	Training Title	CE Trainer	Health Care Professional(s)	Subject/Interest Area	Number of hours**	Number of experiential learning hours	Cost? Y/N	Website	Contact Info	Approval Date	Expiration Date
1	Racial Health Equity & Addressing Bias	Quality Interactions Inc.	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Dental Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Aldiwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Physical Therapist, Physican, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Online Cultural Competency Training for Health Care Professionals	1		Y	https://www.qualityinteractions.com/oregon-cultural-competency	Noah Federici, nfederici@qualityinteractions.com, 1-917-215-3462	5/11/2025	5/21/2026
2	Working with specific populations: Hispanic/Latino	Quality Interactions Inc.	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Dental Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Physician, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Cultural Competency, Cross Cultural Communication, Health Equity, Stereotypes, Blas, Latino/Hispanic Community, Population health, SDOH.	1		Y	https://www.qualityinteractions.com/oregon-cultural-competency	Noah Federici, nfederici@qualityinteractions.com, 1-917-215-3462	10/16/2025	10/16/2026
3	Recognizing & Responding to Implicit Bias	Quality Interactions Inc.	Any type of health care professional will benefit from this course, including, but not limited to: Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Dental Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Physical Therapist, Physican Physical Therapist, Physican Physiographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Unconscious bias, cultural competency implicit bias, social determinants, cultural stereotypes, disparities	1		Y	https://www.qualityinteractions.com/oregon-cultural-competency	Noah Federici, nfederici@qualityinteractions.com, 1-917-215-3462	8/1/2025	8/1/2026
4	Cross-Cultural Care in Mental Health and Depression	Quality Interactions Inc.	Counselor/Therapist, Emergency Medical Service Provider, Long Term Care Administrator, Nurse, Physician, Psychologist, and Social Worker, and any other type of heatth care professional in the area of behavioral health. Since many clinical conditions generate mental health conditions, this course is also a very good tool for non-behavioral health professionals.	Cultural competency, cross-cultural communication, health equity, mental health, depression, behavioral health	1		Y	https://www.qualityinteractions.com/oregon-cultural-competency	Noah Federici, nfederici@qualityinteractions.com, 1- 917-215-3462	8/1/2025	8/1/2026

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5	ResCUE Model for Cross- Cultural Clinical Care	Quality Interactions Inc.	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Dental Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Pharmacist, Physical Therapist, Physicaln, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Cultural competency training for healthcare professionals of any specialty.	1		Y	https://www.qualityinteractions.com/oregon-cultural-competency	Noah Federici, nfederici@qualityinteractions.com, 1-917-215-3462	8/1/2025	8/1/2026
6	Creating a Welcoming Environment for LGBTQ Individuals	Quality Interactions Inc.	Chiropractor, Counselor/Therapist, Dental Hyglenist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Physician, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Cultural Competency, Cross-Cultural Communication, Health Equity, LGBTQ, Stigma, Discrimination, Health Disparities, LGBTQ legal history, LGBTQ Terms.	1		Y	https://www.qualitvinteractions.com/oregon-cultural-competency	Noah Federici, nfederici@qualityinteractions.com, 1-917-215-3462	8/1/2025	8/1/2026
7	Ensuring High-Quality Care for Patients with Limited English Proficiency	Quality Interactions Inc.	Chiropractor, Counselor/Therapist, Dental Hyglenist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Physician, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Online Cultural Competency Training	1		Y	https://shop.qualityinteractions.com/products/effective-healthcare- communication-lep? pos=1& sid=f4fff0417& sser	Noah Federici, nfederici@qualityinteractions.com, 1-917-215-3462	1/27/2025	1/27/2026
٤	Disability Awareness and Person-Centered Care		Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Physician, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Online Cultural Competency Training	1			https://shop.qualityinteractions.com/products/disability-awareness- cues-for-quality-interactions	Noah Federici, nfederici@qualityinteractions.com, 1-917-215-3462	1/27/2025	1/27/2026

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9	Cultural Competency 201	OnlineCE.com	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Nursing Board Administrator, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Physicial (MD/DO), Polysomographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-language Pathologist/Audiologist	Cultural Competency in Health Care-An Introduction	1		Y	www.onlinece.com; www.chirocredit.com	Richard Saporito, drsaporito@onlinece.com, 1-860-416-9184	9/22/2025	9/22/2027
1	Understanding the Diversity of Legal Blindness Its Impacts and Solutions - Part 1 Basics	Adaptability for Life	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Physician, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Learn practical ways to interact with dignity and respect with those 12% of US adults who have significant vision loss (American Foundation for the Blind/AFB).	4	3 (of the 4)	Y (but some special pro bono instances)	www.adaptabilityforlife.com	Deb Marinos, deb@adaptabilityforlife.com, 503- 871-5299	8/1/2025	8/1/2027
1	Ensuring Effective Communication with Clients Who Are Hard of Hearing	Adaptability for Life	Chiropractor, Counselor/Therapist, Dental Hyglenist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Physican Pherapist, Physican Pherapist, Physican Spotsom Pobysomographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	General - hearing loss	2	1 (of 2)	v	www.adaptabilityforlife.com	Deb Marinos, deb@adaptabilityforlife.com, 503-871-5299	5/21/2025	5/21/2027

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12	Providing Cultural Competent Healthcare for Those Aging with Dual Sensory Impairment (DSI)	Adaptability for Life	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Physical Therapist, Physican, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Combined hearing and vision loss is common and often not disclosed. Come learn how to be aware and empower your patients/clients	6 (online)	3 (of 6)	٧	www.adaptabilityforlife.com	Deb Marinos, deb@adaptabilityforlife.com, 503-871-5299	9/1/2025	9/1/2027
13	Cultural Competence and Preventing Health Disparities	Oregon State University- College of Pharmacy	Chiropractor, Counselor/Therapist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Midwife, Naturopathic Doctor, Nurse, Nursing Board Administrator, Occupational Therapist, Pharmacist, Physical Therapist, Physician, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech- Language Pathologist/Audiologist	Cultural competence and health disparities as they relate to differences in ethnicity, religion, sex/gender identity, age and abilities	2	5,0.9	Y	https://pharmacy.oregonstate.edu/culturalcompetence	Sharon Rask, sharon.rask@oregonstate.edu, or pharmacyce@oregonstate.edu, 541-737-4015	9/1/2025	9/1/2027
14	Introduction to Health Equity: Implications for Health and Human Service Professionals	Organizational Cultural Competence Assessment and Training (OCCAT)	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optomerist, Pharmacist, Physical Therapist, Physican, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Cultural competency training for all healthcare professionals, focusing on health dispartites and equity to improve communication and service delivery	4.5 (in- person); 2 (on-line)	2 (in-person); 1(online)	Y	www.jamesmasonspeaks.com	James Mason, Ph.D., occatpdx@gmail.com, 503-754-1451	9/1/2025	9/1/2027
15	Cultural Competency Program for Oral Health Professionals	U.S. Dept of Health & Human ServicesOffice of Minority Health	Dental Hygienist, Dentist	Cultural competency, national standards for Culturally and Linguistically Appropriate Services in Health and Health Care (CLAS)	6		N	oralhealth.thinkculturalhealth.hhs.gov	Amanda Gashel, Amanda Gashel@hhs.gov, 833-485- 1664	9/23/2020	12/31/2025

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1		Oregon Home Care	Home care workers that provide in-home services. This course is taught in English, Spanish, Vietnamese, Russian, Somali and Arabic.	Introductory course that focuses on self- awarenes; person- centered focus; stereotyping; learning about health disaprities & social determinants of health	2.5			workforce/Pages/training.aspx	Roberta Lilly, ROBERTA.E.LILLY@dhsoha.state.or.us, 503-378-8194	1/1/2024	1/1/2026
1		Virginia Garcia Memorial Health Center	Counselor/Therapist, Dental Hygienist, Dentist, Denture Technologist, Diettian, Midwife, Naturopathic Doctor, Nurse, Pharmacist, Physician, and Social Worker	General cultural competence for healthcare professionals healthcare professionals working with patients from a wide variety of cultures.	3	0	N (for Virginia Garcia employees only,		Marcia Cuenca, mcuenca@vgmhc.org, 503-352-8652	1/27/2025	1/27/2027

	Training Title	CE Trainer	Health Care Professional(s)	Subject/Interest Area	Number of hours**	Number of experiential learning hours	Cost? Y/N	Website	Contact Info	Approval Date	Expiration Date
1	8 Leading with Equity	La Clinica Del Valle	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Dental Technologist, Delitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Physical Therapist, Physician, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Health Equity for Leaders	8	5.5	v	https://fbelearningwell.org/class-workshop/leading-with-equity/	Bryon Lambert, blambert@laclinicahealth.org, 541-512 3923	3/2/2025	5/22/2027
1	Understanding Sexual 9 Orientation & Gender Identity (SOGI) to Improve Patient Health	Oregon AIDS Education & Training Center at the Oregon Primary Care Association	Counselor/Therapist, Emergency Medical Service Provider, Midwife, Naturopathic Doctor, Nurse, Pharmacist, Physician, Social Worker	Collecting sexual orientation and gender identity (SOGI) data and creating inclusive healthcare environments for 2SLGBTQ+ patients.	1.5	1.5	N	www.oraetc.org/sogi	Rachel Greim, rgreim@orpca.org, 971-373-5365	5/10/2025	5/10/2026
2	o "plus" LGBTQIA Cultural Competency	Pacific Northwest Social Scientists, LLC	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Phyramacist, Physical Therapist, Physicalne, Pohysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist Emergency Medical Service Provider	General	3	0	Y	www.pnwsocialscientists.com	Vanessa McNeill, Vanessa@pnwsocialscientists.com, 406-214-0029	5/10/2024	5/10/2026

	Training Title	CE Trainer	Health Care Professional(s)	Subject/Interest Area	Number of hours**	Number of experiential learning hours	Cost? Y/N	Website	Contact Info	Approval Date	Expiration Date
2	L ADA and Healthcare	NW ADA Center	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Optometrist, Pharmacist, Physical Therapist, Physician, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	ADA requirements in healthcare, disability bias in health care setting, physical access and telehealth, effective communication and reasonable modification.	4	0	N	https://nwadacenter.org/oha-healthcare/	Kaitlin Brouillard nwadactr@uw.edu 1-800-949-4232	5/11/2025	5/11/2026
2	Cultural Responsivity and Implicit Bias	PacificSource Community Solutions	Chiropractor, Counselor/Therapist, Dental Hyglenist, Dentist, Dentura Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Physical Therapist Physician, Polysomnographic Technologist Psychologist, Social Worker, Speech-Language Pathologist/Audiologist	Healthcare, general Culturally Responsive Healthcare and Understanding Implicit Bias	0.5	0	N	https://pacificsource.com/providers/training-and-education	PacificSource Training & Facilitation: TrainingOpportunities@PacificSource.com	5/10/2025	5/10/2026
2	3 Cultural Competence	New Cultivation	Massage Therapist	Cultural competence for licensed massage therapists	1	1	Y	www.newcultivation.space	Jaime Powell, creators@newcultivation.space 541-969-5389	5/10/2024	5/10/2026
2	About Cultural Competency in Oregon	ATrain Education	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Physicalin, Polysomnographic Technologist/Respiratory Therapist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist	Cultural Competency for Healthcare Providers	2	0	Y	https://www.atrainceu.com/content/320-about-cultural-competency- oregon#group-tabs-node-course-default1	Lauren Robertson, lauren@atrainceu.com, 707-459-3475	5/10/2024	5/10/2026

	Training Title	CE Trainer	Health Care Professional(s)	Subject/Interest Area	Number of hours**	Number of experiential learning hours	Cost? Y/N	Website	Contact Info	Approval Date	Expiration Date
25	Cultural Competence	Healthcare Academy	Home Care Worker, Long Term Care Administrator, Nurse, Occupational Therapist, Physical Therapist, Respiratory Therapist/Polysomnographic Technologist, Social Worker, Speech-Language Pathologist/Audiologist	Cultural Competency, Diversity, Inclusivity, Equity, Person- centered Care, Veteran, Gender, Sexual Orientation	2	0	N(Free for all learning management system (LMS) customers' staff); Y(minimal fee for all others).	www.healthcareacademv.com	Jessica Burkybile, jburkybile@healthcareacademy.com 507-248-3310	5/10/2024	5/10/2026
26	Cultural Competence: Creating an Inclusive Environment	Healthcare Academy	Home Care Worker, Long Term Care Administrator, Nurse, Occupational Therapist, Physical Therapist, Respiratory Therapist/Polysomnographic Technologist, Social Worker, Speech-Language Pathologist/Audiologist	Cultural Competency, Diversity, Inclusivity, Equity, Person- centered Care, Veteran, Gender, Sexual Orientation	4	0	N(Free for all learning management system (LMS) customers' staff); Y(minimal fee for all others).	www.healthcareacademy.com	Jessica Burkybile, jburkybile@healthcareacademy.com (507)248-3310	1/27/2025	1/27/2027
27	Oregon Bill of Rights for LGBTQIAZS+ in Long-Term Care	Healthcare Academy	Home Care Worker, Long Term Care Administrator, Nurse, Occupational Therapist, Physical Therapist, Respiratory Therapist/Polysomnographic Technologist, Social Worker, Speech-Language Pathologist/Audiologist	Person-Centered Care Service Delivery, Discrimination, Marginalized, Gender Affirming, Gender Identity	0.5	0	N(Free for all learning management system (LMS) customers' staff); Y(minimal fee for all others)	www.healthcareacademy.com	Jessica Burkybile, jburkybile@healthcareacademy.com 507-248-3310	1/27/2025	1/27/2026
28	All Pregnant People: Supporting Transgender Pregnancy	Collaborative Consulting	Counselor/Therapist, Naturopathic Doctor, Lactation Consultant, Massage Therapist, Midwife, Nurse, Physician, Psychologist, and Social Worker	Training provides data, empathy, and skills to understand, support and welcome the transgender community into your pregnancy work.	3	0	Υ	https://collaborate.consulting/allpregnantpeople	Trystan Reese, trystan@collaborate.consulting, 702- 879-8884	8/1/2024	8/1/2026
29	Emergency Care: Transgender/Non-Binary Patients Trauma and Medical Scenerios	Taylor's Transgender Patient Awareness	Chiropractor, Counselor/Therapist, Dental Hyglenist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Physician (MD/DO), Polysomnographi Technologist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist.	Emergency Medical Services	2		Y		Taylor Sprecher, tsprecher@proton.me, 503-939-1031	5/23/2024	5/23/2026

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30	Addressing Firearm Safety with Patients at Risk of Suicide	Oregon Health Authority	Chiropractor, Counselor/Therapist, Emergency Medical Service Provider, Home Care Worker, Long Term Care Administrator, Massage Therapist, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Pharmacist, Physical Therapist, Physician, Psychologist, Social Worker, Speech-Language Pathologist/Audiologist	Firearm safety and suicide prevention	1		N	http://www.oregonsuicideprevention.org/zerosuicide/training/	Meghan Crane, meghan .crane@oha.oregon.gov 971-673-1023	9/1/2025	9/1/2026
31	An Overview of Language Access for Healthcare Providers	Oregon Health Care Interpreters Association	Chiropractor, Counselor/Therapist, Dental Hygienist, Dentist, Denture Technologist, Dietitian, Emergency Medical Service Provider, Home Care Worker, Lactation Consultant, Long Term Care Administrator, Massage Therapist, Medical Imager, Midwife, Naturopathic Doctor, Nurse, Occupational Therapist, Optometrist, Pharmacist, Physical Therapist, Physical in (MD/DO), Polysomnographic Technologist, Psychologist, Social Worker, and Speech-Language Pathologist/Audiologist.	Healthcare interpreting	2	10%	v	https://ohcia.org/ceu	Felicity Ratway, fratway@ohcia.org, 503-893-9660	1/27/2025	1/27/2026
32	Suicide Prevention and Intervention for Latine Communities	Raices de Bienestar	Counselor/Therapist, Psychologist, Social Worker	Culturally-specific Care, Suicide Prevention, Behavioral Health	3	0	N (No cost for Licensed Oregon Residents); Y(\$35 for Licensed Non- Oregon Residents.)	https://www.raicesdebienestar.org/	Dr. Ruth Zúñiga, ruth@raicesdeblenestar.org, 971-417- 6054	1/27/2025	1/27/2027
33	Culture of Homeless and How Informed Care Impacts Equality	Health and Educational Consultants	Nurse	Recognizing homelessness as a culture and applying trauma-informed care to imporve health outcomes and decrease burnout	2	0	Y	https://nursercentry.com	Brandy Stoffel, MSN, RN, healtheducon@outlook.com, 503-352-4969	1/27/2025	1/27/2026
34	Culturally Responsive Mental Health Treatment for Black Americans, Latin Americans, Asian Americans and Members of the LGBTQI+ Community	Zur Institute	Counselor/Therapist, Nurse, Psychologist, Social Worker	Diversity and Multicultural Mental Health Counseling and Psychotherapy	4	0	٧	www.zurinstitute.com	Glenn Marks, glenn@zurinstitute.com, 833-961-1344	1/27/2025	1/27/2027