in Miami but I know for sure I'm going to see her every year and we will have a blast together when we come to the conference. I see people I went on a trip to Bangladesh with -- Joanne Scott and a lot of people -- I couldn't stand it if I didn't see the same people every year. I just wanted to talk about the purpose today is to raise $25,000 so we have a match and walk out of here with $50,000 for Joanne to use at her discretion. Is that a good idea? And a couple of thoughts on money -- money is energy and moves around. It flows. It's actually the electricity like water and it's like wind. You can't see it but the effects of it are what you see per you cannot see wind but you see the effects of wind. Most of us work very hard for the money we have. We get to choose how it is spent. Money -- some of us can't we make and sweet, some of us are cutable and some are overflowing -- no matter what the situation is we want to evoke feelings of abundance in our lives. Abundance and gratitude is where we want to come from and the purpose of the conference is to remove obstacles to equity so we all have a shot, that is us and the people that we serve that we all have a shot that we are partners. And we can live fulfilling lives with health, education and economic opportunities and all of us want that.

>> Are you willing to do an exercise that will help you come up with the right number for you? Are you willing to do that? This exercise has to do with the law of attraction. The way it starts, close your eyes and put your hand in your heart and I will read a few statements. Some of they may make you feel it kind of negative and let those thoughts just float away. And if the statement that I make makes you feel good, let that thought stay with you. Are you ready? Hand on heart. Let your eyes close, the first one is -- I give out of guilt. The 2nd one is, I give so others will think well of me. And the next -- I give so much that I can't pay my bills. When I give, I feel resentment. I give because in giving and receiving are the same. I give because I feel abundant and overflowing. I give because it sets my soul on fire with joy. What number comes up for me that is not so small that I feel like a miser and not so big that it saps me of my ability to take care of myself and my dependents, not too little, not too much -- the Goldilocks number. What is your Goldilocks number? [APPLAUSE].

>> I would love to hear from other folks in the room who would like to speak. Go ahead.

>> Hi everybody, last year at the international conference is when I decided to become a monthly giver. I decided I wanted to give back to this organization that provides people an opportunity to seek justice. My journey of results started in 2016 when I had the opportunity to do some work at [indiscernible] in Kenya which led me to become a real change fellow and I'm now currently a group leader. I have seen how results empowers people to use their voice as they have done for me. I decided to make a small monthly contribution to help support this work. Results volunteers are special people who keep me engaged. I donate in the hope that another person especially underrepresented voices and marginalized communities have an opportunity for transformational experience with results. I believe in investing in values, I value all people but especially women and children around the world who deserve access to healthcare and education. We have seen how poverty disproportionately affects women and children around the world which is what motivates me to be a results volunteer. I believe all people should be able to access basic needs in order to thrive. All of us here have the ability to be here giving our space and our time. We invest and I believe that we invest in our values. Giving in this way has been rewarding for me and I hope you consider it too. Thanks so much.

>> Thank you. I would love to hear and thanks for giving I would love to hear from others.

>> I am Kathy Lyons and it's really interesting, at the time when I started results 28 years ago, monthly sponsors was really the way we worked because there weren't as much of us. We all ended up being monthly donors and I have to say, it is painless because the bank takes it out and I don't even see it. To the point where I said to my husband, we better check and make sure that they are taking it from one of our credit cards. I'm really not sure. And he said, don't you think we should be increasing our amount for cost-of-living? And I said thank you honey, I will do that tomorrow.

>> Thank you Kathy.

>> Some of you know my mother died earlier this year. I just wanted us all to think about if we lost a loved one or received a loved one this year, do something in honor of their memory. I made a pledge that is significant to me that is in honor of my mother and her legacy that she created in me so I just wanted to also contribute that.

>> Thank you so much [APPLAUSE]. Others? Anybody else want to share? Is great to see the thermometer going up and we are a little over 30% the way of our goal so please keep giving and thank you. Carly?

>> Can everybody hear me? We have talked a lot about real change and we talk a lot about a lot, but I think it's worth taking a moment to talk about how rare what we are doing really is. There are not a lot of fellowship programs out there that are designed both to push policy and build careers. Real change is over 50% people of color every year often higher than that. We'll change really prioritizes the applications with people lived experience of poverty and prioritizing people or experiencing oppression. We are pushing policy in effective ways. Real change has had -- it's our 5th year we had over 1400 lobby meetings. As a program. So I'm enormously proud of but as we are pushing policy, we are changing young peoples lives. I can't tell you how many fellows have called me or alumni have called me and said, I found my dream job or dream campaign. Or I just got a job on the Senate or I just became a reporter. I was able to do that because of the real change experience, the resume explains and the career coaching that you guys invested in. Fellows no years later I can -- they can call me and I will tell them what political campaign is good for them or [indiscernible], particular nonprofit or a certain sector that suits them. It's fighting poverty, policy wise and fighting poverty on the individual level by investing our time and our money in youth. And in youth who have direct experience -- industries that are not often willing to invite them in and often are not willing to cultivate them. In really -- it is changing how advocacy is being pushed because is changing who is in the room in some of these organizations. It's expensive. We love real change and it's a good program, it's a very expensive one. If there's a real change that you love and help change your group who help change your region and gets -- helps them on a letter or bill, donate in their honor.

>> Thank you so much Carly and real change is fundamentally changed and help guide this organization and leads this organization so I'm incredibly -- is incredibly important and worth noting that for us to do the work of equity, also requires us to have resources because not everybody has the same resources to be able to participate and be able to support that in equitable way and it requires us to have the flexibility to do that and resources to do that. Any less comments that folks want to share?

>> [low audio, off mic] [laughing]

>> IIC envelopes also come on -- go ahead Maxine.

>> I stand here with the many hats and rose as an -- a grassroots advocate and not just an advocate and I sit on the Board of Directors with poverty -- and many other facets within our organization the first couple years I didn't understand the concept of my participation in country bidding financially. But over the last 3 years, and even digging deeper and understanding that how much work is being done with results in understanding that every painting -- every penny and dollar realism matters when it goes towards this work so once I make that commitment last year not only to turn my both -- birthday party to a results fundraiser which was my first birthday party ever but also become a monthly donors so I'm honored to be a part of our giving campaign.

>> Thank you so much Maxine, any less comments? Anybody want to share?

>> We don't have to do it all ourselves. We have a telephone so call your family and friends. [laughing].

>> Tell them that people can come online and do this and we can get this from other people and we send it out to the broader network but every dollar counts and if we can hit the $25,000 today, then we can get a matching and we won't -- we will have $50,000 of unrestricted resources which is not quite Joanne's discretion exactly but it's for the things that we have collectively prioritized, our grass works in core work and lobbying work and our ability to take on new campaigns and address the challenges and opportunities in the moment. So thank you did to everybody for being here this morning and best of luck -- if you're lobbing I will be excited to see around this afternoon and evening and kick off tomorrow on the Senate side and hear from you after an amazing lobby day tomorrow afternoon. If you have envelopes and hold those up, staff can collect those and otherwise I think we are free for lunch now. Is that right? Thank you so much and keep going and we are almost at 10,000. We will update this -- thank you for everything you're doing and everything you just gave. Thanks a lot.