



Episode 4: Getting Active: ADA25 Advancing Leadership

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This is Jon Lauder, host of The Cheap Seats. Thanks for listening to the following broadcast on Public House Media.

[Upbeat intro music] Disarming Disability

Nicole:

Hey, welcome back. Welcome back to the officially made it to Episode 4 of Disarming and Disability and we're so happy to have you here COVID-19 is really our reality and we figured we would talk a little bit today in the beginning about kind of what that means within the Disability Community.

And what conversations we've been having and seeing within that world. Initially, there was a ton of particular attention given to the idea of when it comes, if and when it comes time for doctors to choose who gets ventilators. Who how do you make those choices? and and trying to ensure that people who have disabilities aren't looked at as less than in those situations just because just because we are people who have different needs right and really really trying to put procedures in place and bills in place in different different things that would really ensure the protection of people with disabilities.

But then there's also been this really fun cheeky side to the disability world right now. That is like "hey, we told you guys for as long as the internet has existed that work from home is possible. Please include us, please allow these accommodations" and now that's just like so blatantly obvious and clear.

So it's been a little bit of a it's been fun to watch the kind of "haha we told you so" yeah of the disability World saying, yeah, we've been waiting for this moment all along it took a pandemic for you guys to realize it?? you know, which is funny.

But it's I'm just hoping that the good the good that will come out of it that this this craziness that we're in right now are the things exactly like what we're talking about where you know, we can working from home can be more "normal." That's an accommodation that somebody needs.

Sarah:

Yeah. We're just like, how can we perhaps with time? So maybe it's not full time working at home, but it's like what give me the option to work at home for three days a week and then I can come in like make the trip if, whatever like maybe making a trek into the office at some point at some frequency is accessible, but that it's better if I have more of my time working at home or something along those lines.

Also sort of just the I hope also what comes out of this is the realness of sick time and not sort of being penalized by sick time and sort of being able to find out other types of accommodations as far as allowing people to be sick and not punishing people for being sick.

Knowing that like yes, there's sort of a spectrum of sick days like, you know, but whatever these are days that I've earned. So depending on what my flux of sick is, you know, like maybe maybe I could have gone into work—

but listen being a flight attendant with a sinus infection with air pressure is awful. like yeah, maybe if I was working a different job where I wasn't like trapped on an airplane with a bunch of people like circling around trying to land and and really dealing with the altitude changes or just being on an airplane with the altitude that changes all the time.

You know, three times a day is hard and that could also risk bursting my eardrums as a result of that too. So it's like yeah, okay fine. It's a cold like it's not air quote “that big of a deal” but still getting sort of infractions or being you know, sort of penalized by taking the time that I need where that could be that's just really hard and uncomfortable to be sick on an airplane. And I have done it a lot at too many times.

Nicole:

I'm sure I'm sure cause that's the option.

And also I just hope this changes the idea that Health Care has to be directly tied to an employer because we learned just how ridiculous that was when all of us lost our jobs and now it's in the middle of a pandemic where the thing were most scared of is getting sick. But how do you have health care if you don't have an employer?

you know in our world right now, that's the way it's set up and that in my personal opinion has to change so I hope that can happen right?

Now with all that being said, I think it's best if we transition now into the conversation we have today with our expert in Emily. Emily is an incredible advocate and an incredible leader. She currently is the one running ADA25 Advancing Leadership. It is a program. That is the only kind of program of its kind will dive into what that means and what it is, but essentially this program is training disability leaders in Chicago and training them in the pride of their disability identity and bringing that into spaces where

they can be leaders. She's incredible and I can't wait for you to meet her. So yeah, let's transition into our interview today with Emily.

Emily Blum is a season nonprofit leader who has more than 20 years experience bringing stakeholders together to create and implement effective communication strategies around complex social and political issues. She currently runs ADA25 Advancing Leadership for Emily's full bio. Please check out our website disarmingdisability.com.

Sarah:

So thank you for being here Emily a how is your life going today?

Emily:

Thank you so much. It's really great talking to you guys and life is okay. We're kind of in this new normal right now, but I kind of feel like I'm settling in and hitting my groove. I actually you know, it's interesting moment, especially for people with disabilities because I think you know what I've heard a lot from our members in our community is that work from home is a preferred way of working. I'm actually really preferring it myself.

I've always been an "office rat", but now I can see myself being more of a "house mouse", but you know, I think you know employers have you know, we've heard all these barriers like "no. No your job couldn't possibly done from home" and now we're in this moment where it's like, "*oh really?*" Because it kind of seems like everybody's working from home" and kinda seems like everything is going Okay.

So I just I hope it opens opportunity for employers and employees to be having different kinds of conversations.

Sarah:

So we'll see what I also love just like the ratio where maybe some pieces do need to happen in an office. Okay. So have that once a month or something like that and maybe like one day going into an office could potentially be more tolerable or more accessible for individuals versus, you know every single day trying to come into an office with all the different barriers that we face, but sort of like, how can we sort of look at the ratios from you know work at our time spent working at home to working in an office.

So I even really and-- it doesn't necessarily need to be that like one or the other but I also really am excited for sort of that blend of dual dual working spaces.

Emily:

Exactly. I think that's I think that's going to be the future.

Sarah:

I'm excited.

Nicole:

Yeah. I hope that's the good that comes out of all this. Yeah. It's a wild ride that we're all on

So Emily, I want to deep dive into you know, the organization that you are the leader of ADA 25 Advancing Leadership, but I'm wondering if before we really deep dive there. If you could give us a little bit about your story, who are you? Where did you come from? And why are you working in the disability World?

Emily:

Great. So it's kind of a merge of like a professional story and a personal story. So start with the professional line and then I'll transition to the personal one.

So professionally I have been working in like a marketing and communication space predominantly within for nonprofits for the last 20 years since I graduated college 20 plus years now. I'm very old, but I have worked for a variety of organizations all within like the social justice arena.

I have found a lot of pride and satisfaction and really enjoyed the work that I did and that I do, but I am a person with a disability. So I was diagnosed with a movement disorder called dystonia when I was in my teens, and I'm transitioning to my more personal story, and had a lot of pretty significant mobility issues until I was about 30 31 and I underwent something called deep brain stimulation which manage a lot of my symptoms.

So now I walk quote-unquote "more normally", but you know, I always can you know always knew I had a disability but didn't really kind of come into that disability identity until I was older.

And stumbled into the organization that I now lead it ADA 25 Advancing Leadership. In 2018 I went through their fellows program. And that was the first time that I was really in a room with people who had different disabilities. Some are visible some are invisible, but we all had this identity and nobody had dystonia. I didn't expect anybody to have dystonia no, nobody there had dystonia.

But as people talked and shared their experience and their perspective I just was like, "oh my God, you're singing my song. Like that's that's my story. How do you know that story? That's my story"

And you know here is a room of people, of Professionals of you know, leaders who we all had, you know, very common experiences and successes and stories. So it

end of it made me think that -- you know disability, I think I was always had the mindset that disability was something I had to overcome right? I had to overcome dystonia to navigate college and overcome dystonia to you know, be considered for different jobs, etc. Etc.

But here I was in the space where disability was an asset and I was able to connect my accomplishments to my disability in many ways, you know, I think of myself as a empathetic and empathetic leader as compassionate as you know, being able to be vulnerable, you know qualities that I think you know are oftentimes identified as in good leaders and and I was like I'm able to do that because of dystonia and that despite the Estonia and so it wasn't really until 2018 when I went to the fellows program that I kind of had this like "aha" moment.

And so when the opportunity for the Executive Director position opened up I was like "hell yes" like this-- This has to like I this was meant for me and I never thought that I would find a job even though I like personally was invested in every job I had like I really felt passionately about the mission or the issue. This was the first time that the personal and the professional really came together in a way that I couldn't I couldn't pass up.

Sarah:

That's awesome.

Nicole:

And it's so exciting to hear, you know, also full disclosure. I was a fellow class after you so I also went through this class that we're about to talk about and I very much also now relate to the experiences that you say that you had just the power of being in a space and in a room with others who they just kind of get it.

But also not only get it want to use that for something good felt really empowering. And was so glad that that that was a space that I was led to by awesome mentors within the disability community and that it's something that I was able to be a part of so it it is an amazing incredible program. Can you can you tell us that? Oh, I'm Sarah's I was going to say, can you talk about about Sarah wants to say something. I'm so sorry. Go ahead.

Sarah:

No. I was just going to say tell me tell me what this is!

Nicole:

Oh, yeah. Okay well and maybe I'll start with our origin story because I think that's that's a big piece of it. So in 2015 during the 25th anniversary of the celebration of the Americans with Disabilities Act one of the big Chicago foundation's called the Chicago Community Trust wanted to convene a Citywide partners, region-wide partners organizations to celebrate. And so arts and culture organizations and policy

organizations everybody kind of got behind this idea to celebrate this important piece of legislation.

But what was recognized as part of that process, was that there weren't enough Leaders with disabilities leading our city, leading our Civic spaces, leading our organizations. And so they wanted to you know, help build the pipeline, help build the bench and that's where organization was born.

Was with the desire that there are more leaders in a place to go if you're looking for people to lead as part of your organization-- So that looks like nonprofit boards that looks like Civic commissions at the city or the state or in your local community that also looks like career advancement. So that's really where our organization was founded in the in the in the need and desire to have a strong pipeline of Leaders with disabilities.

And so as part of that work we have kind of three legs to our organization. The first leg is a Members Network. So we are currently have a hundred and forty members who are who have a strong disability identity and they actively want to participate in Civic career advancement.

We have something that we call a program that we call Civic Connections, which is where we're actually making those connections to our members to with outside organizations who are seeking a Leaders with disabilities.

And the third part and the part the part of the program that I participated in, and that Nikki participated in is called the Leadership Institute, and it's a year-long program for emerging, what we call "emerging leaders" to help them understand their disability identity and help them develop a plan for their leadership. So that's the spaces in which we were talking about where we kind of had a lot of these "aha" moments.

Yeah, and I think you know, our whole goal is that we have a really strong network of members, fellows, people who go through a Leadership Institute are automatically part of our members Network and that were active engaged and that were really building Community right?

that we're building a place where people can go for resources for conversation for mentorship to be mentors and were you know, we're really trying to-- our goal is to build that out to make it robust.

Sarah:

an you know just like or share some of like big successes from your organization? Like what are some really cool things that have come out that are really because of this organization and this model?

Emily:

Yeah, we've had some we're really proud of the placements.

That we've made so for example, we have helped place three kind of top-level state executive type position. So the commissioner of Human Rights at the state level as a member that we've been able to, you know, connect one of our members to the position of Director of the division of Rehabilitation Rehabilitation services at the state of Illinois.

One of our members is a trustee at the University of Illinois. And inside knowledge one of our members is hopefully soon to be appointed at the mayor's office for the People with Disabilities at the City of Chicago. So, you know, I think when especially at the city and state level when you know, what we're really proud of is the relationships that we've built so that when if there's a need to be filled they're looking to us and saying who do you have to fill these roles?

Nicole:

So I first of all have been waiting very patiently to I knew that they were going to have to make an announcement about this position within the disability world. I'm wondering if you can talk about can you explain to people who live outside of Chicago why that seat is or why that role that job is currently open and also additionally how that's also you need to Chicago like other places should do this, too?

Emily:

Yeah, I mean so as part of a department within our city hall Chicago. We have a specific office called the mayor's office for people with disabilities and their role is to Advocate support fight for people with disabilities within city services and within the throughout the city.

There are other cities that have this position New York, Houston, also have these offices as well probably others that I am not remembering or listing off but it is it is pretty unique.

And so it was founded, I believe under the Daily Administration and it was this recognition that we need, we need a division and we need a division and a commissioner who's going to support and advocate for people with disabilities.

And so it's really a commitment and a promise from City Hall level that that says "this is important. We need we need somebody in this role" and so for a long time that role was held by Karen Tamley. Karen is a long-time disability Advocate nationally-known not just here in Chicago her work occurs throughout the country. I mean she's a really incredible leader and a lot of people know her for her leadership.

She was recently appointed CEO of Access Living which is awesome. We're you know, so thrilled that she's stepping into that role but that left a space at the City Hall. So we are

actively where I know the final two candidates are members, but I don't know who or how it's been selected. It may be announced by the time this podcast comes out. I don't know.

Nicole:

Dude I place my bet on who it was and I texted that person the day after Karen was announced as going over to Access Living and I was like, "my bet is on you. Good luck." Now when they announced it, I'll send you an email whether my oh, yeah, I what I want to hear.

Emily:

I definitely want to hear that's exciting. But yeah,

Sarah:

I'm wondering to end and maybe or just if we can really underline like why is it important that people with disabilities exist in these role? and as we are moving forward like I think and not just particular the roles that you've named but I thinking just like leadership in sort of shaping what Rehabilitation and Disability looks like a political places and like why is it important that that people with disabilities are there?

Emily:

I mean, it's it's important because you know, it's it's critical that people with lived experience are making decisions for people with the same experience. And so like that's not a very eloquent way of saying it-- but I want to give an example of something that happened. I think it was earlier this year here in Illinois a lot of Advocates use Amtrak to travel down from Chicago to Springfield or in other places in the state to advocate for different policies-- environmental Advocates, housing Advocates, and Disability Rights Advocates, like basically, like if you do advocacy work in Chicago, you are constantly taking the Springfield, Chicago to Springfield Amtrak train to and from.

Access Living which we mentioned before is the new organization that Karen is leading use their Advocates used Amtrak to go down to Springfield to lobby for policy change. It's really efficient inexpensive way to travel.

And so one of our friends was booking their train ride, their train tickets for a large group of people. And Amtrak came back and said it's going to cost \$25,000, normally to a one-way ticket to Amtrak or to Springfield is something like \$30 I probably get in that number wrong, but it's a very inexpensive and efficient way to travel.

They were saying for us to refigure this car to accommodate the wheelchair users that you have. It's going to cost us \$25,000 dollars.

Now to me, it's clear. Not only is that unjust, but it's also clear to me that you obviously don't have a person with a disability in your policymaking shop. Right? And so so you

have a bunch of people who are making decisions that impact people with disabilities and you have nobody at your table to step up and say “hey like that doesn't actually seem Equitable to me.” Right?

And so like that's just one example of why it's so important to like really look at your tables of leaders to look at tables of leadership and say who's sitting there and who's not sitting there and I think increasingly to you know organizations, you know, and I don't mean to pick on Amtrak at all, but like, you know all organizations and starting to scrutinize especially when it comes to racial Equity like who's sitting at their tables of leadership and they should be doing that. I'm not sure how expansively they're thinking about disability. Right?

So one in four people one, in five people that statistics vary by location, identifies as having a disability. So presumably one in four people in your organization has a disability, but are they identifying that way are they? Are they are they coming into your office that way are they coming into work that way?

So really it's about it's about the ability to show up whole and to be your whole entire person. And that's you know, like and I think what the gamble that we're taking is that if other people can see Leaders with disabilities showing up whole in positions of power and influence, they will say “oh, that person is singing my song. Let me sing that song louder”,

You know, so like it's kind of like this this model approach and and really, you know, leadership is important, That's our Focus, but we see our endgame as culture change.

We want to change the culture of what it means to be a professional, what it means to be a person, what it means to be a leader with a disability so needed.

Nicole:

yeah need it and and that's exactly what ADA 25 Advancing Leadership is doing is its setting up the foundational steps the model, the connections, the pride. It is it is it has a very expertly sat down and thought about all these things and made those opportunities actually available, which is just the best. I have it's the best.

Can you tell can you tell our listeners? Hey though, this sounds interesting. And I am from Chicago-ish if you are from this Chicago-ish area. Can you talk to us about ways that they could potentially plug into Ada 25 and be a part of things going on?

Emily:

Yeah, absolutely. So a couple ways one in this COVID-19 moment. We took the opportunity to provide a really wide variety of virtual programming. So come to one of our events next week.

Oh, it's going to happen after. After this airs, but yeah, we've so last month. We had Kia Brown, next week before this podcast heirs were having Judy heumann. We're going to have a conversation June 8th, I think with the directors of Crip Camp, which is a really fabulous documentary that the Obamas produced about this Incredible Camp in the 60s outside of Woodstock that really, you know bore a lot of the disability rights activists and leaders.

And so it's a really fun. It's a really fun moving movie and we're going to be talking with the producers of that. So that's really exciting. But yeah, we have a lot of virtual events and so connect with us on social media. That's the best way to learn about that.

But we're also seeking a new members and we want people with disabilities, leaders with disabilities who owned that disability identity to get connected with us. And so to learn more about applying folks can go to ADA25 Chicago dot-org backlash apply. I hope you can put those in your show notes because that's a bit of a mouthful but there's an application that people can use to get connected with us.

And so and what membership means is that you are part of our Network and we are actively thinking about you and your goals and how we can help you achieve them. So whether that's career, a career change, career advancement, if that's Civic engagement, like we want to we want to hear about it. We want to know about it and then we want to be making those connections.

We also connect our members to mentors. We connect them to other types of opportunities. So yeah get connected with us. We want to we want to hear from you.

Sarah:

So these are things that are servicing people in Chicago. What about people who are not in Chicago? Like is there a way are you guys looking at expanding would we be able to connect individuals and other cities, how can they get connected with you if they're even interested in being sort of a part of this or potentially like bringing these to other spaces? What does that look like?

Emily:

Yeah. Well, I think you know when according to our research, we are the only organization of our kind in the nation, which we're really proud. No, but we're also like "Whoa We need to be in other places" because this work is needed. We you know leaders need to be connected and developed in all areas of the country if not the world. So yeah, we have National Ambitions. I think we're a little bit. You know that ready to launch it in year 2020, maybe not even year 2021, but we certainly want to be connected to leaders who can help us think about what this could look like in their city and their community.

So my email is e-Blum@Ada25 advancing leadership dot-org. I want to hear from you in your ideas about how we could you know, bring this to your community certainly connect with us on social media sign up for our emails. That's that's certainly part of our, you know, three to five year plan and we're excited about it, especially if you live in Maui I will I will give you my personal phone number we're coming were coming to Hawaii outside in Chicago. It's gonna be Chicago, Maui, Miami.

Nicole:

Yeah, okay like that. Well figure it out. I so just to kind of touch and tell a little bit about I would love to kind of insert my favorite thing about the being a part being a fellow in last year's ADA25 Advancing Leadership class. It was the first time in my entire life that I had been in a space where absolutely everyone had access to communication. So what what does that mean? Because before I entered into this space, it was something that I had in theory thought about but never actually experienced or been a part of.

So every single morning, and so you heard you heard Emily say that these are like classes that you're taking so there are were a variety of days that we actually work together in a like space physically together. And the first question that was always asked when we arrived in the morning was "Does everyone have access to communication?" and when that was said they're instantly was someone typing at their keyboard so that way you actually saw the text on a screen so you could read communication if you need it.

There was a sign language interpreter right next to the person speaking who was interpreting in real-time so that way if that was your means of communication that was the way that you were able to communicate. And it was very, a very beautiful way eye-opening to me because the second that everybody was able to fully participate in conversation that was when everybody was fully invested.

and because ADA 25 advancing leadership started out day one second one with that everybody everybody started fully engaged because they understood that that their needs and their communication was the most important part. Their voice was a literally the most important and it was to me, like I cannot wait for the world to look like that in that and you know,

Emily:

because I've made that announcement do we have communication access in place and I've asked started adding something to that which is "because for us access is equity" right? like that. That means that that everybody is starting in the same place when you can ensure that there is access to technology to communications like that is that's at that's equity.

Sarah:

And I think it also sets the tone that just because I think sort of societal views today and like stigmas today assume that there's only a you're sort of like "standard set of needs" and that any additional needs are like extra that this I think really changes that that it's like no no, like *all* needs" should be part of the "standard needs."

It's not like this is an expansion pack that were like including into That's that's I feel like that's how the model exists in sort of like generally sort of like mainstream right now. I really I think some of its shifting, but I just really like that that becomes the norm that there's more needs that people need that are being met that need to be met and it's not like this" extra additional. I can't believe we have to do this or this is like gonna cost more or whatever" like no. No, this just goes into we need food. We need water. We need chairs. We need access to communication.

Emily:

Exactly and I think think that there's a lot of that that accommodations fare and it plays out in so many ways, you know in organizations that are like, oh like how much is it going to cost to accommodate this person or how much is this, you know captioner going to you no charge us? and it's really about providing the technology and the support that people need to either do their jobs or be leaders and quite frankly- It's not that expensive.

So I think they they found that the average like employee accommodation cost is something under \$500, but when when somebody is you know has the capacity then to do their job they're going to be productive. So isn't that \$500 investment worthwhile if that person is going to produce for you?

So like that. It's just it's just a it's a it's a bad conversation. It's a it's a trap, that I think a lot of organizations find themselves in.

Sarah:

I remember applying for my first jobs right out of college and I think Nikki and I both sort of existed in the space where we're normal. There's nothing different though different about us. Like we don't have a disability. Like these are all the messages that I sort of received was trying to navigate as a young person and was absolutely not woken to disability Pride or even disability laws or disclosure laws or anything like that and on my resume I had volunteered for this really beautiful organization, which is how I met Nikki,

but it somehow eluded that that was for kids with hands difference and and that I alluded to something on my resume that I could potentially have a hand difference and I remember having a phone on like it was a phone conversation with this woman who I would have be her secretary for this organization that she was working in and needing to do computer work and in it she was just like can you even type? like do what do I have to get you a special keyboard- because I don't have to pay for that. and like I don't

need those resources like we're a non-profit. I don't have organizations to be able to pay for you to have a keyboard.

And I just remember being very sort of taken back by that because prior to after that, I had never really experienced anything like that in my in my life before and and I didn't even know that that's not even a question that she's able to legally ask me but know that like if I'm experiencing this barrier then so many other people are experiencing this barrier and not even sort of looking at to who I am and sort of what skills can I provide like one of my life experiences had that I could be able to be, you know, a really valued not even not just productive but you know my be like a really cool different perspective that could you know really contribute to the team or or how to advance things forward

but that that was a conversation was like, "oh, I don't want you because you need the special keyboard" which is the assumption that I need to have a special key board even was just like and even if I needed it, yeah that it was expensive and I ended up not she didn't hire me and I wouldn't have taken it anyway, but I just like very

Emily:

and and it's and it's probably pretty obvious that there's not a lot of people with disabilities sitting at her leadership table, right and it

Like that's just like it's such a frustrating cycle where you know, people aren't you know open or you know woke to disability and they don't surround themselves or have conversations or or create a culture that invites it in and that just it remains closed forever and ever.

My first job. I was hired sight unseen, so I left a resume with my college career office. I got a call from a guy who ran a political consulting firm in Washington DC. He hired me sight unseen. I showed up, you know with a pretty significant Mobility disability and he was like, "oh hi" and I was like "hi," and I you know, and you know, I don't think that they were really the ADA had passed but I doubt that they were very much aware of like any of the laws or rules around it and what you can say and what you can't and all that kind of stuff.

But you know, I worked really hard for them. I worked really hard. I was a political job. It was a I worked every day Monday through Sunday from like nine to nine like it was grueling but like I worked really hard for them and in the end I did good work for them and then you know, so it wasn't it wasn't an issue.

and you know, that's the thing that like which, sucks that you know, you have to overcome.

And I and and disclosure is so important but it's such a personal and complicated thing to navigate that. I wish I could you know, come on this podcast and say everybody

should disclose immediately that they have a disability in our culture would change in our world were change your organization would change but it's so much more complicated than that. And so it's this, you know, it's this tension between you know, a personal and organization and like societal Journey around this topic. That's like it's really complicated.

Nicole:

I just feel like I have to add in there one of the very first jobs. I had also faced it almost exactly what you guys are talking about where I'm looking back at it. Now the way I feel about it is why didn't anybody warn me that that was going to happen because then I would have at least mentally prepared for it because the moment when the Discrimination was happening, when the when the just kind of like shock and trying to quietly walk around my my disability but also like not wanting to hire me situation was happening.

I didn't I didn't even realize or know how to navigate that. So I think that probably must be a common theme for all of us,

Emily:

Especially those of us with like more visible disabilities, right? I mean, yeah.

Nicole:

Yeah totally. Well I want to be respectful of your time are there-

Emily:

Oh, I can talk to you guys all day.

Nicole:

Fun!! but is there anything any parting thoughts you would like to share or anything that you feel like we didn't get a chance to talk about that you would like to provide a little bit of insight for us on?

Emily:

yeah, though. I you know, I'm so grateful for your community and and really the larger disability Community. I'm new to it as an adult. I wasn't necessarily raised in it, but I'm so grateful that it is so welcoming and encouraging. and it's really about normalizing at minimum, celebrating at best, the idea that you know disability is is a normal part of life. It's an important part of life. It is an asset. It makes you who you are and that's a good thing.

And I think as much as you know, we can spread the word around that is is where we're going to see a lot of change and it's exciting.

Sarah:

Yeah, thank you and thank you for all the work that you're doing. I'm like it is so powerful and to be the only organization in the country that is doing the work that you're doing like that is so incredibly powerful and I really hope that in the future it just multiplies like rabbits and everywhere and all these amazing leaders that are doing all this really great stuff and that we have kids growing up in a world where it is just that this is part of their their main steam.

Emily:

I mean that that is I think really the exciting opportunity. So I have a nice she has dystonia and I just, you know, I'm so excited for her for her world when she becomes an adult and what that's like, so yeah, and it's really that I do this work for that I did.

I do this work for her.

Sarah:

Yeah, thank you for spending part of your day of class. We want to give thanks to our Network Public House media for intro beads to Jason Barnes with cybernetics our logo art we want to remember Patrice. You can find his work at [normal person's.com](http://normalperson's.com).

Nicole:

Be sure to follow disarming disability on Facebook and Instagram and lastly be sure to check out our website disarmingdisability.com where you can find all 13 episodes of season 1 links to resources transcriptions and discussion questions for each episode and check out our blog where we feature amazing Disability Advocates. See you next week.

Sarah:

Bye!