

Philip Dallmann: Hello inclusion believers and welcome to the Access Champions Podcast. I'm your host, Philip Dallmann, for this week's journey into the galaxies of accessibility, diversity and inclusion.

Philip Dallmann: Um, we got a bit of a different episode for you this week for our 25th episode. Um, we're gonna do a little Q&A. Um, our champion intern, Miss Kelsey Rose Brown put the ask out on social media this week, um, for some questions, and we got a bunch of great ones sent in, um, and really excited to dive into that. Only one, um, thing to highlight, and I did share it on my personal Facebook, so if you are Facebook friends with me you saw this earlier.

Philip Dallmann: Um, but shout out to the National Theater in London, um, who are, um, debuting, um, essentially captioning glasses, um, which are ... you know, is really, really exciting. Um, this is something that, um, has semi-existed in movie theaters, um, but not necessarily live captioning, and this appears to be live, um, which is really exciting. They are very expensive, so this was an investment, um, by the National Theater. Um, it looks like the estimate was \$1,050, \$1,050 per pair, and they bought 50 of them, so that's amazing. Um, and that's an investment in your audience, um, and I, and I really ... just, I love it.

Philip Dallmann: And, um ... so shout out everyone on the National Theater. Um, you know, Ross [Hay 00:01:34] is over there, um, just doing in- incredible work. Um, I- I'm really excited for you guys.

Philip Dallmann: Um, and th- without further ado, Access Champion Q&A.

Philip Dallmann: Alright. And now we are live, um, with champion intern Miss Kelsey Rose Brown, um, for our very exciting episode 25, um, question and answer session.

Philip Dallmann: Kelsey put out the ask on social media, um, and, um, we got a ton of great questions across social media, across, um ... in our email inbox, um, and even a few text messages, um, which is really great. So we throw'em in a pile, um, and we're gonna work out way through.

Philip Dallmann: Um, I'm excited 'cause this is, um, technically, um, also, Kelsey, your first time on the podcast.

Kelsey R. Brown: Yes, it is my podcast debut, here for all of you to hear.

Philip Dallmann: (laughs). We, um, we have a couple of interviews in the can, um, from our popup studio in Atlanta, where, um, Kelsey was our, our guest host, so we will have those, um, rolling out in the future, but this is the, um, the debut of Miss Kelsey Rose Brown, on the Access Champions Podcast.

Kelsey R. Brown: (laughs).

Philip Dallmann: So do you wanna, you wanna kick us off? Grab something from the pile?

Kelsey R. Brown: Yeah. Let's get started.

Philip Dallmann: Alright.

Kelsey R. Brown: Alright. So, um, let's see. Oh, this is a good one.

Kelsey R. Brown: When should one wear a cowboy hat? Is it ever too much? Also, why is access so hard for so many, looking at it just from a human level as in respect for everyone regardless of our circumstances? Just a point to ponder if you will.

Philip Dallmann: Uh, well, I can guess who this is from. Um, and ...

Kelsey R. Brown: (laughs).

Philip Dallmann: ... it is a personal attack. Um, um, you know, um, I wore a cowboy hat, um, every time I've been to Texas, um, and I think it's never too much in Texas. Um ...

Kelsey R. Brown: Hm.

Philip Dallmann: ... in, in other areas, um, of the country, maybe it's too much, but, um, um, when you're in Texas, I think it's an obligation, um, to, to wear ...

Kelsey R. Brown: Hm.

Philip Dallmann: ... a cowboy hat. If for nothing else, to stand out as a, as a northerner, um, and someone who does not belong.

Kelsey R. Brown: (laughs).

Philip Dallmann: But to the second part of the question, um, why is access so hard for so many, um, and looking at it at the human level. Um, that is, um, g- a large, um, i- philosophical question, um, that I think we're dealing with, um, right now, um, in a lot of ways. Um, and it deals with, with kind of looking ... n- needing more empathy, um, i- in the world.

Kelsey R. Brown: Hm.

Philip Dallmann: Um, you know, we're dealing ... you coul- there's a lot of things happening o- o- in the political stratosphere right now, um, w- where folks in certain communities are being very much dehumanized. Um, and that's ... and there's a lot of movements that kind of look at this, where we're like, we just all need to see each other as human. Um ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: There ... you know, I, I think it's how, how people are taught, um, an- and exposed, um, to, to differences, and, and what the, the, um, lesson is after s- a, a, a child is exposed to someone who is different, right?

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: Children don't ... aren't born hating other people, or, um, not respecting other people. Um, they're taught, um, and there're ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... are examples given. Um, and I think ... I, I've been really excited about a lot of the inclusion work happening in public schools in the world of, um, disability, but I think when we're looking at things like, um, the, um, you know, the trans movement, and, um, persons of color, um, there are parts of this country where there are, there aren't a lot, or there are very few.

Philip Dallmann: So when that first exposure happens, even if it's in later in life, um, it just ... th- there just needs to be this cultivated en- environment of inclusion a- around.

Philip Dallmann: So, you know, i- it's hard. Um, I think it- a- um, I think it, it come down to it's hard for people because they were, they were taught otherwise, or the examples that they saw, um, growing up, were, were the opposite o- of inclusion and, and empathy.

Philip Dallmann: Um, so I think, you know, it's on us, um. You know, [inaudible 00:06:31] Brinda, um, was on, on here, talking about the movement in India and put it on, um, the younger generation, um, to make the change. And, you know, I feel like we've, we've heard this forever that this is the generation to make the change, this is the generation. Well, we have to be the generation, we have to be the ones that, um ... I mean, at some point the entire generation has to be the ones that, that set the example a- and keep it from being, um, just a nasty circle, um, o- of ...

Kelsey R. Brown: Hm.

Philip Dallmann: ... disrespect, an- and lack of empathy.

Philip Dallmann: Um, I don't know if you have any thoughts.

Kelsey R. Brown: Yeah. I think you're exactly right. I think a lot of it is about, um, your individual perception. And, um, we have a lot of people in America who have grown up with one view, and have not been exposed to a lot of other, um, perspectives.

Philip Dallmann: Mm-hmm (affirmative).

Kelsey R. Brown: And I think that it is our duty now as a nation to be very intentional about us exposing ourselves to others, and to, um, really find that understanding and that empathy for other people, um, because the way, um, the way our world is right now, it's not just gonna walk in front of us.

Kelsey R. Brown: Um, you buy a ticket to the movies and you go and, you know, 90% of the characters are gonna be, um, white. That's just, um, the reality we live in, and it's gonna take people, um, being intentional to seek out those other sources, um, in order for us to, um, I feel like really come together and be able to, um, humanize people as a nation.

Philip Dallmann: So t- any thoughts on the cowboy hat?

Kelsey R. Brown: Um, cowboy hat? Um, well, as a huge, um, Dolly Parton fan, I ...

Philip Dallmann: (laughs).

Kelsey R. Brown: ... I say, um, if it fits on your hair, um, go for it.

Philip Dallmann: (laughs). Good. Great, great answer. Great answer. Um, let's see here.

Philip Dallmann: What performance or production has inspired you the most, and which one is your guilty pleasure? Uh.

Kelsey R. Brown: Hm.

Philip Dallmann: Um, inspired i- tchu, tchu, tchu. That was ... inspired was, um ... that's e- that's pretty easy, um, for me. Um, the King Lear production with Stacy Keach, um ...

Kelsey R. Brown: Hm.

Philip Dallmann: ... and Ed Gero down at the Washington Shakespeare Theatre in D.C. um, which in ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... a small world, um, Carol Kruger, who ... Krueger ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: Man, I got that wrong again. I'm so sorry Carol.

Kelsey R. Brown: (laughs).

Philip Dallmann: Um, h- I'm just gonna repeat, Krueger, Krueger, Krueger until, until LEAD next year in Denver. But she was the house manager that night in A Very Small World when I went and saw it as a student, um, at George Mason. And, um, it was a production of King Lear, um, um, directed by Bob Falls, and it was set in the Bosnian war. And normally I don't like Shakespeare placed in a variety of settings for, you know, whatever reason, um, but this one ...

Kelsey R. Brown: Sure.

Philip Dallmann: ... really hit home, and it was incredibly beautiful, and I just cried my little baby eyes out.

Kelsey R. Brown: Hm.

Philip Dallmann: And, um, yeah. Um, guilty pleasure though, I'm gonna think about that while you say which, which performance inspired yours, or inspired you the most.

Kelsey R. Brown: Okay.

Philip Dallmann: Yeah.

Kelsey R. Brown: Um, I'd say probably the show that speaks out the most to me, um, would be Next to Normal, from I think around 2007, 2008, on Broadway. Um, it was one of those deals where my family, um, was in New York. We knew we wanted to go see a show, um, didn't know what we wanted to see, so we went and got discount tickets to whatever was available, um, and ended up just being completely blown away by the story and by the talent.

Kelsey R. Brown: Um, and I think that was, um ... I was in middle school at the time, and I was starting to form, um, you know, my, my personal, um, conscience to, um, activism and, um ...

Philip Dallmann: Mm-hmm (affirmative).

Kelsey R. Brown: ... storytelling, um, and so I think that this was really the first instance where I saw theater as being, um, um, a great medium to tell stories, um, that, in- exposed you to other perspectives and, um, to- made, you know, made their, made their point, um, and exposed this to other people and sold that empathy.

Philip Dallmann: Mm-hmm (affirmative).

Kelsey R. Brown: Um, so I'd say, I'd say definitely Next to Normal.

Philip Dallmann: Um, guilty pleasure for me, um, is, um, I think Wicked. Um, I, [inaudible 00:11:31].

Kelsey R. Brown: (laughs).

Philip Dallmann: Um, I, I've done, I don't know, four so- autism friendly performances of it, um, and therefore had to see it however many times with the, with the specialists and such ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... and, um, I, um, I like would come back to the office and be like, "Oh, yeah, I had to go see Wicked. Oh ..." da-da-da, and I would, I would, you know, be like, "Oh, yeah, but in ti- inside I was like, 'Oh, it was beautiful.'" (laughs).

Kelsey R. Brown: Hm.

Philip Dallmann: It's like, they just wanted to be friends. Um, so ...

Kelsey R. Brown: Yeah (laughs).

Philip Dallmann: ... yeah, I ... you know. I, I d- I don't know, that one, um, I know it's not, um, necessarily thought of always as, you know, as the, the highest art anymore, um, but ...

Kelsey R. Brown: Hm.

Philip Dallmann: ... man, I enjoyed. And also shout out Susan Sampliner the company manager, um, for Wicked, who's just the best human out there, um, just a really wonderful person.

Philip Dallmann: How about you? You have a guilty pleasure?

Kelsey R. Brown: Well, okay. So this is not a production or performance that I have seen live ...

Philip Dallmann: Okay.

Kelsey R. Brown: ... but I absolutely love The Best Little Whorehouse in Texas.

Philip Dallmann: (laughs).

Kelsey R. Brown: The movie, the musical soundtrack, um, you know. I already [inaudible 00:12:51] about how I love Dolly Parton [inaudible 00:12:53] (laughing).

Philip Dallmann: You know, our, our-

Kelsey R. Brown: Um-

Philip Dallmann: ... our logo artist, Tommy Carr, is a huge Dolly Parton fan, so I hope he's listening-

Kelsey R. Brown: Oh man.

Philip Dallmann: ... this week. Um, he, um, he has taken many, um, trick- a trip to Dollywood, um, so ...

Kelsey R. Brown: Oh.

Philip Dallmann: Yeah. Him and, him and his husband both I believe are, are huge, um, Dolly Parton fans, so that's fantastic.

Kelsey R. Brown: Yeah. I mean, she, she's just great.

Philip Dallmann: (laughs). Fair enough.

Kelsey R. Brown: But ... so I, um, I make it my personal mission to make sure everyone I know has seen the movie.

Philip Dallmann: Okay.

Kelsey R. Brown: I have three copies in three different formats.

Philip Dallmann: (laughing).

Kelsey R. Brown: And, um-

Philip Dallmann: Well I have to admit to you-

Kelsey R. Brown: I, I-

Philip Dallmann: ... I have never seen the movie.

Kelsey R. Brown: Oh my God. Okay.

Philip Dallmann: (laughs).

Kelsey R. Brown: Next time I'm in New York, I'm skipping a show, and we're gonna watch the movie (laughs).

Philip Dallmann: Alright. That sounds like a plan.

Kelsey R. Brown: But I, um, I'm ... it's on my bucket list to see it live. Um ...

Philip Dallmann: Okay.

Kelsey R. Brown: You know, a lot of, a lot of people don't do it. It's ... (laughing). I look it up every once in a while to see if there's anyone in, um ... regionally putting it on and, y- you just don't find it very frequently, but ...

Philip Dallmann: (laughing). I can't imagine why.

Kelsey R. Brown: It's on, it's on the list though.

Philip Dallmann: Oh (laughs). Fair enough. Alright. Let- lets dig back into the pile. What else we got?

Kelsey R. Brown: Alright. Let's see. Um ... oh, so I guess going along with that, we have: How is access growing on Broadway?

Philip Dallmann: Oh, um, well access is growing in leaps and bounds on Broadway right now, um, and, um, in a lot of different ways.

Philip Dallmann: Um, I think the biggest leap in the, the last couple years has been, um, you- the use of GalaPro, um, in most if not all Broadway theaters and houses. I believe it's meant to be available, um, three weeks after opening, and this, you know, provides, um, captioning, um, anywhere in the theater, and audio description anywhere in the theater. Um ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... it was a, um, a long process and, and a careful process, um, by, um, the company in GalaPro, but in partnership with the Shubert's, um, and they used a, um, a really great advisory pannel, um, of a lot of folks in the industry, um, to, to, to get that out there.

Philip Dallmann: Um, but there's also ... you know, there- there's still a- quite a few opening caption performances every year with, with TDF and, um, our transcript sponsor, um, C2 Captioning.

Philip Dallmann: Um, and you know, I don't know about audio described on Broadway. I don't wanna speak to that 'cause I don't know how many there are that, um, besides ... outside of GalaPro.

Philip Dallmann: Um, and then autism friendly, um, what's interesting is that, you know, there're still the four to five, um, autism friendly performances by TDF every year, um, but companies like Roundabout, um, are diving into the world of relaxed, um, performances ...

Kelsey R. Brown: Hm.



Philip Dallmann: ... and, um, you know, that's really exciting, um, because it just creates options. Um, and Roger Ideishi once said, um, and it's, it's amazing I haven't quoted him more on this show, um, but he, um, he wants to access his options, and I, and I do believe that.

Philip Dallmann: Um, so, you know, not having to choose to go to one performance on one day, um, you know, what if that's grandma's birthday, you know, and then you don't have another opportunity ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... to see that show for a year, that's not necessarily access.

Philip Dallmann: So, um, I think the id- the expanding options for access have, have, um, really taken off. Um, and, and in, you know, speaking to everyone, um, around it, um, no one is resting on their laurels, right? Um, which is ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... kind of the exciting thing. So, i- it's continuing to grow, um, rather than, you know, this kind of boom happening in the last, you know, seven to 10 years and everyone just being like, "Cool. We're done here." Um ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: You know, they know that they're not, um, when they know that it's ever evolving, and they know that there are some, um, challenges th- that the theaters here face, um, because they're landmarks, um, you know ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... logistically wi- with, um, anyone dealing with any type of mobility loss. Um, you know, it's not easy still. Um, and so there is still work to be done.

Philip Dallmann: Um, but work is being done and, and that's really exciting. Um, and, and partnerships are, are happening, and you can kinda see some of the theater owners working in step, um, which is not always the case, but through the Broadway League and through, um, partnerships with TDF and with GalaPro, um, you know, i- it's, it's getting there. It's getting there.

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: Um, let's see here, what else is on this pile? Well this is a fun one. Um, if you could have a superpower, what would it be?

Kelsey R. Brown: Hm, I think that I would a- I would like teleportation because it would cut down a lot on, um, travel expenses, cuts down on time, it's, um, you know ... I now live in Boston where I am terrified of the cold weather that's to come, but that would not be a problem for me if I could just teleport, um, from building to building.

Philip Dallmann: You know, um, I was going to say the same exact thing (laughing). Um, um- mostly also because my soon-to-be mother-in-law is in England, and, um, being ...

Kelsey R. Brown: Hm.

Philip Dallmann: ... a good son-in-law, I'd, I would like to visit more. Um, but, um, I, I'll take flight. Um, kinda do the same thing, but I- I'll bear the elements, um, getting where I need to go.

Kelsey R. Brown: (laughs).

Philip Dallmann: Um, but yeah, no, that's a good question. What else do we got here?

Kelsey R. Brown: Right. Um, let's see. Uh, do you have any access pet peeve?

Philip Dallmann: Yes. Um, my number one access pet peeve is, um, when, um, decisions are made about access or inclusion, and they don't involve the community that you're trying to, um, serve. When a bunch of people just decide that something is good for, um, another community, without actually talking to them. Um, that is my ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... biggest pet peeve. Man, I always say, you know, my biggest advice to any of my consulting clients, um, anywhere I've worked, is always get an advisory pannel. Just do it, um, because y- you know, why are, why are you making these decisions without knowing? Like, why are you deciding, you know, um, we're gonna do ASL. Well, maybe, in your town, um, there's no one that identifies as using ASL, and you should actually be doing ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... captioning, or vice versa. Um, may- maybe ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... everyone in, in your town, or the majority, are deaf culture, and, and, and require ASL. So if you don't talk to your community, um, you are just so much more likely to make a mistake, um, and not actually accomplish what you want

to accomplish, which is, you know, community engagement or audience expansion.

Philip Dallmann: Um, so, yes, that is my, that is my biggest one. If you can't tell, I'm already getting fired up.

Kelsey R. Brown: (laughs).

Philip Dallmann: Um, as I calm myself down, Kelsey, what are your access pet peeves?

Kelsey R. Brown: Um, well first, I was just gonna say I think, um, when we were at Lead, Mickey Rowe said, um, something about it's a lot harder to other people when you have them in the room.

Philip Dallmann: Yeah.

Kelsey R. Brown: And I think that that really sums up, um, what you're saying, th- the fact that when you have the people that you are designing these services for, designing the services and being part of the conversation, um, it makes it a lot harder to, um, make false assumptions, or, um ...

Philip Dallmann: Mm-hmm (affirmative).

Kelsey R. Brown: ... just make bad human decisions.

Philip Dallmann: Yep. Absolutely.

Kelsey R. Brown: And we all wanna be good humans.

Philip Dallmann: Yes, we do (laughing).

Kelsey R. Brown: Um, let's see. Mine, um, I actually ... it really grinds my gears when you go to ...

Philip Dallmann: (laughs).

Kelsey R. Brown: ... um ... this usually happens in like smaller, like restaurants or coffee shops ...

Philip Dallmann: Mm-hmm (affirmative).

Kelsey R. Brown: ... but when you go places and they have two single restrooms that are gendered.

Philip Dallmann: Okay.

Kelsey R. Brown: There's absolutely no reason for them to do that at all. Um, and every time I, I go somewhere where it's like that, which is ... it's just such a common thing, and I d- I feel like it's so easy to fix that, um ...

Philip Dallmann: Yeah (laughs).

Kelsey R. Brown: ... it's just such a silly thing ...

Philip Dallmann: Mm-hmm (affirmative).

Kelsey R. Brown: ... and why do we need-

Philip Dallmann: It creates so many lines.

Kelsey R. Brown: Why do we need to do it? It, it just ... like, i- it has so many cons and absolutely no pros.

Philip Dallmann: Mm-hmm (affirmative), agree. Absolutely.

Kelsey R. Brown: But I think ... and even a lot of people, you know, every time I go to the bathroom and it's that situation, I come back from the table and I, you know, start commenting on how annoyed I am.

Philip Dallmann: (laughs).

Kelsey R. Brown: And a lot of times when I talk to people, they ... it's never occurred to them before that it's like a silly idea either. Um, so I just ... I wanna spread the word, and I need everyone to take their gendered signs down (laughs).

Philip Dallmann: I support that 1000%. Um, the Public Theater here, um, did that, and, um, I think to great success. Shout out Rich Denney, um, director of audience services down there, and, a, a, a big time listener of the podcast.

Philip Dallmann: Um, so, um, as we are fired up about our access pet peeves, I'm seeing this other question here, what's, um, go-to self-care/treat yourself?

Kelsey R. Brown: Hm. Well, I do love to treat myself. Um (laughs), I, I really do. I love, I love a treat, I love chocolate, I love smoothies. Um, a burger, a really good salad. Um, you can tell it's dinner time (laughing).

Kelsey R. Brown: Um, but I also, um ... sometimes it's really nice to go places alone ...

Philip Dallmann: Mm-hmm (affirmative).

Kelsey R. Brown: ... and I, I didn't really learn that, um, until I re- probably the last year or so. Um, and, and kind of spontaneously.

Kelsey R. Brown: So I love to, um, go catch a show by myself, or go catch a movie by myself if I happen to have a night free. Um, it's just such a fun little splurge in a way to, um, kinda, um, m- to invest in myself and, um, surprise myself.

Philip Dallmann: Nice.

Kelsey R. Brown: How d- how do you treat yourself?

Philip Dallmann: Um, um, it's not great. I, um, I, I tend to buy myself, um, ties. Um, my fiancée ...

Kelsey R. Brown: (laughs).

Philip Dallmann: ... is not a huge fan of how many ties I have. Um, I, I also, um, I um a real sucker for, um, um, buying my dog stuff too. Um ... (laughs).

Kelsey R. Brown: Hm.

Philip Dallmann: Um, and then-

Kelsey R. Brown: Well, she deserves it.

Philip Dallmann: She does. she is adorable, um, and you can follow- find her on Instagram with the hashtag The Official Luna Bear. Um, but she, um, she's a big sweetheart.

Philip Dallmann: Um, so, I, I do a little bit of that. I, um, I do find myself, um, you know, I'll play video games to sort of zone out. Um, and I, I live not too far from Riverside Park. Um, so that's a, a, a go-to for stepping out, um, and taking just a, a quick walk, and kinda hitting the reset button.

Philip Dallmann: If I'm feeling particularly boujee, um, I, I am about that massage life. Um ...

Kelsey R. Brown: Oh.

Philip Dallmann: ... and I, and I will treat myself to that. Um, but that is, that is few and far between, um, when I'm feeling that, that extra. Um, but, um, but yeah, that, that, that's probably the peak of self-care for me.

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: Um, what else we got in here?

Kelsey R. Brown: Um, let's see. Uh, how about, do you have any favorite inclusive Instagramers or Tweepers?

Philip Dallmann: Uh, I do. Um, I really love, um, um, Access Point in Philadelphia, run by Alanna Raffel.

Kelsey R. Brown: Oh, whoop whoop.

Philip Dallmann: Um, they, um, they're really, they're a really follow across the board, especially if you live in Philly. Um, you know, one, they're incredible informative. Um, they're consistent, um, in their access, in that the image descriptions, you know, caption the content. Um, just ac- across the board really, really great, really inclusive.

Philip Dallmann: Um, and then, um, the two Twitter follows that I really love are, um, Crutches and Spice, um, which is ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... really great, and, um, Touretteshero, um, who's just Thom, um, um, and her, her, um, Tweets in general are amazing. Um, but she does a, um, hashtag daily outburst, or, um, today's real ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... Tourette's, um, and, I, I just pulled it up, um, to see hat today's was, and it was, "Heaven is a place on my mum's tonsils." Um, so they're silly and outlandish, um, and she really just has, um, just this like open view of, of her, um, life with Tourette's, and how she navigates it, and how she owns it, um, each and every day. So a really great follow is Touretteshero.

Philip Dallmann: Um, how about you, Kelsey?

Kelsey R. Brown: Let's say my number one shoutout goes to Here Wee Read, and Wee is W-E-E. So, um, Here Wee Read is curated by a mom, um, and she really focuses on putting ... getting the word out there for, um, children's and young adults' books, who are, um, very inclusive and diverse, and share different points of view.

Kelsey R. Brown: And, um, everything from things that are, um, being featured heavily in big stores, to independent authors. And, um, she has the most killer Amazon wishlist, and you can go on it and you can order the books directly from there. Everything, um, put in categories, so there are things, um, as specific as, um, books about the civil rights new-movement. There are, um, books about adoption, there are books from- about, um, every ethnic background you can imagine.

Kelsey R. Brown: Um, and it's just such a great way to, um, to start my day by looking at Instagram and seeing these books and seeing, um, that teachers and caregivers are, um, you know, putting the intention like we talked about earlier ...

Philip Dallmann: Mm-hmm (affirmative).

Kelsey R. Brown: ... into, um, the hands of their young readers.

Philip Dallmann: Fantastic. I love that. Alright. What else do we got here? I'm gonna do a little bit a rapid fire as we get through here.

Kelsey R. Brown: Yeah, alright.

Philip Dallmann: Um-

Kelsey R. Brown: So, let's see. Oh, how about dream podcast guest? Go!

Philip Dallmann: Oh, dream podcast ... (laughing). Um, uf ... um, you know, I, I've been really excited about all the guests that we've had on so far. Um, so I do wanna say that, um, that first and foremost. And the guests that we've recorded and haven't shared yet, and the guests we're scheduled to interview in the near future.

Kelsey R. Brown: For sure.

Philip Dallmann: Um, you know, I ... Marlee Matlin would be really great to have on, and as we kind of sort out our, our video-

Kelsey R. Brown: Oh, yes. It's not-

Philip Dallmann: ... yeah, um, aspect going forward, you know, that was great. Um, and, you know, as we look at inclusion as a whole, um, you know, i- obviously be great to have, um, um, Lin-Manuel on, um ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: That would be fantastic. And, um, you know, I, um, I'd really love to have, um, RuPaul on, um, and, um, um, as well as, um, Billy Porter. Um, you know, those [crosstalk 00:30:15]-

Kelsey R. Brown: Yeah.

Philip Dallmann: ... I'd really love to ha- to have them.

Philip Dallmann: Um, and I know I'm forgetting someone, but, um, I'm gonna ...

Kelsey R. Brown: Alright. Um, I say, um ... oh man. Rapid fire is not my (laughing) is not [inaudible 00:30:34]. Um, let's see. Well, since we've been talking about it, um, Dolly Parton (laughs).

Kelsey R. Brown: I'd say, um, Micah Fowler-

Philip Dallmann: I'm gonna, I'm gonna need you to make, I'm gonna need you to make the pitch right now. Um, Micah Fowler, great k- great guest idea. Um, as well as Scott Silveri, um, the creator of Speechless ...

Kelsey R. Brown: Oh.

Philip Dallmann: ... would a- would be fantastic. But I'm gonna need you to-

Kelsey R. Brown: For sure.

Philip Dallmann: ... make the case, um, for Dolly Parton in the world of, um, access, diversity and inclusion. Go.

Kelsey R. Brown: So, um, one thing that Dolly parton has, is a lot of conservative Southern fans. And one thing that Dolly spreads is love and acceptance, and, um, she's always been very supportive of the LGBT community.

Philip Dallmann: Mm-hmm (affirmative).

Kelsey R. Brown: Um, she, um, has been a strong supporter of, um, s- or of socioeconomic access.

Philip Dallmann: Okay.

Kelsey R. Brown: She has created a lot of business in her, um, in the region where she grew up. And she also, um, again, I'm talking about, um, literacy is a big one for me ...

Philip Dallmann: Mm-hmm (affirmative).

Kelsey R. Brown: ... and she has a program, um, where she donates books for, um, children who otherwise wouldn't be able to pay for them. Um, so I think that, um, she has used her position, um, to help a lot of people, and, um, I ... you know, I think that's what access is all about.

Philip Dallmann: Fair enough. Point, point made. Um ... (laughs), well done.

Philip Dallmann: Um, okay. Um, favorite episode to this point.

Kelsey R. Brown: Alright. So I'd say my ... some of my favorite episodes are, um, when you got to talk to Betty Siegel. Um, that was super exciting, just to hear, um, her thoughts about how, um, the Kennedy Center LEAD Conference came about, and how, um, kind of the field of arts and cultural accessibility was founded, is growing and is moving into the future.

Kelsey R. Brown: And then, um, I also really enjoyed sitting down, um, with the ladies at The Art of Scent episode. Um, that was something that I didn't have a lot of experience



with, and I really loved everything that they had to say. And, um, I know we could learn a lot more from them.

Philip Dallmann: Absolutely. Um, I actually look forward to chatting with them again, in maybe a, a more of a long form interview rather than the, the sort of mini interviews at the pop up studio.

Kelsey R. Brown: (laughs).

Philip Dallmann: Um, I'm, I'm gonna take a hard pass on this question, um, because I love them all equally. Um, I, I ... it's really ... I will say it's really been, um ... I don't wanna say it's a dream come true, 'cause I don't think I would have ever dreamt this, um, but getting to sit down with so many different people and have these exciting conversations, um, has just made this the best year.

Philip Dallmann: Um, and really, um ... you know, when I left TDF in the fall, um, it was kind of like, what are you gonna do? And diving into this podcast, which was prompted by, um, more than one of my friends, um, and Access colleague saying, "Hey, remember that one time you mentioned kind of wanting to do this thing?" Um, and just kind of being- ripping the bandaid off and saying, "Alright, I'm gonna do this thing," and, um, the reception being so warm, and people being so excited to sit down and have these conversations, have been, um ... you know, it's been amazing. It's, it's really been amazing.

Philip Dallmann: Um, and I, I can't wait to keep, you know, going, you know, where ... we're about ... we're one episode away from halfway through a year, um, which I can't believe, um, but it's ...

Kelsey R. Brown: (laughs).

Philip Dallmann: ... it's really exciting, so. Um, hard pass on, on the favorite, um, but, um, just grateful is probably the word.

Kelsey R. Brown: Alright. So it looks like we have one more of, who is your access idol? Um, and I will kick that one off by, um, saying I, um, worked in access and inclusion last year under [Katie Cadell 00:35:01], and I, um ... she's the reason why I got connected with Phil, and she's the reason, um, why I, um, wanted to pursue, um, arts and cultural access as a career rather than, um, something, um, you know, a blip up along the way.

Kelsey R. Brown: And I give her all the shoutouts in the world, as well as one of my other access idols, so. So, from there, you tell us your access idols.

Philip Dallmann: (laughs) stop (laughs). Um, y- you know, I have a few, um, and I think it starts with, um ... I refer to them in the, um, in the copy for Betty Siegel's interview as the ... sort of the four horsewomen of access. Um, and, you know, that's Betty

Siegel, Ruth Feldman, Beth Prevor, um, and Lisa Carling. And the four of them ... um, you know, I worked for Lisa for, um, a long time, um, and I've worked with, um, the other three in a variety of capacities, um, and, I- just a- open arms, um, a wealth of knowledge, um, just really, um, did the thing, and have done the things, and continue to do the thing, um, for, for a while now.

Philip Dallmann: Um, you know, um, I've mentioned him before, Roger Ideishi, um, I, I think is, I think the world of ... in the world of sensory friendly and relaxed, I think he's just ...

Kelsey R. Brown: Hm.

Philip Dallmann: ... he got ... not only is he brilliant, but his gut is right, um, his instincts are right, um, more often than not, um, when he looks at, um, how access should move or how inclusion should move, um, in that realm.

Philip Dallmann: You know, I've really, um ... he gives me a hard time, but, um, I do, um, look up to Lou Michaels. I think he, he navi- has navigated both a nonprofit and a commercial world, um, and I think he, he understands how to get things done, um, and that's a characteristic that I, I don't think everyone has, um, along with, you know, incredible patience in getting things done.

Philip Dallmann: You know, oftentimes in this field we get, um, excited about an idea, um, and if, if it doesn't happen immediately, we see it as a, as a failure, but I've watched him be persistent, and, um, be sort of the squeaky wheel that eventually gets the oil. Even if it's ...

Kelsey R. Brown: Hm.

Philip Dallmann: ... a little bit later than, than expected, i- it still happened.

Philip Dallmann: Um, and, um, you know, um, I've always appreciated the work that Diane Nutting has done out, out there. Um, and I think, um ... you know, I'd be remissive if I didn't mention Evan Hatfield, um, the director of audience services at Steppenwolf, um, who did the, um, the ... sort of the Beta episode of this podcast for me, um, and was, um, so informative in how I molded this, this format and this show, um, and how I wanted to go about, um, these conversations about access, diversity and inclusion.

Philip Dallmann: Um, he has done incredible work in the City of Chicago, um, as a whole, beyond Steppenwolf. I mean, what he's done in Steppenwolf could stand on its own, but ...

Kelsey R. Brown: Mm-hmm (affirmative).

Philip Dallmann: ... what he's done with the Chicago cultural access consortium, and then just on his own, um, um, lifting other people up. Um, and, and that's the thing, um, I think I, I learned from him the most, um, is the idea of collaboration instead of competition.

Philip Dallmann: Um, there are folks out there that, you know, definitely see, um, work as work, and work as a competition then when you're, when you want to rise at the top of your field, and, and to some extent I get that. Um, but I- I've always been the philosophy that we d- we've do- delve into this field, um, in this work, um, to help people. Um, and if we're here to help people, then we should be lifting up everyone else that's also trying to help people.

Philip Dallmann: Um, and that philosophy, um, really came to be from, from Evan, um, and, um, I, I got that ... you know, I wanna say I got that from Evan, but I, I, you know, as I'm, as I'm sort of tracking my journey in this, um, it also kinda came thought Sarah Aziz who, who's with The Pittsburgh Cultural Trust now, but worked with me, um, at TDF for a long time.

Philip Dallmann: Um, you know, she also ...

Kelsey R. Brown: Hm.

Philip Dallmann: ... had that kind of philosophy, and she's also ..she's kind of like half Evan, half Lou. Um, you know, she, she is all about, you know, collaboration, but she also just gets it done. I don't know if I know anybody else out there that gets it done the way Sarah Aziz does.

Philip Dallmann: So, that was a long list, and there are probably people that I forgotten, that, um, I will shout out on future episodes, or interview, um, because, um, it, it really is the entire community who work in access, diversity and inclusion. Everyone I meet, they inspire me and I aspire to, to, to, to work as hard as them and, and help make the changes that they want to see made. Um, so yeah. Um, that is, that is my list (laughs).

Philip Dallmann: Um, thank you, Kelsey, um, for diving into this very first but definitely not the last Q&A episode. Um, you were a wonderful guest/fellow Q&A-er.

Kelsey R. Brown: Thank you for having me. It's so exciting.

Philip Dallmann: And for those of you listening, we will be rolling out some of those episodes with, um, Miss Kelsey Rose Brown as the host, in the next couple of weeks. Um, and, um, we're gonna go ahead and wrap this up.

Philip Dallmann: Um, I wanted to give a shoutout to our producer, Matt Kerstetter, um, for making us sound great each and every single week. Um, shoutout to Eric Walton for our amazing theme song. Shoutout to everyone that submitted questions

this week, and if you have a question for us, you can ask you anytime, not just when we prompt.

Philip Dallmann: Um, feel free to hit us up on Twitter. We're @AccessChampions. Same on Instagram, @AccessChampion. On Facebook, The Access Champion Podcast. And/or you can shoot us an email, accesschampion@gmail.com. Um, I promise you we don't bite, um, and we love, um, conversations just like this.

Philip Dallmann: Um, finally, a, an additional thank you to our champion intern, Miss Kelsey Rose Brown, who, who does all of our social media work, um, and is, is just amazing.

Philip Dallmann: Um, we will catch you again next week inclusion believers, and remember, never stop running through that brick wall.