

REALTIME FILE
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>> **DEREK:** It's after the hour, and we would love to welcome everyone to the third **Lights! Camera! Access! Online Mentoring Circle**. Sorry, I just muted Megan, that was her train announcement. Yeah, so to start, welcome to the **Zoom** meeting platform, we're thrilled to have everyone with us, you're going to get used to **Zoom**. When you're not speaking, we do ask that you mute, so we can have the speakers be clearly heard by other attendees. We have PolicyWorks with Barbara Butz and Steven Allen to talk about disability disclosure, before we do, I'd love Tari to kick us off with a few words of wisdom. Tari, go for it.

>> **TARI:** Hi, gang, that's for joining us, now that we get the bugs on the **Zoom** platform, we're on a learning curve, too, there are more and more of you joining us, which is fabulous. So we're in number three,

we've got three more great ones planned for you.

And from time to time, we'll be sending you announcements, like over the weekend, I sent one about AIRBNB, if you're interested in a part time gig, because this entertainment industry really is a gig economy, you go from gig to gig to gig, and as Tree experienced, and other folks, you take on gigs that are short-term, that build out your resume, so then your experiences, so that you're ready for the next gig to come along. So it may or may not be appropriate for you, but just know we're thinking about ways to offer you opportunities.

And we're really excited about continuing this, so we need your feedback to help us improve the process. So I'm going to turn it back to Derek and Derek will introduce Barbara and Steve from PolicyWorks.

>> DEREK: Thanks, Tari, appreciate you checking in and setting us for today. We have our agenda, so we've got you welcome, next, we're going to go into disability disclosure, and then we'll watch a video that Steven recorded for you on disclosure techniques, which is just awesome. And I'm looking forward to that. It's 13 minutes long. We're going to show that live. And then after that, we'll go into the meeting and discussion with Barbara and Steve are going to talk to you directly and we hope to have you guys engage with each other on disclosure ideas and recommendations.

And then, we'll wrap up with the comments next steps and a bit of an

advertisement for our next circle meeting on the 17th. And with that, I'm going to switch -- stop sharing and I'm going to pull up and switch from Tari here over to the spotlight **mentor** on Barbara.

>> **BARBARA:** Here we are.

>> **DEREK:** Hey, Barbara.

>> **BARBARA:** Hi.

>> **DEREK:** So we have Barbara Butz and Steven Allen from PolicyWorks, they provide guidance and consulting support services, really, to make policy work for all people. And Barbara has been a founder of PolicyWorks and committed, really, perhaps about a decade of her life to growing PolicyWorks to where it is **today**.

>> **BARBARA:** That's true.

>> **DEREK:** The president and CEO of that organization. So Barbara, why don't we start out by having you describe some of the mission of PolicyWorks and some of the current clients and work then why you got involved with the lights, camera, access.

>> **BARBARA:** Sure, I'd be happy to do that. A very talented, spirited young woman named Susan Daniels and I started PolicyWorks along with our colleague Jeanne about 10 or 11 years ago now, and we wanted to -- we wanted to serve particularly young

people, I think we really focused on young people with disabilities in terms of helping them connect to jobs and careers. And to build lives of independence and Susan would add joy.

[LAUGHTER]

And so, we have been very fortunate to be able to do that. And we are -- have really focused on recently on developing pure mentoring programs across the country, and we have done this with the Rehabilitation Services Administration as a Workforce Innovation Technical Assistance Center that's located in San Diego State University in California.

And so we have most recently worked with them and have developed peer mentoring programs in six states, including Alaska, Mississippi, Florida, Maine, Virginia, and Maryland. And the purpose is to help young people in school, whether or not it's -- well, of any age, but this particular program is focused on school, to help develop that skill set of learning from their peers and using their peers in terms of helping them learn the things that they need to know to get where they want to go.

And I think that this is a classic example of a great opportunity for each of you to use your -- the people that you need in these circles, to help you get where you want to go.

By networking and talking and sharing ideas and, you know, like someone had the idea of the -- the printed card, and how you can use -- leave behind material. That's something that maybe you

wouldn't have thought of if you haven't have been part of one of these circles. And so that really is our goal. We just want to help connect young people to jobs and careers.

So we're committed and we're glad -- we have been so excited to be part of the LCA family and team because we think that this inside the entertainment industry broadly, you know, film, TV, interactive media and advertising, LCA really targets very specific strategies and techniques and supports for you as a young person, wanting to build a career in these industries. And so we're very glad to be a part of it.

Steve, any comment?

>> **STEVE:** I disagree with everything you said, Barbara.

[LAUGHTER]

>> **DEREK:** Thanks, Barbara, that's helpful, and thanks for all of work that PolicyWorks has been done, not just with LCA, but for the folks across the country, especially inside of California and Florida.

>> **BARBARA:** Thank you.

>> **DEREK:** Relationships there. We are going to turn to Steve now. He's the other part of the PolicyWorks that's tag teaming today.

So maybe to turn a little bit away from, you know, about PolicyWorks and more, Steve, can you give us a bit of a setup, you know, so you're the National Services Coordinator and deeply involved with peer mentoring and with LCA.

But you also recorded 14 minutes that we're about to watch. You have some thoughts about what you wanted to share? And we're going to hear those. Give us a set up for the reel that we're about to see.

>> STEVE: Sure. So I had to go out to California from Florida and meet Tari at Inclusion Film, Joey Travolta's studio in San Diego, to do the filming you're about to watch. And Barbara wasn't able to join me, so I was thinking on the way over on the plane, what would I say and I had a conversation with -- next to me, that sort of inspired me. So we'll talk about this in the presentation.

But an idea came afterwards, you know, there are a lot of papers and articles and web resources that talk about disclosure and when to do it and all of these different things. But what I thought about after doing this presentation that you're about to watch was I do a lot of community theater and when you do community theater, you have a role to play and then you start learning the lines and you practice those lines over and over and you begin to block, which is when you get on the stage and you have to begin to act out the movements and the timing of the play, you're playing a character.

And if you do that over and over again, there comes a point when you've got those lines memorized, so you get to be the person who is making the statement in front of the crowd.

And that's what disclosure is about. It's not -- at least the way we want to talk about it. We don't want to tell you, when, where and what's the best, because that really changes and different in each situation.

But what we want you to understand is that disclosing is really about believing your disability is a part of who you are, and that it's core to you, and that that belief looking back at your life, and seeing how your disability experience has given you qualities and experiences that are valuable to an employer or a role that you're going to be playing in a job.

That learning that that is part of who you are, and it's an authentic part of who you are, practicing that, believing that, and ultimately then you're able to put that in your pocket, so to speak, when it comes time to disclose, you are fully believing and make that an authentic expression of who you are and I think that is so much more powerful than just sort of memorizing or learning a rule about when and how to disclose.

>> DEREK: So with that, I'll start the video.

(Captioned Video playing)

>> **DEREK:** All right. Thank you, Steve. Let me see if I can --
And the video is captioned. There we go, good
Tari, can you confirm, you can hear me?

>> **TARI:** Yes, I can hear you.

>> **DEREK:** So I'm going to hit play on this. And I changed the
settings and if we don't hear sound right away, I will restart it. But
let's give it a go.

>> **TARI:** There are captions.

(Video playing with captions).

>> **DEREK:** I just paused it. Can you hear the audio?

>> **STEVE:** Yes.

>> **DEREK:** Thank you.

(Video playing with captions).

>> **TARI:** Yeah.

>> DEREK: Awesome!

so I'm checking to make sure that -- I could hear Tari, so Barbara and Steve, can you hear me now?

>> BARBARA: Yes, I can.

>> DEREK: And Steve, can you hear me? Steve, I'm having a little problem getting connected to you. So let's get Steve back on.

>> STEVE: I can hear you.

>> DEREK: Maybe you can hear me now.

>> STEVE: Yes.

>> BARBARA: Yes.

>> DEREK: Awesome. Okay. Well, thank you, Steve, for the video, and the comments, own it, claim it, love it, we love the video, and the thoughts you shared.

So, you know, what we're going to do now, for everyone, is to turn from the themes of PolicyWorks and peer mentorship, and using relationships to support each other. And do that exactly with the themes that we just heard in the video.

Positive disability disclosure. This notion of a disability expression, framing and claiming your disability and focused on transferring skills, so how does disclosure and skills transference get conveyed and become the focus and of course letting your perspective drive a business case discussion where the employer makes this notion of I shouldn't do business without you. Because I need you in order to understand the segment of the market that I perhaps have ignored.

So with these thoughts in mind, let's open it up and we'll start by saying, to anyone in the Mentoring Circle, do you have any comments or questions, based on the video, and we'll go from there? So as a reminder, if you have a comment or a question, we recommend raising your hand, and David just has, so David, go ahead. David, we need you to unmute yourself.

>> **DAVID:** Sorry, I forgot to unmute. Anyway, anyway, thanks for the reminder. So about the disability disclosure, I learned that if -- that if my -- that if my disability is -- is not obviously from the outside, that it is not always necessary to bring it up until -- until at a later stage, when I feel like I need to let the coworkers or the employer know about it. If anything, is that true?

>> **BARBARA:** I'll take that one. I think that the key is whether or not you're going to need any kind of accommodation. And I think that you don't want your employer to feel that you've not been fully open with them.

So as long as you think that you can negotiate the environment without any accommodation, I think you're good to go. But I would encourage you to disclose early, if you see you're going to need something.

>> **DAVID:** I don't think I need any -- well, because the disability I have is, is autism, so it's only something related to my mental abilities, not related to anything that requires any physical accommodations because I can navigate my way and like other people can. It just really involves my ability to think and the way my emotions may work.

>> **BARBARA:** Sure.

>> **DAVID:** But all of those, I've been working to overcome throughout my life.

>> **BARBARA:** Right. Right. Right. And in that case, I think that you're safe to do that. You know, to take that approach. But if there was something that would help you in that environment, I know many people on the spectrum have issues with noise and disorder, and so, you know, if a particularly quiet space, you know, was helpful to you on occasion or whatever, it's just being clear about what your needs are and not make any big deal about them.

>> **DAVID:** Oh, right, okay.

>> **BARBARA:** But make sure that you have what you need to be successful in the environment.

>> **DAVID:** Yeah. Well, I know I used to be sensitive to these types of noises when I was a kid, but not -- it's not -- it doesn't bother me anymore, really.

>> **TARI:** Yeah, that's great. And sometimes, David, it's good, if you do need something, or you need to take yourself out of the game for a minute, because there's a lot of stimulation and stuff, or you need a fidget tool, it's always good to frame the accommodations as a tool to increase your productivity.

>> **DAVID:** That's actually why -- okay, yeah, that's actually why I don't want to overwhelm myself with too much work to do.

>> Right. Yeah.

>> Yes.

>> **DAVID:** That's what I was making sure to do.

>> Great.

>> Anyway, thank you.

>> Thanks, David.

>> **DEREK:** Awesome, thanks, David. Barbara, or Steve, you did have a question that you would like to pose, based on the conversation here to learn and engage a little bit from the Mentoring Circle members?

>> Well --

>> Sure.

>> **BARBARA:** Go ahead, Steve.

>> **STEVE:** Go ahead, Barbara.

>> **BARBARA:** You go.

>> I was just going to ask, how was just going to ask if anyone has had any experiences with disclosure or that have been good or bad and what you learned from are it and how that affected what you do now?

>> **DEREK:** That's a great question. Let's see if we can get somebody to jump in and we can build a conversation around that. Eme, thank you, I'm going to low you are your hand. Go ahead and unmute yourself. Go ahead.

>> EME: I have had experiences in both -- with both aspects, disclosing and it be positive, but at the same turn of events, with a different person, as it be absolutely negative to where it blindsided me. And the one I was blindsided mostly by, it was with DOR.

Where I was invited to be a candidate for a program but because of my disability and my age, they -- even though they wanted me to apply because of my experience and knowledge, they turned around and said, we're not going to let you participate because of your disability and your age. And I thought, well, what? Am I hearing this right?

Right.

So I left there that day, completely dismayed, upset, and confused. And on other aspects, where I've interviewed or spoken with some individuals, it was positive. So I think I really -- it made me want to not disclose anything, because physically, you can't see my disability. It's all internal. But in hiding it, I thought and felt -- because I used to own a business and if I were in that place or interviewing someone in that -- that I would need as a supervisor or a manager, I would want a full disclosure, no matter where the cards may fall. Right.

Because I feel that if I don't, then I'm not being candid and open and that can turn around and later down the line, as I'm working, they could look at you, why didn't you let us know? And they would feel blindsided and almost disrespected or cheated, not knowing that knowledge.

So in both experiences that I've had, both negative and positive, I think I would still be cautious how I word it. And be prepared, but I think having full disclosure is valuable. And I think it's very important as individuals and human beings, that to break down those barriers and those walls, they need to know that there are individuals that are hard-working individuals, and we overcome those obstacles and they need to see it with those connotations.

So we face a lot of negative stuff, but I think that we just need to be just full force, take the bull by the horns, so to speak, and let the cards fall where they may. And if it doesn't fall in place, then not to be, and another door will open.

>> Right.

>> **EME:** But I think it's important that we have disclosure, but it's in how we convey it. I think is really crucial. That's my thoughts.

>> Well, I think that's really powerful in terms of the way that you're thinking about that. And it goes back to what I said, you know, unless -- that you never want to leave an employer not knowing. Right.

If at some point you think you're going to need their assistance. Right. Because they don't feel blindsided, why didn't you fully disclose this?

>> Yeah.

| >> EME: I think that's a level of integrity and honesty. When that did happen to me, especially with DOR, and quite a few other places, they would -- I even had a manager pull me aside, a professional, and say, you know, you're not getting anywhere because of your age and your disability. And I thought, oh, my God, I just felt disheartened and it made me just crawl into a shell and want to hide. Right.

And that really, I thought, is this really happening? And yes, it's the world. Right.

And it's life. But I'm starting to push past that. And I -- we just need to change the world and their thoughts to where. Yeah -- to where we start thinking differently. Right.

| >> Sometimes negative experiences really impact us.

| >> EME: Oh. Without a doubt.

| >> And you know, it's like you have a negative experience, you have a bad reaction from someone, and it carries so much weight many someone who might compliment you about your perspective having a disability or something that you do. And so you know, you -- you're impacted by that.

| >> Oh, yes.

>> **STEVE:** And I think that's a powerful truth of all of us. And, you know, there's another level where, you know, I talked about this, a lot of good people in this world and that's true, and most of us all want to give each other a fair chance, but sometimes people just don't make the right decisions or have a bad perspective. And there's really not a whole lot that you can do about that.

>> **EME:** No, there's not.

>> **STEVE:** So hiding yours from them -- yourself from them, because of the bad reaction you had previous, is like you said, it doesn't sort of present yourself as the whole person. That being said, you know, there's always an appropriate time to not tell someone about your disability. I mean, it's perfectly okay to just not tell someone about your disability unless you need an accommodation or something that you need at work. So, you know, it's really in your control and that's what I mean by that.

>> **EME:** Then how would you know -- how would you know when to disclose it and when not to?

>> I think you sort of just have to --

>> That's kind of a fine line to walk, it is.

>> **STEVE:** Yeah, I think you just have to sort of feel it out, you know.

Always be prepared and know who you are and, you know, you may just -- you may just decide one time that it's the right time, and the other time, it wasn't a good time. And you may find that you decided one time and you got to experience a negative reaction again.

>> EME: Right.

>> STEVE: But I hope that that doesn't propel you from being your authentic self and at least your understanding of who you are.

>> EME: Right.

>> TARI: And Eme, you know, everyone is on a learning curve.

>> EME: Yes.

>> TARI: And so we learn from our colleagues in the LGBT community, a phrase, bringing your whole self to work.

>> EME: Right, right.

>> TARI: And that means everything, and it takes a lot of energy to hide parts of yourself.

>> EME: Yes.

>> TARI: And what part of your energy that you're hiding, you're not devoting to the job.

>> EME: Exactly.

>> TARI: Putting yourself at a disadvantage.

>> EME: Yes.

>> TARI: Like Steve said.

>> EME: Exactly.

>> TARI: You listen to your instincts, you're smart, you know your disability more than anybody else. And your gut or your instinct or that little voice inside of you, will guide you whether it's safe or not safe. Now, in terms of DOR, it is a huge --

>> EME: Exactly.

>> TARI: Sometimes counselors are not up to speed with a particular disability, number one. Number two, they may not be familiar with what we work in, a gig economy, GIG, which you go from gig to gig to gig.

Some people are not wired, self-included, to do a 9:00 to 5:00 job. So you like doing a variety of things that all lead to experiences that

build a very solid foundation on who you think you are, where you want to go in your career.

And if you're open to that, something may not seem like a good fit, but once you do, it, hey, that might work out great.

>> EME: Yeah.

>> TARI: So if you're experiencing pushback from employers or DOR, you know, we're here to talk about it. To communicate it. Frame it in a way like Steve said, in the video, don't be in their head, be in your head, talk from your own experiences and talk about your strengths, what you've done, or similar work experiences, or situations.

>> EME: Exactly.

>> TARI: For the most part, people with disabilities are the most creative problem solver, because every day, you get hit with something that's unexpected or inaccessible or some prejudging, which is prejudice.

>> EME: Exactly.

>> TARI: And sometimes it's not conscious.

>> EME: Exactly. Exactly.

>> DAVID: I have a take on this.

>> DEREK: Go ahead, David.

>> DAVID: Thank you. So yeah, I do notice that the other -- there are people that don't do that great of a job and not understanding really about -- about the disability fully. So that is why I would -- I would -- I would find myself continuing to connect with the same person once I've gotten to know the one that does his or her job right.

And sometimes it's good to see people who have disabilities working in these types of organizations because they have better idea because they have lived with it as well. So they have better idea of what -- of what other people with disabilities will need. And that's what makes a wonderful disability community.

>> BARBARA: I used to work with older workers a lot, and what we would tell them, because they face a lot of discrimination in the marketplace, also.

>> Yes.

>> BARBARA: Is to look for organizations that have people who look like you. So if you walk into an organization and there's nobody with a disability, there may be an opportunity there, but if you walk into an organization and you see that they have a couple of people with various disabilities, that may be a better fit and so you -- that's

something else that you can keep in mind as you kind of work through your options.

>> Right.

| >> **DEREK:** Thanks, Barbara. Thanks for bringing that up.

| >> **BARBARA:** No problem.

| >> **DEREK:** So just to do a little bit of a vet here, it's about 13 minutes to go in the meeting, we're talking about disability disclosure, and really positioning yourself when confident to do so for a competitive advantage.

And so I'd like to ask a question now, like, you know, with the discussion we've had in mind, it's been the hesitation, is there somebody that can come forward and lean into exploring competitive advantage?

You know, how can you do that? Have you done it? Or a question about a strategy to do it? Perhaps in your next interview? Anyone want to bring something up? Here we go, David is always willing to talk. Go ahead, David, lead us off.

| >> **DAVID:** All right. I was going to say, sometimes, when it comes to knowing how to disclose a disability, sometimes some of the best things -- the best places to learn is by making mistakes. Because making mistakes is part of how we grow. Well, that goes to anything. But if you find that you don't do a good job during the interview, or if

you don't get a job, that gives you an opportunity to reflect back and think about how you can improve yourself on disclosing a disability for future job interviews.

>> Right.

>> **DEREK:** Thank you, David, appreciate that.

>> Very true.

>> **DEREK:** So we also have a question that I believe will be coming in from Amelia through chat. She said she has a specific question. And so I just typed her back, please share it here and we will turn to Amelia's question next.

As we hope for Amelia's question to come up, one of the points that Steve made and we often hear in these workshops, is that we need to practice, so the more times you practice, the more you know.

>> Yes.

>> **DEREK:** Your story. And you'll also know your comfort level of when to share or not share. So the more you do it, the more you're going to learn. All right. Now, let me see if I can pull up the question is in. Steve, do you see the question for Amelia?

>> **STEVE:** Yes.

>> TARI: Can you read it?

>> STEVE: Yes. I have to check to make sure I'm not on mute. It says because I am deaf, people tend to prejudge my ability to communicate the interview happens, they assume I need interpreters, they assume I can't function without them, and I've had the experience where I'll get a call back -- hold on -- it moved -- I'll get a call back only for them to drop me when they hear the relay interpreter at the other end.

It's one of those situations where I don't put -- get to choose how I -- most of the time and I've never really known how to approach that. In my freelance gig work, I can turn to e-mail. But in the big studio environment, they want to call. What's the best way to go about that problem?

>> TARI: I think Amelia, it's a great question. It's a really great question. Now, in the industry, are you talking about performance? Or other jobs in the industry? Writing, directing? Whatever?

>> AMELIA: Technical, yeah.

>> TARI: Technical. Where's your passion? You're in the animation.

>> AMELIA: Animation industry.

>> TARI: Okay. Great. Okay. So of all of the -- all of the unions are different, those of you that are interested in performing and broadcasting would be part of SAG-AFTRA, Screen Actors Guild and American Federation of Radio and Television Artists.

Those are your interests in writing, the Writers Guild of America.

Those of you are interested in animation would be the bigger union, that covers all of the -- what we call below the line, which are the technical crafts and trades and that is IATSE, International Alliance of Theatrical and Stage Employees.

Yeah. Animation Guild.

Thank you, Kimberly for suggesting that. So what we're also doing, because you want to work, employment covers a lot of different areas, it's entry jobs, internships, it's apprenticeships, so what we're trying to do is work with all of those unions and let them know what a proper etiquette might be, most of the unions have an EEO, Equal Employment Opportunity, or Diversity and Inclusion, some of them have entry programs.

If you're interested in television, there's a student or young peer group, that can tie you to the peer group of animation. And editing. And so thank you for bringing that up. We're trying to raise the

awareness in the unions and studios. Each of the studios even before Oscar **So White**, they have diversity departments and if you'd like to e-mail me off line, and specifically say, which studio or which experience you and I can brainstorm together.

And then also bring in your DOR counselor, if you have one. Because they're really here to help support that process.

Okay. Animation guild. Women in animation. It's not a union, it's another advocacy organization, Kimberly is absolutely right. We have a mentor named Kaitlyn Yang who does **visual** effects. **We deal with this** issue is on the panel and **she has** a lot of experience with that. And disclosure.

So maybe we could connect you, Amelia, with Kaitlyn, for some flash mentoring on that specific issue. Thank you for bringing that up.

Like we said, the industry is on a learning curve, DOR is on a learning curve, you're on a learning curve and **we're** on a learning curve, it's important to have all of this information to know how we help break through some of these head winds, so to speak.

>> **STEVE:** And then, might I comment about that other part of that question, Amelia, is so you have a disability, it's an apparent disability, but that doesn't mean that the person you're trying to communicate necessarily understands what you need or how to support you or how to react or what the appropriate etiquette is in this situation.

So sometimes if you use that to your advantage, to let them know and put them at ease about what it is that you need, so, you know, just go forward with it and say, you know, I have -- I'm a deaf person and I have my own interpreter, I have a conference line with support, I read lips and so you don't need to do anything but look at me when you speak, and speak slowly.

All of those things will help them understand and be more comfortable with it. So, you know, trying to find a way to talk about that in a way that sort of lets them know what is up and how to be comfortable in the situation, may help as well.

>> **TARI:** Right. And that's good advice, Steve, also, Smith works at BBDO, she worked with JD Michaels, the last spotlight mentor, and she had some of those similar encounters working in at a large ad agency, she recently moved from New York to Los Angeles, so there might be some opportunities to connect you guys as well.

>> That's great.

>> **TARI:** Thanks for bringing that up.

>> **DEREK:** So now, this is Derek again, and we're at 5 minutes to the hour. So I'm going to switch gears so we can wrap up on time. It's been a great discussion around the nuances of disclosure and how to do this with confidence. And expression of disability is part of

your experience in connected to transferable skills, so let's make sure that we keep that in mind.

To roll out, I have a couple of questions for Barbara and Steve.

A bit of a speed round, per se.

>> **STEVE;** Oh, good.

>> **DEREK:** And then, we'll talk about our next meeting.

>>

[LAUGHTER]

>> **DEREK:** So Steve, we talked a lot about networking and mentoring, do you have any recommendations to share with others in achieving their objectives through, let's say, networking itself. We just brought up a couple of individuals and we talked about the power of networks, but when it comes to disability disclosure, any recommendations on how to leverage networking with disclosure?

>> **STEVE:** That's a great question. Maybe Barbara can help. But I think that basically, you should always be talking with meeting with discussing, this with other people in your community that share your experiences, and a lot of times, you know, that conversation will help you all grow, and that's really what mentoring is about is having that discussion and having those experiences and you may -- you may pick up something that works for you, from someone else's experience. And that's really where you gain that knowledge. So that would be the first thing I would say about it.

>> **DEREK:** All right. Barbara, let's go to you, and connect that idea to lesson that you've learned and how to leverage networks as well, go ahead.

>> **BARBARA:** Lesson I've learned. Well, I think that the one of the things I was going to say about the question to Steve, was that part of that is doing good research on your employer. And seeing if you can identify anybody that you know that works there, so that you can begin that process of learning the intimate detail of how they think and how they operate. And then, to your question, tell me your question again?

>> **DEREK:** What's the lesson that you've learned about either networking or using mentors, that you learned along your career, but you kind of wish you had at the beginning of your career.

>> [LAUGHTER]

>> **BARBARA:** Well, I personally, I have had wonderful mentors. And I have tried to use them fully. And I think that when you find people in the workplace who takes an interest and a liking to you, that the -- if you can kind of explore that as much as possible, but I think also, the people who are in your -- and that goes for networking, too, as you move from one agency to another, it's really a good thing to never lose contact with the people that you started with. You know, to

keep in touch with them, to build that network, one job at a time, one experience at a time. Because that gives you an arsenal of information and knowledge that you can tap into when you get in tight spots, and I think that peers can do that, too, if you have strong relationships in the workplace, that can really help you get through some challenging times. And we all have challenging times in the workplace, trust me.[LAUGHTER]

>> **DEREK:** Thanks, that's helpful. And it takes time, but it's -- if you're strategically allocating time to people, then you're going to use those relationships to learn and grow. And.

>> **BARBARA:** Right.

>> **DEREK:** And don't miss out --

And they do last a lifetime. I'm 71, I can tell you, they last a lifetime.

>> **BARBARA:** Yeah, you said before that you worked **with**, you know, the aging population as clients.[LAUGHTER]

I bit my tongue a little. I am one.

>> You worked with them long enough to become part of the generation.

>> **BARBARA:** That's right. That's right.

>> **DEREK:** Now, thanks for sharing that with us. And Barbara, if we were to want to follow PolicyWorks, on social media, what would somebody do to be able to watch your work? On the social media platform.

>> **BARBARA :** Go out to disability PolicyWorks.org.

>> **DEREK:** All right. Disability PolicyWorks.org and we can follow along.

>> **BARBARA;** Right.

>> **DEREK:** That's great. Thank you. And we'll put that in the followup message. And Steve, let's turn to you. For the final word. Sorry. Before we go to the final word, I just -- Preston, do you have a question?

>> **PRESTON:** Yeah, just curious, where the archives of the previous meetings would be located?

>> **DEREK:** Sure. Tari will send out a follow-up note, but these are at LCA online, so it's an archive of all of the videos, it will take us a week to ten days to get this archive up, but we currently have four videos there.

>> **PRESTON:** All right. Thanks, thank you.

>> **DEREK:** No problem. We'll keep adding them there. So you use that password that Tari shared earlier.

>> **PRESTON:** Will do. Cool.

>> **DEREK:** All right. Steven, wrap us up with the final word. If you had to summarize with a single word that you'd like to share with the group, we've done this in other meetings, what would be that word to close us out today?

>> **STEVE:** Express yourself. I know that's three words, but it really express yourself.

>> **DEREK:** I like it. And you know, maybe it's multiple words, but it includes ones identity and the notion of disability expression. That's a term that we don't hear a lot. When we talk about disability disclosure and self-identification, but self-expression is kind of a universal theme that we should all strive for. And so we thank you for your video. And we thank you, Barbara, for joining in on the discussion as well. What we need to do is switch gears and I'm going to try to come back to our -- hopefully, you're now seeing the PowerPoint screen.

>> Yes.

>> **DEREK:** So here, we had our video today. So we have two pieces of homework for you, specifically, a lot of folks want to know about the resume. How we're disclosing, using the tips and ideas of expression on paper. So and I have talked, if you want a resume that you want to have feedback on, send it to Tari or myself and we'll route it.

Obviously, we can tap into Barbara and Steve, but we have a broad network of 136 organizations inside of the **Lights! Camera! Access!** community, and we might be able to loop somebody else in to give you feedback on your resume. And then the other piece of homework is a practice disclosure, or expression.

And that's our word for the day. And whether that's with the friend, family member, or a colleague, or one of us, if you need to, you know, you can tap us. But we want you to practice it before you get into an exact moment where you choose to disclose. And then looking ahead of the upcoming Mentoring Circle meetings, the next meeting is on September 17th, we reordered this a little bit.

We're going to have Xian **Horn** and Anita **Hollander** with us. They recorded with us at the beginning of August, they're out of New York, both in the media space. And **Anita** is a performer. Does stage and a lot of different other items and **Xian** has been running a couple of organizations as an entrepreneur and focuses on others with

disabilities express that, and find confidence in their career planning. So they will be two peer mentors who are operating out of New York City, joining you out in California on September 17th.

Leader, Judy Heumann, she'll be talking about reframing the narrative and Tari has lined her up as a special guest. And we have rock your profile set, with LinkedIn for October 15th, we'll look to confirm that before our next meeting. And we'll wrap up.

As you know, you can reach out to any of us. You could have e-mail, or Tari's, and then these are the rest of you are e-mail addresses, so please, consider reaching out, if you have any questions.

And at this time, we're a few minutes after the hour, but once again, thank you to Barbara Butz and Steve Allen for joining us to talk about "Self-Disclosure and Sharpening Your Competitive Advantage with PolicyWorks" and thanks to all of you for making time today to be in the circle.

Kimberly says, I have an appointment on the 17th, I won't make it. We'll miss you, but we'll get you the recording. Yeah. Thanks, everyone, for a great meeting, and joining us, and we will regroup on the 17th. Take care.

>> Thank you.

>> Bye-bye.