The Criminal Justice Conversations Podcast with David Onek

Episode #13: Kevin Grant, Oakland Street Outreach Coordinator
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DAVID ONEK: Welcome to the Criminal Justice Conversations Podcast, a coproduction of the Berkeley Center for Criminal Justice and the Berkeley School of Journalism. I’m your host, David Onek. The podcast, recorded weekly in the Berkeley School of Journalism studios, features in depth interviews with a wide range of criminal justice leaders: law enforcement officials, policy makers, advocates, service providers, academics, and others. The podcast gets behind the sound bites that far too often dominate the public dialogue about criminal justice to have detailed, nuanced conversations about criminal justice policy.

Today’s guest is Oakland Street Outreach Coordinator Kevin Grant. Grant oversees teams of outreach workers who work in Oakland’s toughest neighborhoods to build relationships with residents and connect them to services. He also serves as a trainer and motivational speaker for numerous criminal justice agencies. Grant grew up in East Oakland and spent about 15 years
of his life behind bars in Juvenile Hall, the California Youth Authority, and federal prison. Since his release in 1989 he has devoted his life to helping others stay crime-free. Grant was honored in March as a hometown hero by Comcast and the Bay Area Newsgroup for his positive impact in the community. He joins us in studio this morning, Kevin Grant, welcome to the program.

KEVIN GRANT: Thank you, David. Happy to be here.

ONEK: Kevin, you and I have had the opportunity to work on several projects together. I’ve seen you in action many times talking to young people. And it’s almost magical the way you’re able to establish instant credibility and rapport with the youngsters. What’s your secret?

GRANT: Well, I think, good question, I think it has to be part foundation you know, and I’ve always had the ability people who know me say, to communicate. I come from a family system where my dad was like, very comical and very open and so I grew up playing music so I’ve always had the ability, I think to communicate but I think the biggest part is that the level of understanding, you know, I’m still young at heart and young at
mind. So I’m real passionate about what I do and feel honored to do it. So I think just a combination thereof, David.

ONEK: You call your engagement with young people on the street the slow dance, what do you mean by that?

GRANT: OK. Oftentimes you know, working, like you and I have together working at non-profit community service provider organization, a lot of the programs are year-to-year, fiscal-to-fiscal, July 1 to June 30th, and so you know the action for a whole bunch of outcomes and objectives and different things in a short period of time and you know I’ve been trying to temper our outreach workers and the community as well as the providers of the funding to understand that this, the community of Oakland where I grew up didn’t get like this in a year. It didn’t get like this overnight.

So a slow dance to me means that we’re going to communicate, we don’t need to rush, we don’t need to feel rushed because oftentimes programs that I’ve seen fail, Dave, have failed because of the timelines, somebody decided to put on the shot clock like it’s common for six months of treatment. But they don’t care if the person has 30 years of substance abuse, six
months of treatment is the common guidelines, so we use the temperament of a slow dance because we want everybody involved in this scope to understand it’s going to take some time.

ONEK: Now when you talk to young people, in groups, you tell stories to really draw them in. Can you give an example of a story you use that really seems to get through to young people?

GRANT: Yes, especially my youngsters, Dave, I use this story I call it pissing in the pool. And it goes into me as a child, leaving from Sobrante Park and going to a pool that’s common and popular in Oakland called Fremont Pool. And so me telling the story to the young ones, I would say you know, as a child, I would go to this pool oftentimes and you know as a kid I would stay in this pool. You know, I was a child, so forgive me, please forgive me but I was a youngster, and we were excited. We were staying in the pool for way too long.

And oftentimes as a youngster does and I hope I’m not the only youngster who’s done it, we would, you know, pee in the pool. So I would share that story and have them all engaged and laughter and a few emotions and their own experiences in those types of ordeals. Then I would explain that there is a story that’s
dear to my heart where a loved one was out in the community and selling drugs. And his pager’s going off, constantly, but it’s his sister calling him as he’s seeing his sister calling him, 911, 911. He will not answer that because he sees somebody that he’s about to sell some product to coming towards him.

This guy that he’s about to product to offers him $150 and this is a guy who typically doesn’t have anything. So he asked the guy, where’d you get the money, man? You don’t never had this much money. Well, I hit a lick this morning, man, I hit a coal lick and I got $150 so tighten me up, man, on this product. And I’m going to holler back at you later. So the guy sells him the product, finally the dealer goes and answers this call to his sister and finds out his mother’s in the hospital.

He rushes up to the hospital, OPD is surrounding his mother, his mother is in the ICU and he finds out that somebody caught his mother at the ATM busted her in the back of the head and took $150 out. Turns out it was the guy he just sold drugs to. So what my question is, and the analogy I asked the youngsters, would they get in a pool full of piss? And all of them say no, but I ask them, well some of us are pissing in our own pool. What would I do with that guy when I found out he was the one
busting my mother?

Oh, I’d strike out. I’d had to take his life. But would you sit next to your mother and tell her the $150 that was taken from her is in your front pocket? You were part of the drama, you were part of the, and then they all get it. They all get it and they understand it. And I get a chance to use the story, say, my parents walked the streets of Oakland. They’re Jehovah’s Witnesses, they walk the streets in West Oakland and try to talk to people and your parents are from this city. What are we doing to our own swimming pool, basically, is the story? And I’ve been blessed to create a few like that, that really have an impact.

ONEK: Now, you’ve helped a lot of young people with your work. Can you just give the example of one particular person who sticks out in your mind you helped set on the right path?

GRANT: Yes. I have a few but I’ll mention one is Eric, and I’ll share his story with permission. Eric is one of my youth who I’ve been working with for a while, quite a while, over 10 years now. He was born addicted, he died at birth a few times because they kept trying to feed him but the first thing that maintained his life was methadone because his mother was full-
blown addicted to heroin at his birth. So Eric comes from a neighborhood in Oakland, Brookfield. And grew up and been in and out the juvenile justice since the age of eight.

And we do groups together and with the probation team but the supervisors of probation now, Miss Lisa Hills, is part of this story, raised Eric in juvenile hall. Eric has been to juvenile hall over 50 times as a child. And what had happened when he tells the story, so eloquently the way he puts it, he said he never had attention from adult, kind attention until he went to juvenile hall. And he would kick on his door and the adults would come in, what’s wrong with you? And walk him down the hall.

So it was home to him. And then from there, of course he got involved in drugs and crime and then has been in prisons in two different states and now he’s one of my keynote speakers to the youth because his reputation in his area is well known and I used him, as a matter of fact I just trained, was blessed to train OPD and the [BART?] police and Eric was my speaker. And they all wrote rave reviews because he was the element to tell them what type of person they might be working with for BART on the platform or for OPD on the streets to look at Eric that you
might think his age that he should act this way.

But to understand his growth pattern, due to the involve of very serious substance abuse, and being out of the social norms, 90% of his life is a different pattern. And then now he has really focused in on the right path and he’s a beautiful person.

ONEK: How old was he when you met him? And what did you do specifically to work with him?

GRANT: Eric was in his 20s when I met him and he came to me under a program called Alameda County Behavioral Health Care Basin, Bay Area service network. A program for parolees with substance abuse issues. And he was one of the ones who thought, because he was addicted to heroin, that he could smoke weed and drink and that wouldn’t be a problem. So me and him went back and forth for a year and then the interesting thing is, Dave, another reason back to the slow dance, I’ve learned working with loved ones from the time that they were a youth, and a kids in my juvenile programs or foster care that I work with, that 10 years, 15 years later, we’re still in relationships and then they finally start blossoming.
They finally get it. Because this is a lifelong process we’re trying to, I don’t want to say erase but, deter from. And so we’ve been working with Eric since, over 10 years now, he was in his early twenties when I got him and the interesting process was the battle back and forth that a lot of our loved ones think that well I can use these little gateways and stay safe here. And then he finally now, his number one preach when he talks is, Kevin told me that I couldn’t smoke weed and drink and I finally had to figure it out after fall, after fall, after fall.

So our relationship has been with him returning to custody at least five or six different times but my goal is, you know --

ONEK: You stuck with him that whole time.

GRANT: Never give up. Thanks.

ONEK: We’ve been talking about the credibility you have with young people but you also have real credibility with law enforcement. Oakland Assistant Police Chief Howard Jordan was quoted as saying your work is quote, invaluable. Another Oakland officer said we have the same goal of saving the lives of young people of Oakland. And Andrea Youngdahl, your boss at
the Oakland department of human services said, Kevin is such a unique person, he’s able to walk between both worlds and weave it all together.

You yourself were recently quoted as saying, you and law enforcement were tighter than seven Budweisers in six pack. Given your background, the years you spent behind bars, how are you able to establish so much credibility with law enforcement?

GRANT: Good question, but I believe it’s because that I’m blessed to be real about what I do and then I started finally coming to understand when I started working in this field since ’92, that you know, and I was a little jaded at first. I came in Dave, like, really warped because of my background. But then I was blessed and I would say it’s the foundation my parents raised me to be, is to finally start looking in the mirror and saying, wait the person that caused all the problems in my life, was me and the things I liked to do.

And the I start de-enemizing, if that’s word, I’ll make up a word in a minute but I stopped making up enemies out of the police department and start realizing in the end, because it was working for me I’m passionate about what really works, I
started also preaching that to my loved ones. Who, you know, we
don’t service ourselves or us on the streets, in the flatlands
by acting like it’s all the police’s fault. We have to take
ownership to what am I doing to have the, to be the police’s job
all the time. Then at the PAC meetings the police officers would
hear me speak on that term, and on that temperament, and if I
believe in it, I’m going to preach it.
And then I’m blessed to have young ones that know the story,
I’ll ask them real quickly, as if, you’re in a penitentiary and
there’s nobody home but your mother, and this is what all of
them temper out, what I say, nobody’s home but your mother and
you get the last call of the night and you collect call your
mother and she screams and say, oh my god, somebody’s climbing
through my window. What are you going to tell your mother to
do? You way away in Susanville in Represa, California, Folsom,
Chino, all of them say, we are going to tell my mother to call
the police.

See, so we make them understand that OK, so there is a time.
They have a job to do. Unfortunately we were their job so it’s
just a temperament that I’ve been blessed to have and I think at
the table, also, is officers that at the right time who get the
work we’re doing and honor and respect what we’re trying to do.
ONEK: And is it a challenge to maintain your credibility with the community when you are close to law enforcement?

GRANT: If you’re not known. The blessing for me, David, is that I’ve been blessed to do this work. So my credibility in the community comes from a helping position where it’s not me it’s just that working with parole and probation and juvenile probation officers I’ve helped many of the loved ones, by calling their agents, calling their PO’s and helping them getting in my groups or doing this.

SO I’ve been blessed to be a integral part of it. But my credibility is already there on those levels. And then it’s, on the streets if it’s 10 youth gathered, I’ll know three or four of them because they’ve been in my classes or different things, or their family. So it takes a while to weave it, mine has been weaved because of the work. So one of the things we’re trying to do for our street outreach team is make, put them in the same design, get a chance to work with these kids in the various environments so the kids will understand that we’re evenly placed and I think our goal is to put the hand back in the hand because it’s, we want the officers to understand you know, the
youth more, but we want the youth to understand the officers more. Our temperament helps with that.

ONEK: Can you give a specific example of how collaborating with law enforcement has helped you in your work?

GRANT: Perfect question. We have a recent story of a guy, I’ll leave the names out, so we have a guy who was involved, and this guy was involved in part of a West Oakland where he stayed. He moved to another part of West Oakland because his mother’s house had run into some issues. That put him involved in two of the rival factions, so his OG loved ones, partners that he had at the first neighborhood were literally threatening him because he just moved.

He didn’t cross allegiance or anything it’s just the way, unfortunately, the streets are. So he did what any kid would do. He found some common ground, that they both loved to play basketball. So he got both teams together to play basketball. Unfortunately, one of the teams won, and it was his new friends. But he thought, and he was doing a beautiful thing saying hey, they’re just like us, they like to play ball, let’s play ball. Got them together, so the next day they beat him up. Two days
later they beat him up. Two days after that it’s gun play.

He ended up in juvenile hall. The captain, Anthony Torribo, from West Oakland, was all involve in the story. No one knew this part until the captain asked me to go talk to him. So I get up to Camp Sweeney, to juvenile hall and I talk to the youth. We find out the whole story. We were blessed with OPD and probation to get him out, enroll him in midnight basketball, and work with both partners and both sides of it with some adult supervision and some more vision, the youth had vision but it just wasn’t complete as his age.

And to bring those teams together that were once a part, and those are common for us to get calls from OPD to help them handle gang situations and what have you, due to the fact that their inability to handle them as enforcement.

ONEK: Now, in almost any urban area, there’s distrust between law enforcement and the community that has built up over the years. And this has led to among other problems, a reluctance for some community members to report crimes that they have witnessed to the police which in turn makes it more difficult to keep those communities from being victimized again. What can law
enforcement do to increase trust with the community?

GRANT: I think law enforcement is on the right path but one of the things that I think they should do more trainings in, is the understanding because to me David, and this is what I’ve been preaching lately, the system and the machine what I call, was designed when families were like, I was blessed. My parents were married 56 years. I come from a healthy family. So the rules in the system was designed when people came to certain ages of school and what have you, in temperament that knew better.

Because the structure and foundation was there so you’ll hear people in charge, it starts at home, but they haven’t retooled the machine to understand that the home is not the home that it used to be. So oftentimes I think that enforcement could do well to stay abreast and stay in tune in connection with what youth and what communities are today, versus what they want them to be, or what they know to be or what they think they should be. Because they are a different package.

ONEK: So what should law enforcement do differently given that families have changed in your opinion?
GRANT: I think training. Being more sensitive to it, and not that they would stop pursuing the law but being more sensitive, empathetic to the realities of the community. And not, you know, being more tied in and more community-based instead of just enforcement versus the community.

ONEK: Now we had new Oakland police chief Anthony Batts on this program last week and he talked about going out to the community almost every night, building relationships, how has chief Batts been received by the Oakland community thus far?

GRANT: So far, really good. And he’s been very supportive of our work as far as street outreach and his visual and he’s responded to a few scenes, personally, and so far as we know the community and I’m blessed to be in that every day of the week, has their hopes up. And they’re really just looking for you know, but often times our communities have to be careful because we’re looking for always, the answer, the messiah, the one, and it’s a lot of connectivity. So I’m hoping that he continues as he started off and helps bring those hands together because it looks really good.

ONEK: Is there anything you think he could be doing differently
or in addition to all the hard work he’s already doing to deepen his relationship with the community?

GRANT: I think he started off really well, and if he continues that, because I was blessed to be at a program for youth at Merritt College, through the criminal justice, Sergeant Dickson from Powell was running, and it was a ton of youth there and he was there engaging the youth and speaking. And he was there and able to talk about officers and laughed and he had the kids engaging and if he continues to do that, now the scary thing is he’s inherited a lot of Oakland drama.

So oftentimes a guy can’t even get his step on, his dance step on because he’s got to catch up or fix up a lot of other stuff. But as far as I’ve seen, David, he’s been very healthy, involved in the community from youth teams and adults.

ONEK: Now let’s talk about your story a little bit. You spent about 15 years of your life behind bars. What led you down that path, and what helped you eventually turn your life around so dramatically?

GRANT: I was for whatever reason as a youth attracted to the
wrong things. I don’t know why I had, like I said I come from a beautiful family with parents who really laid a healthy foundation. My brothers and sisters were strong and very educated in school and what have you, and I just seemed to get bored. And then started taking off in my association that I chose was like, you know, I don’t know Dave, I was just very attracted to all the wrong things. And then I took off down that path. And one of the gifts that I was blessed to get from my father, my father taught me to, if you do something, do a good job at it.

He was talking about actually work, and doing right things but unfortunately I took off down that path and did a good job of it. So I ended up in the net of the criminal justice system from a young age --

ONEK: What are the kinds of things that got you in trouble?

GRANT: At the beginning Dave, I would say, peer pressure was my biggest thing. I always felt the need to belong. When I was a kid, a very young kid, there was a tennis shoe out called Converse all-star Chuck Taylors, and I had to have some because all the other kids, my dad wasn’t having it. I’m not paying $12
for those shoes. So I stole my first pair. So I was just like, over the edge like that. I wasn’t, you know, and peer pressure. I was afraid to say no, even though deep in my heart oftentimes as a kid, to be put on a position to have to do something deep in my heart I would want to say no, but I was never brave enough to say no.

So I always use that to my kids and tell them that I thought it was cool but when you look at it as an adult, I was a coward. I was afraid to say no, even when I knew it was right to say no. So unfortunately I said yes, and many of the things I said yes to were the wrong things.

ONEK: Now what was it like when you went from being in and out of juvenile hall and the California youth authority and suddenly you’re in federal prison, how big a difference was that?

GRANT: Big. Because I was in all the USPs, the level five, six Leavenworth, the high control institutions, and it’s a big step, it’s a big difference, you know what I’m saying? And I was young, I was about, at lot of the institutions I was at I was like the second youngest one there, because like for example, Leavenworth they wouldn’t even let me in the population at
first. They said I was too young to be there. The average person there was 27 years old and older, and was serving 40 years or more. And so it was a big difference but it was really good for me because I got a chance to talk to people who had been locked up longer than I had been living.

I got a chance to really, and I’ve always been the same person, personality wise so I got a chance to get really groomed by a lot of the OG loved ones who really took me up under their wing and found that my foundation was not suitable for that, a lifetime of that population. And at the same time I guess I was growing and it, for whatever reason came full circle and I’ve been blessed to be home and do the right thing since, so, that is a big difference between this youth authority and the federal system.

ONEK: Was there any programming in prison that was helpful to you? I mean, you just talked about that on your own you talked to other prisoners, you got a sense of things to help turn your life around. Was there anything that the prison itself did that was helpful with you?

GRANT: No.
ONEK: That’s a simple answer. You know we’ve had lots of folks on this show like, Mimi Silbert who runs Delancey Street, Sonny Schwartz who runs the RSVP program at the prisons in San Francisco, really talk about how they have programs where they’re holding people accountable and making them understand their actions and how they need to change behavior and that the vast majority of people in prison today are just warehoused and really aren’t doing anything to change their behavior on the outside.

So what was it about you if you didn’t have those programs that allowed you to turn your life around?

GRANT: I would say the healthy foundation that I started off with and then I was blessed Dave to be in the system where that program existed, it wasn’t a program sponsored by the prison, it was the OGs looking out for the youngsters. It was the OGs that would observe a youngster’s behavior, and then if they felt you qualified, they’d embrace you and bring you into their fold and educate you and make sure that you understood that this was warehousing just like you said. You sound like one of the OGs, don’t come up in here and get warehoused. You got an out.
One guy told me, I’ve been here 55 years and I’m going to die in this place. You have an out, you have a date, that’s coming before you. And they would school you, look at your pictures and say what a beautiful family, what are you doing here? So the program was back in the day, that doesn’t even exist anymore. It’s unfortunate but the system has fallen apart. I haven’t been back in a while but talking to all my loved ones that are in and out now, that doesn’t even hardly exist anymore. But there was no program.

And I worked inside of different institutions the work tools that you use are archaic. No, the system is like eons behind the time.

ONEK: Now the kind of informal mentoring that was so helpful to you, did that, is that when you started to figure out, hey, when I get out there I could really help other people in a similar way?

GRANT: Yes. And I was involved with music, so we wrote songs while I was in the pen and I was blessed to be in some prisons that had pretty good music programs so we wrote songs while
we were in the prison system that had a positive message, you know, and it was a thought about that. And I think it was the foundation, I think that goes back to the foundation that I have from my family system because I felt self-betrayed. And I’ll use that when talking to my kids, that I was my own Benedict Arnold.

And then my music, my love for music and then my desire for freedom, which everybody has once they’re locked up, but it was you know, just that piece. We weren’t in there preaching that gang, it’s interesting all the gangster rappers never been in the pen because all the guys in the pen are rapping about positive stuff. And all the ones that never been in is rapping about helping the youngsters get in there. So it’s an interesting mix, but our message was trying to get out and help the youngsters to not come in.

ONEK: Now you spend a lot of time in the community helping young people, many of whom have criminal records, get jobs. You’ve also worked on this issue from the policy level, you’re on the advisory board of a project here at the Berkeley Center for Criminal Justice, focused on increasing employment opportunities for people with prior convictions. We’ll both be at a conference in Monterrey tomorrow sponsored by the US
Attorney’s office and others, and you and Andrea Russi, the executive director of the center, are going to present on this topic.

This is an area where I really think there can be greater cooperation between law enforcement and community advocates, because if you were a police chief, would you rather have someone returning to your community from prison with no job, unsure of how they will support themselves and their family, unsure even of how they’re going to pass their time each day, or would you rather have someone who goes to work every day, occupies their time, and supports their family? Seems to me to be a no-brainer.

What are the employment challenges for people returning from prison and what can be done to overcome them?

GRANT: Good question. The biggest challenge that we find Dave is that the record, of course, I have to put on the application yes I’ve been convicted. Oftentimes, especially when the competition pool is thick like it is now, because there, the pool is full of loved ones who don’t have convictions. People who were laid off, and the mix and this happened during the
dot com bust too, because I was blessed to start in this field helping loved ones with employment. So the biggest is the, and it’s so big, the question on the application is so big Dave that it will even stop many of the loved ones from applying.

Because why --

ONEK: They just think they won’t be treated fairly.

GRANT: And they won’t. And it’s just being real. I was blessed to poll 100 employers. So the advocacy that we found that’s important is for somebody to go forward, positioned and tempered, to develop personal relationship with employers, to explain their way through it. To help someone in. But as a blanket, as a whole dynamic, if 10 people apply for a job and three of them put, have been convicted, it’s like you said, it’s a no brainer. You know what’s going to happen if the other seven haven’t been convicted. So that’s the biggest thing, and it’s so big it’s seeped into the innards of the walls of prisons and into the minds and hearts of the loved ones that many of them have come out and have tried to get employed and reemployed and the fight is so big that it’s unfortunate that many of them stop fighting.
And if we as a society can’t, if the state or governments can say, OK everything is receiving funding from our community needs to embrace back our community. These are people in our community, sure it’s good, lock them up. We just want to lock them up. But you have to realize that we’re going to, the loved ones are coming back home, we need to embrace them when they get back home and give them opportunity, then that way those who don’t take that opportunity, then, sure then they got to do what they got to do.

But if given the opportunity is the big thing, and so to me, there are some methodology in the fiction but I’m just a small voice on a radio station right now.

ONEK: Well one thing you have done is you’ve gotten jobs for countless young people in Oakland and one of the ways you’ve done that is by developing relationships with employers just like you’ve developed relationships with young people and with law enforcement. Tell us about how you developed those relationships and how that helps you get jobs for young people?

GRANT: OK. One of the interesting ways we started years ago and
I was proud to be a part of this, we would go to the employers, and tell the employers I have a guy that’s skilled for, I’ll use an organization we work with called Jetro’s Cash and Carry and this was years ago when they first came to the bay area. And we got a guy who was good in the freezer room. He had served 12 years at San Quentin, and he was a freezer room guy and so I was Jetro’s when they were opened and talking to the manager at that time, a guy named Barry and he was really good and he was like, no, I don’t want to introduce somebody like that into my freezer room.

Why should I? I said because this guy never missed a day of work and then I said, watch what we can provide for you. I said, I will bring his parole agent here and we are going to surround him with support. I said so look at the service, look at all of the services you’ll get by hiring this one guy. I’ll be here, his parole agent will be here, he’s in a program. We will drug test him if you have any concerns, if he calls in Thursday early and wants his check and doesn’t show up Friday, you call me or his agent we’ll all be here.

Then we all sat down with the employer. Me, the client, and his parole agent, and we share with him, we’re going to be here and
watching you closely, and we’re sharing this with the employer and him, not to be micromanaging you but to help you through which is often common for our loved ones, the first six months of your employment to help you survive. To help you not get your check and then divert and go get high. To help you stay focused. And then the employers that we were able to build this relationship with really understood that and really supported it, because I said, now who in here do you have these, that works for you, that can bring this much support around one of the people in your warehouse?

So we were able to do that and that method really worked. And then by doing that and creating that in businesses we were able to bring in more and of course we fine tune and pick the right person so they can shine, and then the employer would be more user-friendly to picking a second person.

ONEK: Kevin Grant, keep up the great work and thanks so much for joining us.

GRANT: Thank you David, for having me.

ONEK: The Criminal Justice Conversations podcast will not
be broadcast next week. Please tune in the following week when we’ll be joined by Laurie Robinson, Assistant Attorney General for the Office of Justice Programs in the US Department of Justice. Thank you for listening to the Criminal Justice Conversations Podcast. You can find this episode of the podcast and all prior episodes on our website at www.law.berkeley.edu/cjconversations and on iTunes. You can also become a fan of the criminal justice conversations podcast on Facebook and can follow the podcast on Twitter at cjconversations. The podcast is engineered by Milt Wallace, our editor is Callie Shenafelt and our program intern is Sheridan Bloch. I’m David Onek, thanks for listening.