

Philip D.: 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. We've got another great episode for you guys this week. Two interviews, both coming from our pop-up studio this past summer at the Kennedy Center LEAD Conference in Denver in August. First up, we have BAYarts, which is in Ohio, with Linda Goik and Beth Milli, chatting a little bit about what they've been learning and how they've been growing as it relates to accessibility and inclusion. Then we jump across to Middlebury College in Vermont with Shannon Bohler and Sophie Lefkoe, discussing a little bit of the new access that they've launched, some of the research they've been doing, the perspective that Sophie has been bringing to that process, which was invaluable, and where they're headed.

Philip D.: So both really, really great perspectives for folks who are just diving into this world. I know it can seem daunting and scary and a little bit overwhelming, but these are two sets of folks who have begun this journey, we're all still on the journey towards inclusion, and not afraid to share some of the hurdles they faced, some of the creative problem solving they've had, and not afraid to sort of lean on contacts and colleagues and friends that they make at things like the Kennedy Center LEAD Conference.

Philip D.: I really think these two interviews are a great plug for the conference because as you can hear, some of the uneasiness of diving into this kind of programming is calmed by coming to that conference and feeling that sense of community. Which I can attest to as well. Definitely going there, there's a sense of hope, there's a sense of passion, a sense of we're all on this journey together, and this inclusion focused community is quite powerful. So that's my plug for the Kennedy Center LEAD Conference.

Philip D.: I think if you listen to these interviews and you can relate to it and if you haven't already or don't already plan on attending this conference, which I believe this coming summer is in Raleigh. They are helping with the Accessibility to Inclusion Summit in Ireland that we had just had Padraig Naughton chatting about a couple of weeks ago. These are the types of things that I can't tell you how invaluable they are if you do work in this field and if you are just diving in, or if you work at a cultural institution and want to see this kind of work happening, these are the places you want to be.

Philip D.: In that vein, we are trying to take the podcast to the Accessibility to Inclusion Summit over in Ireland this spring. The only way we're going to be able to do that is if we, besides applying for a few grants, which we've done, if we get the support of you all, our listeners and our supporters, and you can do that as simple as signing up on [patreon.com/accesschampions](https://patreon.com/accesschampions) and committing \$1 a month. Okay? \$1 a month. That's less than the Apple Music fee. It's less than a lot of other things that I can't think of right now, but I just got charged my Apple Music fee this morning, so I know that it's less than that.

Philip D.: We come weekly. In addition to that, when you commit the \$1, you get a sticker, you get access to exclusive content. We have been releasing semi-regularly exclusive interviews, extended interviews, exclusive on Patreon just for our Patreon supporters.

Philip D.: So as we enter the holiday season, if you look at your budget and you have a dollar that you can commit to the podcast, commit to our mission of becoming more and more of an educational tool for this movement of inclusion, I just ask that you consider it. And if you do consider it and you're like, yeah, no, I can do it, head on over to [patreon.com/accesschampions](https://patreon.com/accesschampions), and we'll be forever indebted to you.

Philip D.: As always, if you don't already, follow us on social media. There's a lot of great content, really quality stuff that both associate producer Kelsey Rose Brown and Champion intern Savannah Cooper are curating and putting out there beyond even the amazing episode line drawings that Kelsey does every week. If you want to support us in other ways, a great way to support us is just giving us a rating and a review wherever you listen to your podcasts. If it's on iTunes or Stitcher or Google Play or what have you, just give us that five star rating and review if you're enjoying the show. Those reviews and those ratings help other people find the podcast. As our numbers continue to grow, we want to make sure that we're doing that, we're reaching as many people as possible to share all this amazing work that's happening across the globe.

Philip D.: I think that's that. So without further ado, first up, Access Champions, BAYarts.

Philip D.: All right. We are here at our LEAD pop-up studio in Denver on day three. I am now joined by Linda Goik, the Education Director at BAYarts, as well as Beth Milli, the General Manager at BAYarts. Thank you for taking the time to come by and chat.

Linda G.: Thanks for having us.

Beth M.: Thanks for having us. Yeah.

Philip D.: So you guys are my favorite kind of guests, who I know nothing about. So this gets to be all organic original information. I'd love to hear, I guess, from you each a little individually of how you ended up in this field. If we want to start with Linda and then move on over to Beth?

Linda G.: Sure. Actually, a friend recommended me for this position. I've always been involved with education and with children, so I was brought on board three years ago. Currently, our prior education director had left the organization and I was recommended to step into this position. So it's something that's exciting to me. I love working with children and expanding our programming. So that's kind of how I was brought on board. I was recommended, and I love what I'm doing.

Philip D.: There you go. How about you, Beth?

Beth M.: I started out as a volunteer at BAYarts. I was working as business manager for a large department store in town and was on campus one day and met our executive director, Nancy Heaton, and started volunteering there just on Saturdays. The campus at BAYarts is kind of a full circle journey for me.

Philip D.: Mm-hmm (affirmative).

Beth M.: I grew up in the neighborhood that is adjacent to our campus. We are an affiliate of the Cleveland Metroparks.

Philip D.: Okay.

Beth M.: And we occupy buildings that they own. They're our landlord. So I used to play there as a kid. I had come back there, there's a little restaurant there, I was eating lunch, and went over and happened to meet our director and volunteered there for the summer. Then later in the summer got an email, Hey, how would you like to come and work for us?

Philip D.: Hey, must have been a heck of a volunteer.

Beth M.: I had some other skills that she kind of liked.

Philip D.: I'd love to learn a little bit about BAYarts.

Beth M.: Okay.

Philip D.: What is BAYarts?

Beth M.: Okay, I'll take that one. Okay. We're an arts education campus.

Philip D.: Okay.

Beth M.: We're are an affiliate of the Cleveland Metroparks. We occupy currently two historic houses, both that were from the 1800s in Bay Village. One that was the original to the property and one that was moved over on a barge on Lake Erie. Our campus borders Lake Erie on the North side, so we just have this amazing vibe there.

Philip D.: Mm-hmm (affirmative).

Beth M.: BAYarts started way back in 1948 under the name of Baycrafters.

Philip D.: Okay.

Beth M.: And has transitioned probably about a little over 10 years ago to BAYarts, kind of had a transition from one group to another.

Philip D.: Mm-hmm (affirmative).

Beth M.: But ultimately, we've been there for 71 years basically doing a lot of the same work; arts education.

Philip D.: Mm-hmm (affirmative).

Beth M.: What else?

Philip D.: That's tremendous for any type of arts program period. I'm impressed when it's like we've been around 10 years.

Linda G.: Yeah.

Beth M.: Right.

Philip D.: The fact that you just rebranded 10 years ago and have been around for 70 some odd years, that is impressive. And not to assume anything, but I think it speaks to the commitment to the arts. It must speak to the commitment of the arts in your area.

Beth M.: Right. It definitely does. Our director, when she took over, she wanted to expand it beyond the Bay Village area, which is a very small community on the West side of Cleveland. She wanted to make it more of an organization that served the entire greater Cleveland area, and I really think we're moving towards that. Just within the last few years, there was a play house, a 12,000 square foot play house, that is adjacent to our property and was occupied by another nonprofit theater company there. They had to close, let's see, I think in 2015 was their last season.

Philip D.: Okay. Mm-hmm (affirmative).

Beth M.: So the Metroparks gave us the opportunity to take that building over with the caveat that we renovate it, that we do the fundraising for renovating it.

Philip D.: Mm-hmm (affirmative).

Beth M.: But it was a great opportunity for us. Linda can speak to the growth of our education programs there, but we needed additional space to be able to grow any further than we had. We've been in the process of doing that, and that's one of the things that has led us to LEAD is that in renovating that big building, it all has to be ADA compliant.

Philip D.: Mm-hmm (affirmative).

Beth M.: Because it wasn't. It was built in the '70s, and there were just a lot of violations.

Philip D.: Yeah, it was grandfathered in.

Linda G.: Yeah.

Beth M.: Yes. Even the Metroparks is going through a three year plan to bring all of their properties up to ADA compliance, including our historic houses that we occupy. So there's challenges too. We already have the ramps and that sort of thing that has been added on to the buildings, but as we go forward with this big building, it's great to have this information. We went to LEAD in Atlanta, Linda and I went there last year, and at that point, we didn't know what we didn't know.

Linda G.: Yeah.

Beth M.: But then we lived a year and had all that information in our heads, and we came here armed knowing what we didn't know. At least a lot of it.

Linda G.: Yeah.

Philip D.: That's fantastic.

Beth M.: Yes.

Philip D.: And I think speaks to the LEAD experience a little bit.

Beth M.: Yes.

Philip D.: I think, at least for me, I remember my first LEAD coming in, and it's a lot.

Beth M.: It is.

Linda G.: It's overwhelming.

Philip D.: It's a lot of information. And one of the things that I appreciate that they've done now is have some of these sessions and affinity groups more geared towards creating practical plans.

Linda G.: Mm-hmm (affirmative).

Philip D.: Or taking the one idea and going what is step one, rather than letting it be all of these ideas, all this information, that it's hard to keep organized in your brain

even if you're the greatest note taker on earth. It can be difficult to then go home and try to do all of the things.

Linda G.: Right.

Beth M.: Right.

Philip D.: And when you have all that, it's like, okay, well what is step one? I don't know what step one is of these 45 ideas I've gotten over the course of three days.

Linda G.: Exactly.

Philip D.: So I'm so happy to hear that you had the first experience in Atlanta, spent a whole year learning about it, and then are back to even build on that.

Linda G.: Mm-hmm (affirmative).

Philip D.: You alluded to it, Beth, but I'd love to hear how have your education programs expanded and grown during all of this?

Linda G.: Well, what's great is currently we just have six classrooms, and now going forward with expansion we have the availability to have 10 more added on. And I'm noticing in the education department more of our children coming through with different issues, some that are addressed or noted, and some that aren't. And I am passionate, and I said when we came last year, every time Beth and I just have a round table and getting our training for our staff, getting everybody compassionate about our audience that comes through our doors.

Linda G.: And that is key to me because sometimes you just have a turnstile of teachers who come in. We were talking about volunteers, getting them all on board. And I think with education, I just really want my staff to be cognizant of the audience that we're dealing with, how to treat them in the right way. And I just sat down with that one program, the Art-Reach.

Philip D.: Art-Reach? Yeah.

Linda G.: And that was fantastic because-

Philip D.: John Orr, I'm a big fan of his. Yeah.

Linda G.: Oh yeah. I mean, it was just so invigorating coming out of that class because we do have limited funds and just to see what he did in a programming aspect on very shoestring budget, it was great for me to know that I could do that.

Philip D.: Yeah, he has those Philadelphia sensibilities. I'm a Philly boy.

Linda G.: Yeah, he does.

Philip D.: We can make a dollar move, and we can turn it into three.

Linda G.: I know. But it was great.

Beth M.: Can we talk about that later?

Linda G.: Yeah.

Philip D.: And sometimes it's like by hook or by crook. But however it happens, I don't know. I don't know, it just ended up being three.

Beth M.: [inaudible 00:15:04].

Philip D.: But that's so great to hear because I think that is true. And non-disclosure can be really difficult at times, but also we're not going to tell anybody what they have to disclose.

Linda G.: True.

Philip D.: But staff training can absolutely help with that. And that's something I've seen across the country, especially in educational programs. Whether it's your own classes or if you're walking into a classroom, you don't always have the information, but you can have adaptation techniques, right?

Linda G.: Correct.

Philip D.: Which is so wonderful. It sounds like you guys have experienced really like exponential growth in the last couple of years in a variety of ways both programmatically and then also physically.

Beth M.: Right.

Linda G.: Yeah.

Beth M.: Linda, you can speak to our growth of our girls' camp program.

Linda G.: Yeah. In our summer we have over 50 camps.

Philip D.: Oh wow.

Linda G.: So our camps age ranges between 3 to 12 years old, and that's just strictly for our summer camps. And we are fortunate enough that our camps literally sell out in two minutes for our girls' camp. So we have a huge wait list on all the

programming that we have, and going into the Playhouse, we just want to do that expansion in a very positive manner. Because really we hate to lose that audience and we also realize that we're losing an audience that we have not had on campus before. So part of my program is really to direct programs for those folks that we can have on campus that we don't have now.

Philip D.: Yeah, opening your doors.

Linda G.: Absolutely.

Beth M.: Right.

Philip D.: That's the biggest thing. And to go back John's session, it's not money lost, it's money gained or constituency gained when you open your doors in that way.

Linda G.: Definitely.

Beth M.: Right.

Philip D.: Even though you guys have just made all these leaps, I am going to put it to you guys. Dream your dreams. Which is not something, again, in the educational sector or nonprofit sector that we get asked often, we're usually handed a budget. No offense to the general manager over here. Maybe not right now. But what do you hope for the future of BAYarts?

Beth M.: Well, I think that the opportunity to take on this big building, we have been asked to dream our dreams. In fact, just in the last couple of weeks we were tasked with taking the existing plans and what is it you would like to see this building be? I mean, Metroparks has been very generous with allowing us to configure the rooms, the classrooms. We want to delve more deeply into fiber arts and digital arts and jewelry making, a lot of things that we do on a very limited basis now, and everything done with inclusion in mind. Not only just with regard to age and ability, we want to be able to reach out to more people.

Beth M.: And in these talks with the Metroparks bringing all the buildings up to ADA compliance, they have a specialist in that, and she has given us groups of people in Cleveland, specific groups with disabilities that we can reach out to. And her experience has been that they are a very grateful demographic, that if we reach out to them that they will support our programming. Which adding 10 more classrooms, in a perfect world we're going to fill them all, but we need to expand our horizons [inaudible 00:19:04].

Philip D.: Yeah. And that's absolutely easier said than done.

Linda G.: It is.



Beth M.: Absolutely. Absolutely. But I mean, we have a good partner in the parks and we have some good leads on where to go to reach out to other groups and bring them in. And Linda could speak to one group that we've already started with.

Linda G.: Yeah.

Beth M.: But I'm in charge of the operations and also responsible for human resources, which includes not only our staff, but our volunteers. I really feel that before we go too far, we need to get everybody on board. And we were just talking about that before that we need to have a really good presentation in the staff meeting coming up, and we need to have all staff and volunteers headed in that direction before we invite everyone in so we get all our ducks in a row.

Philip D.: Absolutely. Absolutely. Well, that's absolutely fantastic. One, congratulations on all of that growth.

Beth M.: Thank you.

Linda G.: Thank you.

Philip D.: That's really tremendous and seems to kind of all fall together a little bit, which is the best way, right? You know?

Beth M.: Yes.

Philip D.: Obviously with hard work. To be clear. But I am so excited to see and follow the future of BAYarts as you guys open that building and those classrooms and extend your reach into different communities. And thank you for taking that effort and taking that time to do that. I appreciate it, and I am sure your community does as well. So thank you for that, and thank you for being an Access Champion.

Linda G.: Thank you, Phil.

Beth M.: Thank you.

Philip D.: And now a quick word from this week's sponsor, the Amateur Detective Club.

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Philip D.: Let's head right on over to our next set of Access Champions at Middlebury College.

Philip D.: All right, and we are here in our pop-up studio at the Kennedy Center LEAD Conference in Denver. And I am here with Shannon Bohler, the Arts Event Manager, and Sophie Lefkoe, the Accessibility Intern from the Mahaney Art Center at Middlebury College in Vermont. I got it.

Sophie L.: Yeah.

Shannon B.: You did. Absolutely.

Philip D.: Thank you guys so much for taking the time to chat.

Shannon B.: Thank you.

Sophie L.: Yeah, thanks for having us.

Philip D.: So you guys are my favorite kind of guests, where I know nothing about you. So this is all organic learning for me. Shannon, we can start with with you. I'd love to hear how you ended up in this field.

Shannon B.: I've been a teacher and a teaching artist and now an arts administrator for the last 20-plus years. I sort of started in this field by having a sibling who was severely disabled growing up, and it was at a period of time when we hid disabled people. He used a wheelchair, he had an intellectual disability, and so my family basically hid him, and there were, of course, no accommodations. It was the '70s.

Shannon B.: And then I moved to Vermont, which is actually really advanced, and has been advanced for a long time, in terms of services for folks. And my brother moved, and he spent the last five years of his life with the most extraordinary care and services and accessibility things. It was terrific.

Shannon B.: So then I have a colleague back at home, Missey Thompson, and she and I both have family members, and we wanted to make our arts center and our arts events accessible to everyone.

Philip D.: That's fantastic. It's always wonderful hearing it come from such a personal place, and then taking it on as a mission of sorts. And Sophie, how about you?

Sophie L.: So I have been an actor for a long time. I guess I should say I'm a college student currently, but I've been an actor for a long time. I am also visually impaired and feel really strongly about access to the arts, arts accessibility, and the power that arts can have not only for people with disabilities, but for everyone, and I just want to see it get better.

Philip D.: Again, also fantastic.

Shannon B.: I'm a little teary. I'm a little verklempt.

Philip D.: I'm always excited, not that I am particularly old, but anytime I see a young person so passionate. I wasn't able to find access and inclusion work until well after college. I wasn't exposed to it even. I didn't know it existed.

Shannon B.: Right. Right.

Philip D.: And I wish I had been able to spend the time that I spent in those four years of undergrad. Well, I was able to focus it in grad school, but grad school is less fun.

Shannon B.: It is less fun.

Sophie L.: That's what people keep saying.

Philip D.: It's more adult-ey. But if undergrad, if that had been an option, I think I would've been very drawn to it. And so I'm so excited every time I hear someone in that age range diving into this work. It's very exciting.

Philip D.: So that's all fantastic. I'd love to hear a little bit about what's going on at Middlebury college.

Shannon B.: Again, my colleague Missey and I, we've been working since about 2016. We came to our first conference in 2016, realized we were wildly horribly behind, as a lot of people do when they come to their first conference. I've heard it a lot this time as well, that you get really overwhelmed with, oh, dear God, how am I ever going to even do the basics? And we just started chipping away.

Shannon B.: So we've gone from feeling like we're a million years behind, we're never going to get caught up, to between the work we've done and the work that Sophie's

done this summer, now I have an evacuation plan, which you would think I should have had a long time ago. But I didn't. We have a list of artists that we want to contact who have a disability. Sophie's worked up a letter to start an advisory council. We've gone from having one interpreter at one event, to this year we're going to be having multiple interpreters at, I think, over five events. Which in a small state, at a small venue, it's a lot. I mean, it's definitely an improvement.

Philip D.: Yeah. I want to dive a little bit to the left here. In a small state like that, what is it like trying to find service providers?

Shannon B.: Well, there some great agencies. We have a wonderful coordinator at the Vermont Arts Council, Michele Bailey. She's actually here at the conference. And then Sophie has a great connection to the folks, is it the Vermont Association for the Blind?

Sophie L.: Yeah. So there is a lot of really wonderful agencies in Vermont that that aid people with varying disabilities. As someone who's visually impaired, I've done a lot of work with the Vermont Association for the Blind, which deals mostly with younger children, school age children, and then the Vermont Division for the Blind, which is 16 through permanent employment.

Philip D.: Okay.

Sophie L.: And there's also the Vermont Council for the Blind. All of these groups have been working together to get audio description established in the state. So that's something that I've been doing work on to try to get at the art center.

Shannon B.: There's also the Center for Independent Living and what used to be a VSA Vermont, which has rebranded itself. And Sophie's been in touch with all these folks trying to create a network for us of people we can go to when we have questions like services. So we had a request for audio description for a dance performance, and in the middle of everything else I had going on, I had to dig for that information, and still we ended up kind of doing it ourselves. But now we've got this whole list of resources in the magic Sophie Lefkoe Google Drive.

Sophie L.: It is a big folder.

Philip D.: I mean, that's fantastic. I mean that's community building or community resource building.

Shannon B.: Absolutely.

Philip D.: Which is so important. And those types of organizations often tend to be excited to help, in my experience.

Shannon B.: Yes. Yes.

Philip D.: Because they want you to get it right.

Shannon B.: Yeah. Absolutely. Yeah.

Philip D.: So one of the things that you noted, this is your third LEAD Conference.

Shannon B.: Mm-hmm (affirmative).

Philip D.: And Sophie, this is your first LEAD conference.

Sophie L.: Yep.

Philip D.: So Sophie, I'd love to hear, I guess we'll start with you, from your perspective, what has this experience been your first time at a conference like this?

Sophie L.: So this is not only my first time at LEAD, but it is also my first time at any professional conference of any kind.

Philip D.: It's a good one to start with.

Sophie L.: Yeah. And I feel a little bit spoiled because it's so open and so wonderfully accessible. It's been great to hear so many open dialogues with people from across the country. I've been just really struck by everyone's generosity in sharing their knowledge and working together. It's just been really wonderful.

Philip D.: I love hearing that, because that has been my experience as well. I remember my first LEAD back in 2013 and just thinking, one, oh my God, all of these people are doing amazing things.

Shannon B.: Right.

Philip D.: And I was coming from an arts service organization, but there was all these people just killing the game.

Shannon B.: Yeah.

Sophie L.: Yes.

Philip D.: But they all just wanted to tell me how they did it.

Shannon B.: Yeah.

Philip D.: It wasn't proprietary.

Shannon B.: No, not at all.

Philip D.: It was, let's share. Also like, what are you doing? And maybe that works for me too.

Shannon B.: Oh, yeah.

Sophie L.: Mm-hmm (affirmative).

Philip D.: Or maybe I can steal. Or maybe as Betty says, borrow an idea here, borrow an idea there. And then for you, Shannon, you've now have been to three LEADS. What has that arc been like for you?

Shannon B.: It felt like it's a pretty steep learning curve. I feel like this third time might be the first time where I feel like I do have enough base knowledge to have a little bit deeper conversations with folks.

Philip D.: Mm-hmm (affirmative).

Shannon B.: I think those idea of the deep dives were really great.

Philip D.: I love it, yeah. I love them.

Shannon B.: For those particular things. Because I'm working on this evacuation plan, it's a really tough subject these days, and all the different scenarios that you have to think about and talk about. So it's nice to be in a room full of people who have the same viewpoint as you, but also are willing to share their Choose Your Own Adventure Evacuation Plan. Some presenter had that. There's flip charts, everybody's exchanging cards still, so it doesn't matter if it's your first one or your 10th one, people are always willing to share that information.

Philip D.: I love, love, love, love, love hearing that because I know that is the mission, and I'm appreciative that they are executing it at such a high level.

Shannon B.: Oh, absolutely.

Philip D.: It just seems good humans breed more good humans.

Shannon B.: Yes.

Philip D.: So the organic growth, I think at the opening, they showed the growth of the conference, and I know so much of that is word of mouth.

Shannon B.: Yeah.

- Sophie L.: Yep.
- Philip D.: And I was talking to Betty on Monday, I guess the first day of the conference, and she was debating whether this is a blip jumping to 600. And I said, no, you have a lot of wonderful people that have come to this conference, learned so much, and then they want to bring other people that they know that are equally as wonderful and bring them along. And again, organic growth right here, you've been coming three years.
- Shannon B.: I've been coming three years. I told Sophie about the conference when she was... Did I tell you when you were in high school, still?
- Sophie L.: Yeah, we talked about it last summer when you came back and were really jazzed about it. And I said, can we have lunch and can I see your materials? Yeah, and I was immediately, totally entranced. I knew that I wanted to come and check it out.
- Shannon B.: And that was sort of a big leap for you and I. Because as your high school mentor and family friend, you didn't really want to talk about the things you were interested in terms of your own disability or what you wanted to do in the future. So I was like, oh my God, Sophie's talking about it. Quick, quick, I've got to capitalize.
- Sophie L.: Yeah.
- Philip D.: I love it. So one of the things I love to do on this podcast, because in higher ed and in nonprofit we don't often get this in interns, we don't often get this opportunity. We're told this is the budget and not right now.
- Shannon B.: Oh, yeah.
- Philip D.: But I like to let folks dream their dreams.
- Shannon B.: Right.
- Philip D.: So I'd love to hear, and we'll start with Shannon, what you hope for the future of access and inclusion at Middlebury?
- Shannon B.: I would like us to have everything available not only by request, but for a majority, if not all, events. And this was at the first LEAD Conference. I remember they showed a film and a young woman who is a Native American and deaf was saying, I want to just be able to walk into a space and not have to ask for anything. It's just there. Somebody thought of it. I'm just like everyone else. I don't have to step to the side. And that's what I want at Middlebury for

students, for our community, for our faculty and staff, for people with visible and invisible disability, that everybody's welcome right off the bat.

Philip D.: I love it. And Sophie, how about yourself?

Sophie L.: Specifically at Middlebury, or what do I want to see in my own?

Philip D.: Let's go big picture here. There's no limit on dreams in this podcast.

Sophie L.: Absolutely. You know, I want to keep doing this work for as long as I can, and I want to see it more mainstreamed to be a thing that is included in every single organization, not as an afterthought or as somebody's second job title, but as a given. And like Shannon said, I want to see as much art as possible be entirely accessible without request.

Philip D.: Yes. 100%. And I think we're starting to work our way there, and things like LEAD are helping. As Betty said at the top, this isn't a conference, this is a movement, and we are more definitely on our way there.

Shannon B.: We are. It's exponentially better.

Philip D.: Thank you guys so much, both of you, for your work.

Shannon B.: Thank you.

Sophie L.: Thank you.

Philip D.: What you've done in three years is truly impressive. And what you're bringing to the team, Sophie, is also impressive, creating that kind of community network. And it's so important. So thank you for doing that work, thank you for your hustle, and thank you for being an Access Champion.

Philip D.: Thanks to Linda, Beth, Shannon, Sophie for all taking time to pop by the pop-up studio, pun very much intended, and have such great chat and be so open and candid about diving into this journey.

Philip D.: Again, as I said at the top of the episode, if these conversations were something that really struck home for you, and you are at the beginning of the journey or in the middle of it and you can't see the forest through the trees or what have you, I really suggest seeking out symposiums and conferences like the Kennedy Center Conference, but there may be more local ones for you to find that community and that support, because it is truly, truly invaluable.

Philip D.: And I think that's that. So thank you as always to our executive producer, Matt Kerstetter, for making us sound great each and every single week. Thank you to



This transcript was exported on Dec 17, 2019 - view latest version [here](#).

our associate producer, Miss Kelsey Rose Brown, for everything that she does. Thank you to our Champion intern, Savannah Cooper, who curates some amazing things on social media. Thank you to Tommy Karr for that dope logo. And thank you to both Eric Walton and Austin Begley for all of the music you hear on the podcast.

Philip D.: We'll be back again next week with our special holiday episode, and remember inclusion believers, never stop running through that brick wall.