

TALENT HUBS & THE NATIONAL TALENT NETWORK

THE NATIONAL CONVENING AGENDA

DECEMBER 2-5, 2025 SAVANNAH, GEORGIA





TALENT LIVES HERE.

Welcome to the Talent Hubs and National Talent **Network National Convening!**

CivicLab is proud to convene this **exemplary network** of local, regional, and state-level cross-sector partnerships focused on postsecondary education.

This event provides a unique opportunity for leaders to connect with each other, learn from exemplary partnerships, and hear from national leaders on ways to improve postsecondary ecosystems.

In the coming days, you will experience:

- Pre-day institutes focused on building collaborative measurement plans and evoking the feel of systems change.
- Keynote speakers from the fields of economics, design, education, and systems redesign, sharing the latest insights and innovative work from across the country.
- Unique breakout sessions featuring bold initiatives that seek to tackle America's most complex social issues.
- Feature presentations focused on the transformative work happening across the country.

We are humbled to have you in attendance and grateful to share this time together. Let's explore what we can do together that we cannot do alone.

Yours,

Dakota Pawlicki



Systems Leadership Academy - Cohort 4 - October 2025

MEET THE NEXT GENERATION OF SYSTEMS LEADERS

The Academy teaches systems-building principles, shares concrete examples of the ideas in action, and provides a space to practice the skills. The course is designed to empower experienced collaborative and/or systems leaders to approach and address complex social problems from a systems perspective.

Join us:



CIVICLAB

Thank you, CivicLab, for a decade of mentorship and support.



in partnership with

SCAILE

Shasta College Attainment and Innovation Lab for Equity

North State Together supports a ten-county collective impact partnership that advances locally driven, county-based solutions to improve education outcomes across northern, rural California.

SCAILE uses inquiry-based and action research approaches to develop tools and strategies that strengthen cross-sector partnerships focused on improving educational attainment, with particular attention to the role of postsecondary institutions in collective impact efforts.

Meet the North State Together and SCAILE collaborators in attendance



Would you like to learn more? www.northstatetogether.org www.shastacollege.edu



Would you like to work with us?
Email kmahar@shastacollege.edu or call 530-395-8549.

Agenda

Tuesday, December 2

Pre-Day Institutes, 12:30-4pm

- Building Collaborative Measurement Plans, presented by Pranav Kothari of Revolution Impact
- The Think and Feel of Social Change, presented by the CivicLab team, led by Jack Hess

Welcome Reception, 4:30-6:00pm

- Sponsored by Michigan College Access Network (MCAN)
- All are welcome to attend!

Wednesday, December 3

Day 1, 8am-4pm

- Mainstage Presentations
 - Featuring Andre M. Perry of the Center for Community Uplift at the Brookings Institution
- Breakout Sessions
 - Getting It Done
 - Hard Lessons

Reception, 5:00-7:00pm

 Sponsored by Shasta College Attainment and Innovation Lab for Equity (SCAILE)

Thursday, December 4

Day 2, 8am-4pm

- Mainstage Presentations
 - Featuring Eureka People of Housing Kent
- Breakout Sessions
 - Features and Partners
 - Design Labs

Friday, December 5

Day 3, 8am-12pm

- Mainstage Presentations:
 - Featuring Quest: Building America's Best Community, presented by Jack Hess
- Closing Remarks

Sponsors

The National Convening is made possible by our generous sponsors:

















Tuesday Schedule

12:30 - 4:00p

Pre-Day Institutes

OPTION A: BUILDING COLLABORATIVE MEASUREMENT PLANS

Location: Verelst/Percival

Presenter: Pranav Kothari, Founder & CEO, Revolution Impact

Overview: Collective impact partnerships and similar collaboratives are often organized

around a set of cradle-to-career outcomes that, by and large, have referenceable measurement approaches. As the field has evolved, however, measuring outcomes such as social mobility and overall performance of the collaborative have become more needed and more challenging. This pre-day session will create space for collaboratives to learn how partnerships in multiple geographies have made progress on these challenges and provide time for facilitated measurement planning for your collaborative. The session will also build in time for peer learning

so that all are benefiting from the time together.

OPTION B: THE THINK AND FEEL OF SOCIAL CHANGE

Location: Vernon

Presenters: Jack Hess, Executive Director, CivicLab

Amber Fischvogt, Director, CivicLab

Overview: How do we make what's invisible visible? How do we shift from merely

understanding social problems to feeling the need for change, and then acting

on it?

In this immersive workshop, we explore how transformative social change begins not only with data and analysis but with the experiences that move hearts and change minds. Participants will learn to use striking images to make systems visible and show meaningful differences. Then, we'll go further: designing engaging experiences that invite people to interact with those systems in ways that create awareness, dialogue, disruption, and, ultimately, possibility.

By the end, you'll leave with a toolkit of methods that reveal reality, foster participation, and build microcosms of what a better world can feel like. Because sometimes, as the film director Stanley Kubrick once said, "The truth of the thing is not so much in the think of it, but in the feel of it."

4:30 - 6:00p

Reception • Location: River Lounge

Just arriving? Just finished a Pre-Day Institute? Join us for a drink, some snacks, and connect with others before heading out on the town for dinner. Sponsored by Michigan College Access Network.

8:00 - 9:00a

Breakfast Location: Ballroom ABC

9:00 - 9:15a

Welcome Location: Ballroom ABC

Dakota Pawlicki, CivicLab

9:20 - 10:30a

MAINSTAGE PRESENTATION

FORCES IN AMERICA

Presenters: Courtney Brown, Vice President of Strategic Impact and Planning, Lumina

Foundation

Viviana Abreu Hernandez, President, Massachusetts Budget and Policy

Center (MassBudget)

Julie Peller, Chair and Founder, Today's Students Coalition **Elissa Nadworny**, Correspondent, National Public Radio

Overview: The convening opens with a panel of national leaders discussing the forces that are

shaping America's postsecondary system. Facilitated by NPR's Elissa Nadworny, we will hear from Julie Peller about federal action impacting today's students, Courtney Brown about the latest polling concerning America's sentiment and perception of higher education, and Viviana Hernandez about how immigration

policy is shaping communities and postsecondary systems.

10:45 - 11:45a

Breakout Sessions: Getting It Done

OPTION A: USING REAL-WORLD STUDENT MICRO-STORIES TO COLLABORATIVELY REDESIGN POSTSECONDARY TRANSITION AND TRANSFERS SYSTEMS

Location: Verelst

Presenters: Elizabeth Imafuji, Assistant Vice Chancellor for Academic Affairs, Ivy Tech

Community College

Lori Montalbano, Associate Vice Chancellor for Academic and Student Affairs and

Dean of Students, Indiana University Columbus

Jim Roberts, President and CEO, Community Education Coalition **Bryan Rushton**, Director of Education & Workforce Alignment,

Community Education Coalition

Veronica Franzese, Director of Strategy and Development, Community Education

Coalition

Overview: In Southeast Indiana, three postsecondary institutions share one campus with

complementary programs designed for transfers, yet data reveal that transfers are far from seamless. In response, a cross-sector collaborative of education and employer partners came together to reimagine how our system supports student transitions. Through CivicLab's Stakeholder Engagement Process, we developed a shared understanding of the current state and aligned around collective action. Guided by Solve for One, Extend to Many, we're using student micro-stories to identify and address root causes. This session shows these frameworks in action,

offering one example of their broad potential to advance systems change.



OPTION B: UNCOVERING HIDDEN POTENTIAL IN RURAL ECONOMIES AND DISRUPTING TRADITIONAL SURVEY DATA

Location: Percival

Presenters: Allison L. Ricket, Assistant Professor, Georgia Southern University **Emily Bentley**, Education Engagement Specialist, Building Bridges to Careers

Overview: The Southeast Ohio Career Systems Builders joined CivicLab in 2024, as a cross-sector group aimed at creating students as pathmakers, not pathtakers, by leveraging school-based health clinics as opportunity sites for education-workforce ecosystem improvement. To aid in the process of engaging stakeholders in systems change, SEO Systems Builders launched a new data collection tool, Sensemaker, to research larger community issues and hidden economic opportunities for community thriving. This session presents ways SEO Systems Builders is resisting the urge to "survey" stakeholders and instead guide convenings with "storytelling" to shape data. Preliminary results of the data, aligned with a regenerative framework for community thriving, will be shared as a replicable model.

OPTION C: EARLY COLLEGE IN ACTION: GETTING IT DONE TOGETHER

Location: Vernon

Presenters: Faye Kilday, Dean of Center for Excellence in Teaching and Learning, Northeast

Community College

Kayla Burdick, Director of Early College, Northeast Community College

Overview: Discover how Northeast Community College's Early College program uses collaborative tools and equity-centered processes to expand access to college credit for high school students — tuition-free. This session will highlight practical strategies for building strong school partnerships, managing registration workflows, and supporting students through data-informed advising. Attendees will leave with replicable resources and a roadmap for launching or scaling similar initiatives in their own communities.

OPTION D: HOW POLICY MAKERS CAN IMPACT WORKFORCE DEVELOPMENT INITIATIVES

Location: Ballroom D

Presenters: Julie Wilkins, Mayor, City of LaBelle

Keitha Daniels, Director, Hendry County Economic Development Council

Overview: This session will focus on the impact that policy makers can have on economic and

workforce development initiatives. Attendees will learn how Hendry County implemented a hands-on approach to removing and eliminating barriers that its residents encountered on their career and educational journeys by engaging

elected officials as stakeholders.

12:00 - 12:30p Lunch 📤 Location: Ballroom ABC



MAINSTAGE PRESENTATION

BLACK POWER SCORECARD

Presenter: Andre M. Perry, Senior Fellow and Director of the Center for Community Uplift,

Brookings Institution

Overview: Drawing from his groundbreaking research, Andre will explore the critical factors

that foster thriving Black communities — beyond just democratic freedoms. He will delve into how access to property, education, health, and economic opportunities

serve as the foundation for social and economic power.

In this session, Andre will share insights from his book on how communities can implement strategic, data-driven approaches to elevate wellbeing and influence. He'll discuss practical strategies for prioritizing investments — like increasing homeownership and supporting Black-owned businesses — that can lead to lasting empowerment. The conversation will emphasize that real progress requires targeted actions based on measurable indicators, helping communities set clear priorities to close the racial gap.

Whether you're a community leader, policymaker, or advocate, this talk offers a compelling vision of how strategic focus and intentional efforts can create meaningful change. Join us to learn how to harness data and community-driven strategies to build power, boost wellbeing, and foster sustainable success for Black communities.

Book Signing and Break

It's time to take a break! Stop by and get your book signed by Andre Perry first, and then take a breather, answer an email, connect with a colleague... whatever you do, enjoy the down time before our Hard Lessons sessions at 2:30pm.

2:30 - 4:00p

Breakout Sessions: Hard Lessons

OPTION A: POWER, POLITICS, AND A PANDEMIC: HARD LESSONS FROM PROJECTATTAIN!

Location: Verelst

Presenter: Jenni Murphy, Senior Innovation Fellow, Workforce & Education Partnerships

Dean, College of Continuing Education, California State University

Overview: What happens when a bold, equity-driven initiative becomes an official

organization — and then does not survive? In this candid, interactive session, you will hear the inside story of ProjectAttainl, a regional effort aimed at increasing educational attainment of working age adults in California. From inspiring beginnings to abrupt closure, this journey reveals the collision of power, politics,

and a global pandemic.

Whether you are building, sustaining, or recovering from a big idea, this session offers real-world lessons on how promising initiatives can falter despite shared values and strong leadership and the complexities of learning, avoiding, and/or recovering from hard lessons.



OPTION B: BUILDING ORGANIZATIONAL RESILIENCE: LESSONS FROM GRADUATE PHILADELPHIA'S 20-YEAR JOURNEY

Location: Percival

Presenter: Malik Brown, President and CEO, Graduate Philadelphia

Overview: Graduate Philadelphia's 20-year journey offers a powerful blueprint for organizational resilience. This session explores how the organization has adapted to shifting economic landscapes, policy changes, and evolving learner needs while remaining rooted in its mission to support adult learners. Attendees will gain insights into strategic pivots, community partnerships, and access-driven innovation that have sustained impact over two decades. Learn how resilience is not just about recovery but about reimagining systems to serve learners with dignity and partnering with purpose.

OPTION C: BUILDING AND SUSTAINING REGIONAL COALITIONS ACROSS SYSTEMS

Location: Vernon

Presenters: Alex Breault, Partnership Manager, FutureMakers

Maureen Chase, Partnership Manager, Health & Wellness Coalition

Jessica Turner, Partnership Manager, Home Coalition

Overview: This session explores how FutureMakers Coalition's regional success in aligning education and workforce systems became the foundation for two new efforts, the Home Coalition and the Health & Wellness Coalition. Together, these partnerships are advancing systems change across education, workforce development, housing, health, and economic opportunity in Southwest Florida. Presenters will share candid lessons about leadership transitions, relationship-building, and helping partners shift from direct service to systems-level thinking. Participants will engage in open dialogue about what it takes to create and sustain collaborative networks that move beyond pilots to regional transformation.

OPTION D: FROM INCUBATION TO IMPACT: HARD LESSONS LEARNED BY MYFUTURENC

Location: Ballroom D

Presenters: Jessica Swencki, Deputy Director for Statewide Support, myFutureNC

Deanne Meadows, Deputy Director for Regional Support, myFutureNC

Overview: Many initiatives start strong but are at risk of fading without intentional focus on

sustainability. myFutureNC has charted a different course—evolving from a bipartisan action setting an education attainment goal into a sustainable statewide nonprofit driving measurable impact. This session highlights how myFutureNC uses data, policy, advocacy, and regional capacity to advance educational attainment across 100 counties. Participants will explore replicable tools and strategies for balancing statewide alignment with local autonomy, supporting regional staff and funders, and sustaining cross-sector partnerships that endure.

Reception Location: Harborside East

Join us for a drink, some snacks, and live music from Koala Band before heading out on the town for dinner. Sponsored by Shasta College Attainment and Innovation Lab for Equity.

Thursday Schedule

8:00 - 9:00a

Breakfast Location: Ballroom ABC

9:00 - 9:15a

Welcome Location: Ballroom ABC

Dakota Pawlicki, CivicLab

9:20 - 10:30a

MAINSTAGE PRESENTATION

HOUSING KENT

Presenter: Eureka People, President, Housing Kent

Overview: In this dynamic mainstage session, Eureka People will share key insights into how

to use community engagement, data, communication, policy, and advocacy to reimagine systems that work for everyone. Informed by her years of experience in housing stability and her role as President of Housing Kent, Eureka will discuss what it takes to dissolve homelessness, increase affordable housing, and eliminate the shocking racial disparities in the housing system. Eureka will underscore the value of raising the voices of people with lived experience from anywhere on the housing continuum, ensuring systems change efforts reflect the lived experience

of those most impacted by the housing crisis.

10:45 - 11:45a

Breakout Sessions: Features and Partners

OPTION A: UNDERSTANDING, PREPARING FOR, AND RESPONDING TO THE CURRENT FEDERAL POLICY LANDSCAPE

Location: Ballroom D

Presenter: Amanda Fuchs Miller, President, Seventh Street Strategies

Overview: Are you trying to understand what is happening with federal funding? Making your

way through the chaos that is coming at nonprofit organizations and higher ed institutions from Washington? This session will provide an overview of the current federal policy landscape, insights into what to expect from Congress and the

Administration, and strategies to prepare and respond.

OPTION B: ADVANCING YOUR AGENDA: STATE TALENT DEVELOPMENT IN FRAUGHT POLITICAL TIMES

Location: Vernon

Presenter: Scott Jenkins, Managing Partner, Trillium Insights

Overview: While much has been written about the rapid and challenging changes at the

federal level regarding higher education, state level intelligence is revealing confusion and concern. Red, blue, and purple state higher education leaders indicate that they are trying to keep up with the latest news from the administration while in the middle of jam-packed and daunting legislative sessions. Systems, colleges, and universities are similarly challenged to find definitive answers to a myriad of questions and prepare for the next round of fiscal and policy changes amid the rush of the start of fall semester. This session will attempt to elevate a discussion around how to keep your organizations' agenda relevant and

moving forward, suggesting tactics, messaging, and framing to help your organization be seen and heard in the room where decisions are being made.



12:00 - 12:30p

Thursday Schedule

OPTION C: LEADING AND LEARNING: ECMC'S APPROACH TO ELIMINATING GAPS IN POSTSECONDARY COMPLETION

Location: Verelst

Presenter: Julia Cunningham, Program Officer, ECMC Foundation

Overview: Join ECMC Foundation Program Officer Julia Cunningham for an engaging breakout session exploring the Foundation's latest strategies to advance its North Star goal: eliminating gaps in postsecondary completion by 2040. Julia will share emerging insights and philanthropic approaches designed to strengthen equitable student success across institutions and communities. Participants will be invited to contribute their perspectives on what's working, what remains challenging, and how philanthropy can best catalyze change at the local and regional levels. This interactive session offers a valuable opportunity to inform ECMC Foundation's evolving strategy while learning from peers committed to expanding opportunity and completion for all learners.

OPTION D: DRIVING INNOVATION: SCALING HOLISTIC SUPPORTS FOR COMMUNITY COLLEGE SUCCESS

Location: Percival

Presenters: Melanie D'Evelyn (Moderator), Executive Director, Advisory and Capacity Building, One Million Degrees

Joe Deegan, Principal, Advisory and Capacity Building, One Million Degrees **Adrienne Pickett**, Senior Director for Academic Innovation and Partnerships, Illinois Community College Board

Jennica Rodriguez, Director, PEACE Center, Equity and Inclusion, Prairie State College

Alex George, Director, Advisory and Capacity Building, One Million Degrees

Overview: How can evidence-based organizations drive innovation to enhance supports for community college students? This session explores how One Million Degrees (OMD) co-creates and pilots holistic support models with institutional and affiliate partners to catalyze systemic change. Participants will learn about OMD's advisory model, minimum viable product development process, and scaling strategy both in its home city of Chicago and throughout the country. Attendees will engage with tools and frameworks used to build institutional capacity, hear directly from community college partners about their transformation journeys, and learn about opportunities to prospectively collaborate with OMD in the future.

Lunch Location: Ballroom ABC

Grab a bite to eat before our next keynote session begins at 12:30.

Thursday Schedule

12:30 - 1:45p

MAINSTAGE PRESENTATION

REDESIGNING PLACE-BASED SYSTEMS

Presenter: Georgeen Theodore, Principal and Co-founder, Interboro

Overview: Cities across the country have employed design and urban planning principles to

address complex challenges. Interboro – a multi-disciplinary firm that uses deep community engagement to provide inventive and inclusive planning, urban design, and place-shaping services – has worked in several Talent Hub cities to improve outcomes at the local level. Georgeen Theodore will share the cases, processes,

and tools used by Interboro to redesign place-based systems.

1:45 - 2:30p

Break

It's time to take a break! Catch up on email, take a breather, connect with a colleague... whatever you do, enjoy the down time before our Design Labs at 2:30pm.

2:30 - 4:00p

Breakout Sessions: Design Labs

OPTION A: REDEFINING MERIT IN RURAL CALIFORNIA: A COMPLETE PLAYBOOK FOR STUDENT SUCCESS

Location: Ballroom D

Presenters: Kate Mahar, Associate Vice President and Director of the Shasta College

Attainment and Innovation Lab for Equity, Shasta College

Dave Tanner, Senior Program Officer, The McConnell Foundation

Colleen Pawlicki, CEO, Troy Street Professional Services **Heather Wylie**, Sociology Professor, Shasta College

Overview: What if a scholarship could do more than fund college? What if it could transform

communities? In rural northern California, the McConnell Scholars program is proving it can, achieving a 92% graduation rate among low-income, first-generation students through a radical approach that redefines merit, focuses on a social return on investment, and delivers insistent care. In this Design Lab, we'll provide a research-based look at how McConnell's model works, plus hands-on strategies you can apply in your system. Featuring three workshops, you'll leave this session with an implementation playbook, fresh ideas on measuring social ROI and redefining merit, and research tools to understand your system from the local

level.

OPTION B: MAXIMIZING THE VOICES OF YOUR COMMUNITIES TO IMPACT POLICY CHANGE AT THE FEDERAL LEVEL

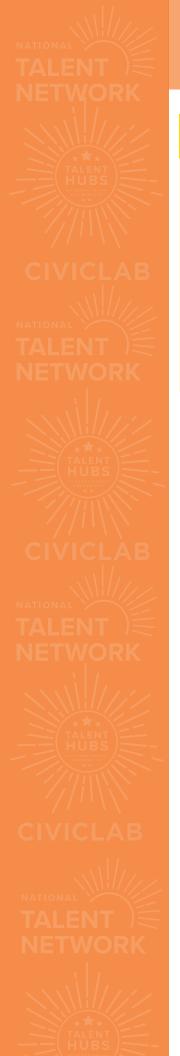
Location: Vernon

Presenter: Amanda Fuchs Miller, President, Seventh Street Strategies

Overview: This session will share tools for you to be able to have an impact on federal policy

changes by elevating the voices from your communities. Too often, federal policymakers only hear from organizations or institutions when they are in need of funding or there is a short-term crisis. It is critical that conversations and education by advocates are ongoing and well framed. As we are all responding to the immediate issues of the day, this session will allow you to acquire and practice the skills to help you become the strongest advocates you can be – from shaping the

narrative to getting to a strong ask.



Thursday Schedule

OPTION C: EMPLOYER CONNECTION LAB: DESIGNING THE BRIDGE FROM EDUCATION TO EMPLOYMENT

Location: Verelst

Presenter: Tessa LeSage, Founder, Collective Agora & CivicLab Fellow

Overview: We've long assumed that skills and credentials were the key to employment, but data and lived experience tell a different story. Even the most qualified talent can be overlooked when hiring systems aren't designed to connect people and

opportunity. A thriving talent ecosystem depends not just on who is ready to work, but also on how employers hire. In this lab, we will align both sides of that equation. Partnerships will engage employers in reimagining hiring practices. Through interactive mapping, design challenges, and peer coaching, attendees will examine community practices, learn from one another, and leave with actionable steps — reinforcing that evolving hiring practices are a collective journey where incremental

shifts can lead to meaningful systems change.

Friday Schedule

8:00 - 9:00a

Breakfast Location: Ballroom ABC

9:00 - 9:20a

Welcome Location: Ballroom ABC

Dakota Pawlicki, CivicLab

9:20 - 10:45a

MAINSTAGE PRESENTATION

QUEST: BUILDING AMERICA'S BEST COMMUNITY

Presenter: Jack Hess, President and Co-Founder, CivicLab

Overview: Since 1964, a quote from Cummins CEO J. Irwin Miller has been embraced by the

Columbus community as a guiding light, encouraging the highest aspirations and demanding excellence in all we do. "We would like to see this community come to

be... the very best community of its size in the country..."

Now, in 2025, this vision has been re-ignited as Columbus, IN considers how they might become the best community in America. With a robust engagement plan and participation from the organizational-level down to the individual, this community is daring to do something different. They dare to pursue a collectively built vision for the future that is uniquely Columbus, uniquely exceptional by

design.

10:45 - 11:30a

MAINSTAGE PRESENTATION

BECOMING THE BEST: THE TALENT HUB DESIGNATION FRAMEWORK

Presenters: Dakota Pawlicki, Director, CivicLab

Tessa LeSage, Founder, Collective Agora

Overview: The Talent Hub designation was developed in 2016 to serve as a marker of

excellence for cross-sector partnerships focused on postsecondary attainment and to serve as an aspirational target. Having assessed over 150 partnerships over the past ten years, the time has come to apply what has been learned into an

updated Talent Hub designation.

Join us as we preview the major changes coming to the Talent Hub designation in 2026. Learn about new standards, updated processes, new processes for recertification, and information on how your partnership can earn the Talent Hub

designation.

New supports, programs, and data services are being provided by $\operatorname{CivicLab}$ in

2026. Hear the latest on what you can expect in the years to come.

11:45 - 12:00p

Closing Location: Ballroom ABC

Our final session of celebration, thanks, and continued partnership.

What We're Learning

Explore Talent Hubs

Partnerships across the country are leading systems change efforts to improve postsecondary outcomes. The Talent Hub designation serves two purposes: as a marker of exemplary distinction for cross-sector partnerships, and as an aspirational goal for other communities from which to learn.

In 2023, talenthubs.org was launched to help elevate the people, places, and solutions generated by Talent Hubs. Each partnership has its own page describing their work and partners. A curated set of tools, research, and resources can be found on the learning pages. Take a moment and learn alongside us as we explore how partnership can be a vehicle for social change.





Rural Learning Systems: Supporting Rural Cross-Sector Partnerships

CivicLab is partnering with ten rural community and regional cross-sector partnerships around the country in developing education to employment partnerships. CivicLab will assist these rural collaboratives in developing and implementing plans to strengthen talent development ecosystems so that rural learners have paths to good jobs in their communities. In addition to direct financial support, partnerships receive capacity-building support from CivicLab and specialized technical assistance from a network of experts.

Unlocking Insight Through Hyper-Local Data

Most of the data used by practitioners only gets down to the county-level. Even using census-tract level data can hide important insights that illuminate how social systems are currently functioning.

CivicLab Fellow Dr. George Towers has been helping communities reveal new insights by developing spatial diversity data books. These data books use census-block level data to inform strategy development, co-location of services, and create new indices that measure progress towards outcomes. Learn from practitioners like Equity Works!, the FutureMakers Coalition, and North State Together on how they have used these powerful data visualizations to advance their work. Request your own data book today.



CIVICLAB

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