

[Phil Dallmann:](#) Hello, inclusion believers, and welcome to the Access Champions podcast. I'm your host, Phil Dallmann, for this week's journey into the galaxies of accessibility, diversity, and inclusion.

[Phil Dallmann:](#) Uh, we have the final installment of our organizational buy-in series with TDF this week. Um, and really, really excited to, to share that with you guys. And, um, I really enjoyed, uh, sharing the series and having these chats and, you know, taking this holistic view, um, of an organization, and all the different facets and how they work all towards that common goal of accessibility and inclusion.

[Phil Dallmann:](#) So, uh, I do want to take a moment and thank everyone, uh, who sat down with us at TDF, um, and, you know, David LeShay, who coordinated all those interviews and, again, wrangling all those folks during the height of galaxies, and I know wasn't easy, um, but they were also incredibly generous with their time. I know we ran over for just about every single one of them for the, uh, sort of allotted scheduling that we had. So, uh, I appreciate, uh, everyone making the time and, and sharing such great thoughts and philosophies, and so many other things. Um, so, uh, thank you, uh, again to everyone over there at TDF.

[Phil Dallmann:](#) Um, this week, we're actually sharing a conversation with my replacement, uh, Colleen Mullen, who is the manager of TDF Accessibility Programs, uh, over there. And, uh, i- it was really fun because having done her job, um, for however many years, um, you know, we can deep dive a little bit. And that ... and obviously structures changed a little bit, um, and responsibilities divided between her and her counterpart, uh, Larissa, um, but, uh, it's really ... it was really fun. And, you know, we obviously know the same people and, and folks, like, you know, you'll hear us love a little bit on Fran Polino and, and how wonderful she is. Um, so, uh, really excited to share that with you, uh, guys.

[Phil Dallmann:](#) And, uh, I would be remiss, the director of TDF Accessibility Programs is Lisa Carling. And, uh, you probably have heard me on this podcast referred to her as one of these, uh, one of the four horsewomen of Access who have been doing it for so long and at such a high level, um, and created so many impactful programs and created so much access, um, specifically in New York, but a- also through the national programs over there. So, um, don't want to, um, just acknowledge, uh, Colleen, but, uh, obviously her, her direct boss, Lisa, um, and my former, uh, direct boss, has, uh, obviously, a tremendous impact, um, in the field of accessibility.

[Phil Dallmann:](#) As we kind of move forward, I really enjoyed this organizational buy-in series, and, and I think we'll definitely do it again in the future. Uh, I have a little shortlist of organizations that I plan on reaching out to. Um, but if you guys have any ideas, please feel free to share them. I'm always open, uh, to learn about organizations I don't know about. I don't pretend to know everyone out there that's doing amazing work. Um, I'm just always excited to learn about other



people that are doing great work. So please feel free to reach out to us via email, accesschampion@gmail.com, um, or via social media. Uh, on Instagram and Twitter, we're @AccessChampion. And, uh, Facebook, we're the Access Champion Podcast. Our associate producer, new fancy title for Miss Kelsey Rose Brown, puts out a ton of great content, is incredibly responsive, um, so definitely worth a follow over there.

[Phil Dallmann:](#) Um, and if you're listening to this somewhere, please give us a follow on whatever venue, situation, website, whatever that you're, you're listening to us on, iTunes, Google Play, Stitcher, SoundCloud, et cetera. Um, give us a follow, give us a like, give us a star rating, maybe a review, one sentence, it's great.

[Phil Dallmann:](#) Um, and we're actually, uh, running a, uh, mini promotion right now. If you screenshot your review and star rating, and send it to us or share it with us on social media, uh, I will hand deliver you a Access Champion, uh, swag. Uh, we got pens, we got tote bags, we got T-shirts, we got it all. So, um, go ahead and, and screenshot us that star rating and review, and I will bring you that swag, no matter where you are in the country. It may not be immediate, but I will make sure that, uh, I, I give it to you.

[Phil Dallmann:](#) Um, and, uh, I do wanna note that, next week, while we will be moving on to the Chicago interviews, which are actually still growing, a lot of the folks who either were out of town or we weren't able to make the timing work, um, we've been having, uh, call interviews, uh, the last couple weeks, which is really great. But we'll also, uh, be sharing next week a mini interview of sorts that'll actually be launching its own segment, um, with Miss Kelsey Rose Brown about her new book, uh, which is titled Come on, Calm. Uh, it's a children's book. Um, it's inclusion-based, and, uh, I am really excited to share that conversation, uh, with you guys, and, and dive into this, this world of inclusive children's literature. Uh, and we're gonna have Kelsey kind of leading the way there. So, uh, excited to dive into that as well.

[Phil Dallmann:](#) And I think that's that. I think that's all of our business for this week. So, uh, let's get to it. Without further ado, Access Champion, Colleen Mullen.

[Phil Dallmann:](#) All right, and we are here with Colleen Mullen, the Manager of Accessibility Programs here at TDF. Thanks for taking the time out to, to chat, C- Colleen.

[Colleen Mullen:](#) Happy to be here.

[Phil Dallmann:](#) (Laughs)

[Colleen Mullen:](#) This is my first ever podcast recording. So-

[Phil Dallmann:](#) Oh, fantastic.

[Colleen Mullen](#): ... I'm feeling very excited. (Laughing)

[Phil Dallmann](#): Uh, a- and a little bit of context for, for our listeners, uh, uh, when I left TDF, Colleen came in to TDF.

[Colleen Mullen](#): Yes.

[Phil Dallmann](#): Uh, so, uh, I'm really excited to, to chat. Um, I, uh, I'm always really fascinated by, um, everyone's journey, uh, when they come ... they end up here, right? Or they, they end up in, in the arts, nonprofit arts, and service organizations, um, because it's incredibly unique and no one, I ... wakes up as a seven-year old or not many people wake up as a seven-year old or like, "I'm going to do access." (Laughs) Uh, so could you tell us a little bit about, uh, how, how you ended up here?

[Colleen Mullen](#): Yes and, hopefully, I can inspire all the seven-year olds-

[Phil Dallmann](#): (Laughs)

[Colleen Mullen](#): ... to want to grow up to be me. Um, it's been a wild ride, uh, but I couldn't be happier to be here where I am today. I really do genuinely enjoy the work that we do. And I think not a lot of people get to say that every day. And I feel very blessed and grateful, uh, to be able to work in this space. Um, I was a theater geek growing up-

[Phil Dallmann](#): Mm-hmm (affirmative).

[Colleen Mullen](#): ... um, as I'm sure most of us were. Uh, I really kind of found my people, uh, in high school when I started doing theater and, uh, lost it for a little bit when I went to college and, you know, was always kind of seeking that back out because-

[Phil Dallmann](#): Mm-hmm (affirmative).

[Colleen Mullen](#): ... I think there's a certain breed that (laughing), um, enjoys-

[Phil Dallmann](#): It's, it's a tribe, you know.

[Colleen Mullen](#): Yes, and, uh, it really, you know ... it's, it's something that once you're a part of, when it's not around, you miss. And, uh, so I came to New York. I was working, uh, in television production, and I actually met my director of Accessibility Programs here at TDF's husband, uh, in that.

[Phil Dallmann](#): Milton Trexler. (Laughs)

[Colleen Mullen:](#) He is an amazing-

[Phil Dallmann:](#) One and only.

[Colleen Mullen:](#) ... an amazing individual. And that was how I found out about the work that TDF is doing. And it was really interesting to me because I'd grown up, uh, the daughter of a BSN RN, and she worked with individuals who had developmental disabilities. And, uh, I watched her advocate and really spend a lot of her time understanding and, um, helping people who couldn't speak for themselves. And that was something I always really admired about my mother. It was, uh, amazing thing that she did, um, and fought for, you know-

[Phil Dallmann:](#) Mm-hmm (affirmative).

[Colleen Mullen:](#) ... in a ... in many realms where, uh, they couldn't speak for themselves and so she was. And, uh, that was something that I didn't think I'd ever get the opportunity to do. And this is a place where you get to do that. You get to speak and make known things that really need to be heard, um, but might not be otherwise. And, uh, so the stars aligned, fate-

[Phil Dallmann:](#) (Laughs)

[Colleen Mullen:](#) ... was what it was, um, and I ended up here. And like I said at the beginning, I couldn't be happier, so.

[Phil Dallmann:](#) Yeah, that's amazing.

[Colleen Mullen:](#) (Laughs)

[Phil Dallmann:](#) A- and I love that journey. Um, and, and I think so many of us can, can, uh, relate to that, um, where, you know, whether it was a mom or a dad or, or just, uh, uh, some adult that was in our lives as a kid that you see that, that fight, that, that wanting to help, uh, underserved communities or, or just anyone. Um-

[Colleen Mullen:](#) Yeah.

[Phil Dallmann:](#) ... I, I can relate. My mom was also a nurse.

[Colleen Mullen:](#) Uh. (Laughing)

[Phil Dallmann:](#) And I ... and I often think that's where a lot of, uh, my, uh, impulses come from, um.

[Colleen Mullen:](#) Sure, right. And also our inherent avoidance of anything legitimately healthcare-related-

[Phil Dallmann:](#) Oh, yeah, absolutely not.

[Colleen Mullen:](#) ... because (laughs)-

[Phil Dallmann:](#) I, I can't do needles.

[Colleen Mullen:](#) (Laughs)

[Phil Dallmann:](#) I, uh, I don't really love science, uh- (laughing)

[Colleen Mullen:](#) No, no.

[Phil Dallmann:](#) I, I'll say, I, um, went into college and was doing the theater thing. And, uh, I, for a moment in time, was like, uh, maybe this isn't for me. And I came home on a Christmas break, and I told my mom, I was like, "You know, maybe I'm just gonna go to med school," and she just looked at me, she's like, "Philip, you hate science. And you cannot look at a needle, uh, probably not for you."

[Colleen Mullen:](#) (Laughs)

[Phil Dallmann:](#) I was like, "Yeah, you're right. I'm just gonna go back to writing my plays." Uh, (laughing), uh, so, you know, the, the, you know, and I, I, again, I can relate and speak to, from experience, the title, Manager of Accessibility Programs, uh, feels large, right? And, but also ambiguous. Um-

[Colleen Mullen:](#) Sure.

[Phil Dallmann:](#) ... so, uh, I often found myself explaining what it was. Uh, could you, uh, give our listeners a little bit of context, uh, of what your role, uh, actually is?

[Colleen Mullen:](#) Sure. So, uh, we run some really fantastic programs here at TDF, um, including our open captioning services, our audio description services, and then, um, our autism-friendly performances. And, um, what we have kind of decided just the best way to manage all of that is sort of splitting it up between New York-based programs and our national programs. Um, and the way that my role kind of fits into all the things that TDF is doing for accessibility is that I'm managing our now six autism-friendly performances a year-

[Phil Dallmann:](#) Hey now, [inaudible 00:10:29] at it.

[Colleen Mullen:](#) ... um, which is great.

[Phil Dallmann:](#) (Laughs)

[Colleen Mullen:](#) And that involves, uh, just a lot of logistical work as far as selling tickets and managing volunteers, coordinating with the productions, um, and also with our outside consultants, uh, for resources and support materials for those performances.

[Phil Dallmann:](#) Shout out to Becca Yuré and Harry Smolin, some of the-

[Colleen Mullen:](#) Could not do without them.

[Phil Dallmann:](#) ... fantastic consultants. Uh, and, and also give a little context here for, for listeners, uh, that, that number six autism-friendly performances is a ... is a growth of, I believe, three additional, uh, performances since 2012, 2013.

[Colleen Mullen:](#) Mm-hmm (affirmative).

[Phil Dallmann:](#) Um, and, and, that's, that's substantial growth.

[Colleen Mullen:](#) Yeah.

[Phil Dallmann:](#) (Laughs)

[Colleen Mullen:](#) I mean, it's great. And I'm a big champion of "let's do more." There's-

[Phil Dallmann:](#) Oh, absolutely. (Laughs)

[Colleen Mullen:](#) ... there's no reason. I mean, you know, everybody gets excited when we sell out in matter ... a matter of hours, and my feeling is I, I could do this multiple times, you know.

[Phil Dallmann:](#) Mm-hmm (affirmative).

[Colleen Mullen:](#) There's, there's such a need for these sort of performances and, uh, for this type of environment. And, um, it's a thing where once you come to one, you want to keep coming back.

[Phil Dallmann:](#) Mm-hmm (affirmative).

[Colleen Mullen:](#) And so in addition to those, uh, which is, uh, you know, big responsibility in and of itself, I'm also responsible for our national programs. And so we work with theaters all over the country, uh, to help them expand or even begin providing, uh, accessibility services. Uh, so we have a national open captioning partnership where, uh, we fund a theater, uh, for two years to bring open captioning, uh-

[Phil Dallmann:](#) Mm-hmm (affirmative).

[Colleen Mullen](#): ... into their space. And we've worked this year for the first time with an improv group, little place in Chicago you may have heard of, called Second City-

[Phil Dallmann](#): Amazing, uh-

[Colleen Mullen](#): ... which is really exciting, um.

[Phil Dallmann](#): And by the time this airs, I actually think I will have been to Chicago, um, and done a, a pop up there with some of the folks from Second City, uh-

[Colleen Mullen](#): Great.

[Phil Dallmann](#): ... and the C- Chicago Cultural Access Consortium. So shout out to them.

[Colleen Mullen](#): Yes.

[Phil Dallmann](#): That's fantastic.

[Colleen Mullen](#): Please tell them I say hello because they're wonderful. Um, and it's been really exciting for us to, uh, step into that space with captioning because it's improv-

[Phil Dallmann](#): Mm-hmm (affirmative).

[Colleen Mullen](#): ... and anything can happen. And, uh, bringing that to an audience who might not otherwise be able to access it is huge.

[Colleen Mullen](#): Uh, we're also working with the Boston Pops this year, uh, which we think-

[Phil Dallmann](#): Awesome.

[Colleen Mullen](#): ... is great, but not for open captioning. We also have a national autism-friendly performances training program-

[Phil Dallmann](#): Mm-hmm (affirmative).

[Colleen Mullen](#): ... that doesn't involve, uh, any exchange of monies, the way that the open captioning program does. This is just a consulting, sharing of information, sort of a partnership, uh, where we really kind of guide and assist folks who are trying to get a autism-friendly performance off the ground for the first time. Um, and we're really excited to be moving into the space of, um, performances that aren't necessarily just theater but also symphonies, and dance work, and-

[Phil Dallmann](#): Mm-hmm (affirmative).

[Colleen Mullen:](#) ... all sorts of different things, um, that can benefit from just providing an open, accepting space for folks who, uh, you know, otherwise may not feel comfortable attending. Uh, so we're excited to see what the Boston Pops come up with for this and, uh, to be working with them. And it's exciting for me to kind of see all these different places really embrace the idea of access. Um, and sometimes just having a TDF behind them is enough for them to really go to anyone who might be giving them pushback, whether it be because of funding or because of just, uh, lack of knowledge. Um, we really do give them the tools that they need to make the case for why not only it's necessary but it's doable in a way that's not prohibitory. You know they can ... this can happen without really changing that much. It's just a matter of, um, the desire.

[Phil Dallmann:](#) Yeah. Uh, uh, you're creating that organizational and community buy-in. I spoke with Tory earlier about this is that, that I love that the access programs are, um ... and all the programs here at TDF, are, uh, for the community, by the community. Um-

[Colleen Mullen:](#) Yes. Nothing about us, without us. (Laughs)

[Phil Dallmann:](#) Yes, and, and that's so important. Tell me a little bit about, um, what it's like connecting with the community and, and making sure that you're continuing to fill their evolving needs.

[Colleen Mullen:](#) Sure. Okay. Um, so I think that, for us, I mean, surveying is a huge part of, um, getting feedback.

[Phil Dallmann:](#) Mm-hmm (affirmative).

[Colleen Mullen:](#) Um, and so-

[Phil Dallmann:](#) I'm a data nerd. I love it. (Laughs)

[Colleen Mullen:](#) Sure, so we take that in and we use that, um, you know, from each performance to performance. But really, for me, it's been a lot of the conversations and just the experience of living through these performances and seeing what works, what doesn't what needs, uh, more attention. But, honestly, we've got something that works right now.

[Phil Dallmann:](#) Mm-hmm (affirmative).

[Colleen Mullen:](#) Um, and we really have a really great community of folks who enjoy these services and, uh, who just want us to do more-

[Phil Dallmann:](#) Mm-hmm (affirmative).



[Colleen Mullen](#): ... um, that, you know, at this point, they're saying, "Hey, what you're doing is great. I wanna see more shows. How can we make that happen?" And so that's really the conversation that I'm trying to have more often is that shift towards productions and companies and saying, "Hey, you know, what can we do to get more of this on our schedule?"

[Phil Dallmann](#): That's fantastic. I would be remiss if we didn't, uh, acknowledge you work with a pretty tremendous team-

[Colleen Mullen](#): Yes.

[Phil Dallmann](#): ... uh, led by, uh, Lisa Carling, uh, who I refer to on this podcast often as one of the four horsewomen of access, uh, who have been doing it for, for so long, um, and, and so well. Um, but, uh, I just want to make sure we shout out the rest of your team. I know-

[Colleen Mullen](#): Yes.

[Phil Dallmann](#): ... Fran Polino, your, uh, associate director and, I believe, there's another new addition.

[Colleen Mullen](#): Yes. Her name is Larissa Kunynskyj, and, uh, she is ... So I talked about how I'm managing our national program, she is really our New York girl.

[Phil Dallmann](#): Mm-hmm (affirmative).

[Colleen Mullen](#): So, uh, had, uh, experience previously here in New York, uh, working in museum accessibility and, uh, now she's brought that into the theater space which has been great for us because it's really a great way for us to see how other cultural organizations are, um, expanding their access. And the work that she does is really for our open captioning shows, our audio describe shows, our ASL interpreted shows, and also our student program, uh, which helps children who have hearing loss or vision loss, uh, attend Broadway shows which is fantastic. I mean, come on. (Laughs)

[Phil Dallmann](#): Yeah, uh, a- and, uh, and [inaudible 00:16:56] said earlier, uh, sometimes these programs just kind of sell themselves.

[Colleen Mullen](#): Exactly.

[Phil Dallmann](#): You know.

[Colleen Mullen](#): Exactly.

[Phil Dallmann](#): The, the little elevator pitch is like, "Yeah, come on."

[Colleen Mullen](#): Right.

[Phil Dallmann](#): Uh, (laughs).

[Colleen Mullen](#): Um, and so she's been a wonderful addition to the team, and we're really all, you know, girl power, and, uh- (laughs)

[Phil Dallmann](#): Oh, yeah. Uh, you know, I always say, um, uh, Larissa's predecessor, Leah, uh, Diaz, um, w- when we chat, I, I would say, Franny, uh, Fran Polino, uh, affectionately known as Franny, uh, is such an interesting, uh, uh, piece of the team as well. Um, uh, it's so invaluable, her relationships with the, the TAP members, um.

[Colleen Mullen](#): Right, right. I don't know if you went into kind of how the accessibility program works here, but we do have, uh, large membership of individuals who benefit from the wide array of services that we provide. Um, and Fran is the point person should they encounter any issues. And, uh, we have just transferred her to a new ticketing system which has proved trying, at some points, uh, for individuals.

[Phil Dallmann](#): (Laughs) As, as every nonprofit listening knows with Tessitura, it's a process.

[Colleen Mullen](#): Right.

[Phil Dallmann](#): (Laughs)

[Colleen Mullen](#): And, uh, Fran has been just absolutely fantastic in helping folks kind of walk through the new structure of things and, uh, just, you know, working through the bugs here as, uh, we make that transition. And, um, you know, I'll never forget when I first started here at TDF and started covering shows because we always have a representative at any of our accessible performances should anyone, you know, need an advocate or liaison-

[Phil Dallmann](#): Which is an underrated aspect of the program, I think, um, in twofold; one, uh, the members actually get to put faces to, to the service providers and, two, the theaters and the house managers, um, feel supported. Right?

[Colleen Mullen](#): Right.

[Phil Dallmann](#): It's so good.

[Colleen Mullen](#): Exactly.

[Phil Dallmann](#): Anyway, keep going. (Laughs)

[Colleen Mullen:](#) Um, and, so, there has not been a show that I have attended where someone has not said to me, "Where's Fran?" "How's Fran?"

[Phil Dallmann:](#) (Laughs)

[Colleen Mullen:](#) Or, "Please tell Fran that I say hello," and, um, you know, she's a rock star. And she's ... you know, the reason she has that reputation is because she will go above and beyond to make sure that our members get what they need in order to enjoy whatever it is that they're attending. And, um, her love of theater and just her genuine love of people is inspiring to me. And, you know, I think it's the reason we have such loyal membership, and the reason we are also able to make the case at any of the theaters for why we should be able to offer these services. Um, she's just a fantastic human. (Laughing)

[Phil Dallmann:](#) Absolutely. I, uh, a thousand percent agree. And I, I feel like, by osmosis, I, I grew to be, um, better at customer service and more compassionate and, and wanting to do more, um-

[Colleen Mullen:](#) Sure.

[Phil Dallmann:](#) ... just by, uh-

[Colleen Mullen:](#) Yes.

[Phil Dallmann:](#) ... listening to her on the phone. (Laughs)

[Colleen Mullen:](#) Fran is the embodiment of, uh, just be kind and everything else will come.

[Phil Dallmann:](#) Yep.

[Colleen Mullen:](#) Um, and-

[Phil Dallmann:](#) (Laughs)

[Colleen Mullen:](#) ... it's, it's really inspiring to watch. And it's, it's helpful on the days when you feel a little overwhelmed to just remember that the work that we're doing is really helping people and-

[Phil Dallmann:](#) Mm-hmm (affirmative).

[Colleen Mullen:](#) ... um, they're appreciative of it, and they are able to remember who you are and how you help them because, for 20 years, Fran has been doing it and no one forgets her. (Laughs)

[Phil Dallmann:](#) Nope, no, absolutely. Uh, so I'll get you out of here on this.

[Colleen Mullen](#): Sure.

[Phil Dallmann](#): Uh, I'm a dreamer, uh, as, as many people here will attest to, sometimes too big.

[Colleen Mullen](#): (Laughs)

[Phil Dallmann](#): Uh, and, uh, I, you know, I'd love to put more positivity out in the world because that's how things happen.

[Colleen Mullen](#): Yes.

[Phil Dallmann](#): Um, so, uh, dream your dreams. Uh, what would you like to see, um, i- in the future here at TDF a- and in the arts in general, um, going forward?

[Colleen Mullen](#): Well, I think you know, right now, there's just such a positive discussion about inclusion, and understanding, and opening doors, and making sure that there is equity and availability for folks to make their voices heard. Um, right now, we are, uh, taking in applications for our, uh, grant that we do for, uh, theaters in New York State and New York City, uh, to offer open captioning or other, uh, services for individuals with hearing loss. And reading some of the proposals for projects that are happening has been really inspiring to me to just see, you know, how many different directions this sort of access can take.

[Colleen Mullen](#): Um, and really, I think my biggest dream is just for us to keep doing more and to keep, um, opening doors that may have previously been closed, um, and to make sure that the conversation continues that it's not just something that we're doing because it looks good, but because it is essential. And I really do think, especially with our autism-friendly performances, that it's the direction things are going to go. The numbers don't lie, you know. This is not something that is small. This is something that should be across the board all the time. Um, and I would love to see more shows that it's not a situation where modifications need to be made. It is sensory friendly. And that's just how it is. Um, you know, I think one of the things that people just don't recognize is how burdensome needing to seek out accommodations can be, and they should just be there. And that's-

[Phil Dallmann](#): Yeah.

[Colleen Mullen](#): ... that would be great. (Laughing)

[Phil Dallmann](#): I agree, and I'm pretty sure every listener here agrees.

[Phil Dallmann](#): Um, well, thank you so much, Colleen. Uh, thank you for the work that you do. Thank you for taking the time to chat. Um, and most of all, thank you for being an Access Champion.

[Colleen Mullen](#): Thank you.

[Phil Dallmann](#): Thank you, Colleen, uh, for taking the time to chat. It was a blast. Um, and thank you again to everyone over there at TDF and David LeShaym, um, for taking the time a- and coordinating the times, and, and all the above. It was a blast getting to do this series. And obviously, TDF is where I sort of, uh, found my footing, um, as professional in this field. So, um, I'm always grateful, grateful to them and to Tory, and Mike, and Lisa, um, for giving me that opportunity.

[Phil Dallmann](#): And, uh, over there at TDF, I hope you guys enjoyed the interviews and, and listeners. Uh, you know, obviously, we've gotten your feedback and, and you dig it. So, um, just, uh, a reminder, if you have organizations that you think should be highlighted, please hit us up, accesschampion@gmail.com, super simple, @AccessChampion across social media.

[Phil Dallmann](#): Thank you, as always, to our executive producer, Matt Kerstetter, for making us sound great each and every single week. Uh, thank you to our associate producer, Miss Kelsey Rose Brown for doing a litany of things, uh, too many to count. And, uh, as always, thank you to Eric Walton for that dope theme song. It never gets old.

[Phil Dallmann](#): Uh, we'll be back again next week. And remember, inclusion believers, never stop running through that brick wall.

