00:00:03:15 - 00:00:04:07

Hey, everyone.

00:00:04:07 - 00:00:06:21

And welcome back to The Wheelchair Activist.

00:00:06:27 - 00:00:09:02

This is a podcast hosted by me,

00:00:09:07 - 00:00:10:09

Emma Vogelmann, where

00:00:10:09 - 00:00:13:02

I interview

some pretty amazing disabled people

00:00:13:09 - 00:00:17:01

as well as some amazing

allies of the disabled community.

00:00:17:07 - 00:00:22:07

Today I am talking to the fantastic

Shani Dhanda.

00:00:22:15 - 00:00:26:06

She is just all around

one of the most incredible

00:00:26:12 - 00:00:28:10

disabled people I have ever met.

00:00:28:10 - 00:00:31:06

She is smashing all sorts of barriers,

00:00:31:07 - 00:00:37:06

being a disabled entrepreneur,

advocate, activist, as well as an amazing

00:00:37:11 - 00:00:39:29

Southeast Asian woman

who is also providing

00:00:40:03 - 00:00:43:07

some much needed representation

to those groups.

00:00:43:15 - 00:00:46:19

I cannot wait

to hop into this conversation.

00:00:47:04 - 00:00:51:06

The more you help a disabled employee

with the right support,

00:00:51:07 - 00:00:54:10

the right equipment and the right tools

to get on with their job,

00:00:54:10 - 00:00:57:15

the more productive they will be

and the more profitability

00:00:57:15 - 00:01:02:16

that you will have and the better coaching

you will have in your organization.

00:01:03:11 - 00:01:05:18

I regularly get trolled,

00:01:05:18 - 00:01:08:22

and there's a hierarchy in the way

in which people troll me.

00:01:09:03 - 00:01:12:13

So first they'll

troll me about my disability,

00:01:12:25 - 00:01:17:25

then my ethnicity, and then if they ever

get round to it, my gender.

00:01:18:12 - 00:01:21:27

If I see another disabled person

doing something, or another South Asian person

00:01:22:09 - 00:01:24:22

or another woman, I'm

going to support you.

00:01:25:03 - 00:01:27:00

I'm not going to think, 'Oh,

that was my opportunity.

00:01:27:00 - 00:01:27:28

You took it from me.'

00:01:29:05 - 00:01:29:19

Great.

00:01:29:19 - 00:01:35:10

Well, thank you so, so much for joining us

on The Wheelchair Activist.

00:01:35:11 - 00:01:40:00

Can you tell our wonderful listeners

a little bit about who you are

00:01:40:00 - 00:01:41:11

and what you do?

00:01:41:11 - 00:01:42:09

Yeah, sure.

00:01:42:09 - 00:01:44:02

So I'm Shani Dhanda.

00:01:44:02 - 00:01:47:00

I'm a very, very proud Brummie.

00:01:47:10 - 00:01:50:21

So that's someone from Birmingham

who now lives in London.

00:01:51:03 - 00:01:53:21

And I'm a South, South

00:01:53:21 - 00:01:57:23

Asian woman who experiences disability, um

00:01:57:28 - 00:02:03:05

and I had an amazing ten year career

as an event manager.

00:02:03:19 - 00:02:07:06

And I am now a disability

00:02:07:15 - 00:02:11:11

consultant and inclusion strategist.

00:02:11:18 - 00:02:15:25

And I work with businesses and brands

to help them to become more inclusive.

00:02:16:02 - 00:02:18:23

I specialize in disability inclusion.

00:02:19:18 - 00:02:24:29

And in addition to all of that, I'm also

a social entrepreneur and a broadcaster.

00:02:25:19 - 00:02:27:26

Amazing. Thank you so much.

00:02:27:26 - 00:02:32:05

I was trying to think about

how to describe you.

00:02:32:05 - 00:02:36:01

I think it was to my producer

or to other people who I was

00:02:36:05 - 00:02:38:02

saying you were going to be on the podcast

00:02:38:02 - 00:02:41:24

and I thought, 'she wears so many hats,

I don't know where to start.'

00:02:42:08 - 00:02:46:24

That is my daily struggle

when people ask me what I do.

00:02:47:03 - 00:02:49:10

I never know how to answer that question.

00:02:49:21 - 00:02:53:05

But I think, I think it's really nice

that, you know,

00:02:53:05 - 00:02:57:00

I get to do so many of the things

that I enjoy.

00:02:57:07 - 00:03:00:22

You know, this is definitely a dream

for me to be able to to

00:03:01:11 - 00:03:05:17

to manage all of these things

and to make it all financially viable.

00:03:06:11 - 00:03:09:23

So, yeah,

I'm just glad that I've been able to do that

00:03:09:23 - 00:03:13:19

and to help to break down barriers

in lots of different spaces.

00:03:13:24 - 00:03:17:15

I think what I admire about the work

that you do

00:03:17:15 - 00:03:21:17

so much

is the work that you do with businesses

00:03:21:18 - 00:03:25:19

and to try and like you said,

to get them more inclusive

00:03:25:19 - 00:03:30:15

of disabled people but I'd love to know

a little bit more about that.

00:03:30:15 - 00:03:34:11

Sort of what are those conversations

like? If you're allowed to say

00:03:34:11 - 00:03:36:05

who you have worked with

00:03:36:05 - 00:03:37:24

then that would be super interesting,

00:03:37:24 - 00:03:41:01

but just sort of, yeah,

how do those conversations go?

00:03:41:18 - 00:03:44:12

Yeah, so it depends really, like

00:03:44:19 - 00:03:47:12

on how much support

00:03:47:12 - 00:03:51:00

the business might need or where they are

on their inclusion journey.

00:03:52:00 - 00:03:52:15

I have to

00:03:52:15 - 00:03:55:12

say, though,

a lot of my work is very reactive.

00:03:55:23 - 00:04:00:12

So what I mean by that is perhaps

something hasn't gone quite to plan.

00:04:00:23 - 00:04:03:11

Perhaps there's been a bit of a crisis

00:04:03:22 - 00:04:06:12

or perhaps the organization

00:04:06:12 - 00:04:09:27

just needs to do better on disability

inclusion.

00:04:10:07 - 00:04:13:06

So whilst I enjoy all of that work,

00:04:13:06 - 00:04:16:12

I do wish a lot

more of my work was a bit more proactive.

00:04:17:03 - 00:04:19:11

Instead of just always putting out fires

all the time.

00:04:19:19 - 00:04:23:15

So what that can look like

are lots of different things

00:04:23:15 - 00:04:27:10

from looking at an organization's

range of policies

00:04:27:10 - 00:04:30:25

to make sure that they're inclusive

for their disabled employees.

00:04:31:19 - 00:04:35:01

Looking at the brand's or business'

strategy,

00:04:35:01 - 00:04:38:28

their marketing, ensuring

that they're really representing

00:04:39:06 - 00:04:42:14

the full spectrum of diversity

that exists.

00:04:43:08 - 00:04:45:16

It can even be understanding

00:04:46:08 - 00:04:48:27

the language that a business uses.

00:04:49:05 - 00:04:52:10

It could be workplace adjustments.

00:04:52:11 - 00:04:56:02

It could be line

manager confidence on disability, it can-

00:04:56:09 - 00:04:58:12

It can be anything, really.

00:04:58:12 - 00:05:03:10

But I think everyone knows me

for my work that I do at Virgin Media.

00:05:04:18 - 00:05:05:27

And there,

00:05:05:27 - 00:05:08:28

you know, I

always talk about this being my dream job

00:05:08:28 - 00:05:13:22

and if any, if anyone listening's found-

has ever seen my LinkedIn

00:05:13:22 - 00:05:17:12

advert, that really shares

the story of how I found the job

00:05:17:20 - 00:05:22:09

on LinkedIn and it was the job

where I was able to combine

00:05:22:09 - 00:05:26:17

all of my project management

and event management experience

00:05:26:25 - 00:05:30:29

with my passion for creating disability

00:05:30:29 - 00:05:33:20

inclusion and disability equity.

00:05:34:25 - 00:05:37:12

So I was a disability program manager

there

00:05:37:19 - 00:05:39:19

and Virgin Media had a dedicated

00:05:40:21 - 00:05:44:06

plan, three year plan,

and we had an amazing partnership

00:05:44:06 - 00:05:49:00

with Scope

and we really transformed business.

00:05:50:19 - 00:05:53:09

And in addition

to that, throughout the partnership

00:05:53:09 - 00:05:57:16

that we had with Scope, we also helped over

a million disabled people

00:05:57:24 - 00:06:01:21

get the advice and employment

support to get into work.

00:06:01:21 - 00:06:06:10

So yeah, you know, that will always be

one of my career highlights.

00:06:07:10 - 00:06:10:05

And it was for me personally

00:06:10:25 - 00:06:14:21

the best ever employment experience I ever had,

00:06:15:08 - 00:06:16:02

as well.

00:06:16:02 - 00:06:18:04

So, yeah, lots of positives there.

00:06:18:21 - 00:06:19:19

Oh, wow.

00:06:19:19 - 00:06:25:16

It's- I mean just that number of

about giving 1 million disabled

00:06:25:16 - 00:06:31:25

people the advice to go out and seek work,

stay in work, or whatever that might be.

00:06:31:26 - 00:06:37:15

I mean that's what, you know, political

parties put in their manifestos and

00:06:37:24 - 00:06:39:29

look, you're out here actually

00:06:40:18 - 00:06:44:16

putting that into action,

which is just fantastic.

00:06:44:16 - 00:06:50:13

And I think we could, we could talk all day

really about this, but what do you feel

00:06:50:13 - 00:06:54:05

are the biggest barriers

to disabled people

00:06:54:05 - 00:06:58:23

in the workplace? Whether that's

getting into the workplace

00:06:58:23 - 00:07:01:11

to begin with

or staying in the workplace?

00:07:02:12 - 00:07:04:26

This is a great question,

and I think a lot of people often

00:07:04:26 - 00:07:07:16

think the biggest barrier

is just getting in work,

00:07:07:27 - 00:07:12:00

but actually staying in work

is equally as difficult.

00:07:12:00 - 00:07:15:29

And again,

I've had personal experience of that. So

00:07:17:16 - 00:07:20:00

when I

was sixteen years old, I had to apply for over

00:07:20:00 - 00:07:23:21

a hundred jobs before

removing any mention of my condition.

00:07:24:03 - 00:07:28:09

And then I was offered an interview and

then I was offered a job straight away.

00:07:28:20 - 00:07:31:24

So I had to learn a really harsh

life lesson at a very young age.

00:07:32:11 - 00:07:39:17

And then I was working for a

Royal Institute as an event manager.

00:07:39:18 - 00:07:43:16

I was there for five years,

and after five years, my line

00:07:43:16 - 00:07:48:07

manager changed and suddenly my life

00:07:48:07 - 00:07:51:00

was really made difficult at work.

00:07:52:04 - 00:07:54:12

And after six months, I just had to leave

00:07:54:12 - 00:07:57:09

because I couldn't-

I could no longer work there.

00:07:57:23 - 00:07:59:26

And when I look back on that time now,

00:07:59:26 - 00:08:02:25

I wasn't given

the right support from HR, even though

00:08:02:25 - 00:08:05:24

I'd raised all my concerns

through the appropriate channels.

00:08:05:25 - 00:08:10:09

And a lot of people said to me, 'Well, why

didn't you go to an employment tribunal?'

00:08:10:09 - 00:08:14:12

And I know I could have, but

that's not how I wanted to use my energy.

00:08:14:26 - 00:08:20:19

And instead I left, and that organization

just lost me as talent, essentially.

00:08:21:02 - 00:08:24:10

So I just want to,

I just want to make really, you know,

00:08:24:18 - 00:08:28:19

I just want to make the point

that it happens to many disabled people,

00:08:28:27 - 00:08:31:03

whether you are educated or not.

00:08:31:03 - 00:08:35:01

And really what it comes down to

is the bias that people have against

00:08:35:01 - 00:08:39:01

disabled people and the confidence

that people have not only employing

00:08:39:01 - 00:08:42:21

disabled people,

but managing disabled people, too.

00:08:43:11 - 00:08:47:11

So removing myself out of the answer,

some of the other barriers that I've

00:08:48:12 - 00:08:51:18

seen and heard and noticed are

00:08:51:18 - 00:08:56:06

there are a lot of myths around

employing disabled people.

00:08:56:06 - 00:09:00:03

So a lot of employers

that think it will be really expensive,

00:09:00:03 - 00:09:03:15

perhaps because they might need to knock

00:09:03:15 - 00:09:07:13

down their office and rebuild

it again as part of a reasonable adjustment.

00:09:07:23 - 00:09:09:19

But that's not the case at all.

00:09:09:19 - 00:09:14:00

What the, what the research actually

tells us is the majority of adjustments

00:09:14:00 - 00:09:18:20

actually don't cost anything,

maybe a little bit, but not much at all.

00:09:19:04 - 00:09:22:09

And then, you know,

we have something called access to work,

00:09:22:09 - 00:09:24:27

which is the government's

best kept hidden secret.

00:09:25:10 - 00:09:29:07

And at the moment,

I think I think the funding is around

00:09:29:07 - 00:09:33:03

£60,000 per disabled employee

to go towards

00:09:33:03 - 00:09:36:19

helping towards the cost of any reasonable

adjustments.

00:09:37:05 - 00:09:39:07

I also think another big barrier is

00:09:39:28 - 00:09:42:26

non-disabled

employers think disabled people

00:09:42:27 - 00:09:46:29

just have loads of time off work

or they might be unsafe employees.

00:09:46:29 - 00:09:51:11

But again, research disproves

that myth as well.

00:09:52:08 - 00:09:56:08

And actually, if I'm being really honest,

I know I'm

00:09:56:08 - 00:10:00:17

a very loyal employee because I'm

so bloody grateful to have a job

00:10:01:18 - 00:10:01:26

and I

00:10:01:26 - 00:10:05:21

know many other disabled

people will understand what I'm saying

00:10:05:21 - 00:10:10:20

because we often overcompensate,

because we struggle to get in a role.

00:10:10:27 - 00:10:13:07

We then struggle to perhaps keep it.

00:10:13:15 - 00:10:18:04

And then when we have something that works

for us, we really overcompensate.

00:10:18:09 - 00:10:20:27

And I remember

I had this massive complex of,

00:10:21:13 - 00:10:24:10

no, I don't want to

I don't want to ever have any time off,

00:10:24:23 - 00:10:27:29

whether it was related

to my disability or not,

00:10:28:06 - 00:10:32:18

even if it was something

completely separate, I always felt like

00:10:33:26 - 00:10:36:04

it would go against me

and it would be like what

00:10:36:04 - 00:10:37:27

my line manager would be expecting.

00:10:37:27 - 00:10:40:24

But that's so toxic.

00:10:40:24 - 00:10:45:13

So yeah, there's lots and lots of reasons,

but ultimately the biggest barriers

00:10:45:22 - 00:10:50:01

come from non-disabled people

and their attitudes and their bias.

00:10:51:10 - 00:10:52:04

There's so

00:10:52:04 - 00:10:56:12

many things of what you just said

that I just completely agree with,

00:10:56:12 - 00:11:00:15

but I love that

you also referred to access to work

00:11:00:15 - 00:11:05:03

as the government's best kept secret,

because that's exactly what I tell people.

00:11:05:03 - 00:11:08:23

And people sort of laugh,

but I go, 'No, really, it is,'

00:11:09:18 - 00:11:14:12

for the exact same reasons you said, you know,

about the amazing amount of funding

00:11:14:12 - 00:11:19:28

that it can provide

where an employer's resources can't.

00:11:19:28 - 00:11:25:09

And it's something that I don't think

gets talked about nearly enough

00:11:25:09 - 00:11:29:01

in the disabled community,

but also among employers

00:11:29:09 - 00:11:32:07

who, like you say,

may have that misconception around

00:11:32:12 - 00:11:35:19

how much a disabled employee

is going to cost.

00:11:36:12 - 00:11:37:01

I think if we're

00:11:37:01 - 00:11:41:00

talking about access to it,

we have to also mention the fact that it's

00:11:41:00 - 00:11:44:26

not the most easiest of things to apply

for, it's

00:11:44:26 - 00:11:48:00

not the most easiest of things to get.

00:11:48:21 - 00:11:50:21

We are dealing with the DWP

00:11:51:06 - 00:11:56:22

and the way that I see it

is that they see it as a benefit

00:11:56:22 - 00:12:01:12

rather than discretionary

funding that's available for everybody.

00:12:01:13 - 00:12:02:16

That's interesting.

00:12:02:16 - 00:12:03:01

Yeah.

00:12:03:01 - 00:12:06:01

So I, I've dealt with access to it

00:12:06:01 - 00:12:09:22

personally, but also helping other people

to get the funding as well,

00:12:09:22 - 00:12:11:12

from an employer's perspective,

00:12:12:19 - 00:12:14:03

so I just wanted to

00:12:14:03 - 00:12:20:00

caveat that and I really, really hope

that this process does get easier,

00:12:20:00 - 00:12:24:18

but I don't want people to be put off

that that funding is there.

00:12:25:01 - 00:12:28:11

Don't give up at the first hurdle

and there are people out there

00:12:28:11 - 00:12:32:03

that can help you apply for this funding

if perhaps you've never done it before

00:12:32:11 - 00:12:34:16

or if it's just a bit overwhelming.

00:12:34:16 - 00:12:38:02

I think I think we have to mention

those things when we talk about access to work.

00:12:38:02 - 00:12:38:12

Yeah.

00:12:38:12 - 00:12:41:06

But on the whole,

it is brilliant when it works for you.

00:12:41:12 - 00:12:42:18

I completely agree.

00:12:42:18 - 00:12:45:23

The application process is not easy.

00:12:45:27 - 00:12:49:04

There are a lot of forms

and there are a lot of stages.

00:12:49:04 - 00:12:52:20

Even when you get the funding

to actually receiving it.

00:12:52:24 - 00:12:56:04

But I agree,

if you can get through those hurdles,

00:12:56:12 - 00:13:00:24

then it is really great.

I want to come back to what you said

00:13:00:24 - 00:13:05:12

about this toxic idea

and this feeling that

00:13:05:12 - 00:13:11:29

you need to overcompensate

because I 100% identify with that as well.

00:13:11:29 - 00:13:15:27

I mean, I felt just a past

00:13:16:06 - 00:13:21:19

couple of months ago, back in April,

I got a really bad chest infection

00:13:21:19 - 00:13:25:09

and I ended up being signed off

work for three weeks.

00:13:25:15 - 00:13:29:03

And even though my manager

was so understanding

00:13:29:03 - 00:13:33:27

and so kind about it, I felt terrible

and I felt like I was, like

00:13:33:28 - 00:13:39:04

you sort of said, playing into what

the average employer might expect

00:13:39:15 - 00:13:41:05

of a disabled person.

00:13:41:05 - 00:13:45:21

And, you know, I think particularly

when you have a visible disability

00:13:46:03 - 00:13:48:25

and particularly a complex

00:13:48:25 - 00:13:54:09

one, that there's this presumption

that someone like me in a wheelchair

00:13:54:09 - 00:13:58:05

on a ventilator is in and out

of a doctor's office every other day.

00:13:58:05 - 00:14:02:02

And I really didn't

want to sort of fall into that. So...

00:14:02:13 - 00:14:07:08

I suppose, what advice or what,

you know, insight

00:14:07:11 - 00:14:12:01

do you have for both disabled people

but also non disabled people

00:14:12:03 - 00:14:14:21

on how to go about challenging that?

00:14:14:21 - 00:14:18:00

If we start with

what would you tell disabled people

00:14:18:00 - 00:14:21:14

first about how to try and combat that?

00:14:21:18 - 00:14:24:10

I think really what we're talking about

00:14:25:06 - 00:14:27:18

at its root is internalized ableism

00:14:28:09 - 00:14:30:22

and I think it just goes to show that

00:14:31:05 - 00:14:36:13

no matter how much work you do,

no matter how long you may have lived

00:14:36:13 - 00:14:40:20

with your condition or impairment,

you know, it's still there.

00:14:40:20 - 00:14:44:29

It's still something

that we have to actively understand,

00:14:45:05 - 00:14:47:11

you know, that it's rearing its ugly head

00:14:47:22 - 00:14:51:21

and we need to understand it

for what it is.

00:14:51:25 - 00:14:53:27

Emma, I'm with you.

00:14:53:27 - 00:14:56:09

I had COVID really, really

00:14:56:09 - 00:15:00:22

badly back in June 2020, and I had

I think, two weeks of work.

00:15:00:22 - 00:15:05:12

But I was really ill but all I was thinking about

was, 'I need to get back to it.

00:15:05:12 - 00:15:06:20

I need to get back to work.

00:15:06:20 - 00:15:09:20

I don't want people

to think that, you know, I'm

00:15:11:06 - 00:15:13:13

taking off time that I don't need to be.'

00:15:13:27 - 00:15:18:08

And then, and then actually- and

again, like you, I have the most

00:15:18:25 - 00:15:22:00

supportive employees and people around me -

was very grateful for that.

00:15:22:14 - 00:15:24:19

And then I just had to stop and think,

'Do you know what?

00:15:24:23 - 00:15:25:21

This is a-

00:15:25:21 - 00:15:27:00

This is a deadly virus.

00:15:27:00 - 00:15:28:13

We're living in a pandemic.

00:15:28:13 - 00:15:31:04

I need to give myself some time and

00:15:32:04 - 00:15:34:06

and that grace to

00:15:34:06 - 00:15:37:08

to to go through

what I need to go through and get better.'

00:15:38:16 - 00:15:40:24

So I had to sort of

00:15:40:24 - 00:15:43:18

tell myself off if that makes sense.

00:15:45:05 - 00:15:47:12

And I think I think that's

what it comes down

00:15:47:12 - 00:15:51:14

to is recognizing when something is

our internalized ableism.

00:15:51:22 - 00:15:52:15

Yeah.

00:15:52:15 - 00:15:54:13

And understanding what we do then

00:15:54:15 - 00:15:58:08

and how we recognize that

and how we manage that.

00:15:58:19 - 00:16:01:25

And I think my message

to non-disabled people is

00:16:02:27 - 00:16:03:12

I can't

00:16:03:12 - 00:16:06:29

explain the conflict that we as disabled

people

00:16:06:29 - 00:16:11:07

feel trying to manage our conditions,

trying to manage our jobs

00:16:11:07 - 00:16:15:11

or whatever we're doing in our lives,

and just trying to,

00:16:15:17 - 00:16:18:19

you know, to live in the best way

that we can.

00:16:20:02 - 00:16:23:19

And, you know,

I've had to support many friends as well

00:16:23:20 - 00:16:27:24

through lots of different

situations with work.

00:16:27:27 - 00:16:30:26

And you can clearly see when someone

00:16:30:27 - 00:16:33:15

is literally being bullied out of a job,

00:16:33:28 - 00:16:37:09

when people just aren't being supported

00:16:37:09 - 00:16:39:20

because they might have a condition

or an impairment.

00:16:40:16 - 00:16:43:11

And I just

I just want to say to non-disabled people,

00:16:43:17 - 00:16:47:05

largely it's the bias and the stigma

00:16:47:14 - 00:16:52:11

that you project on disabled people

that create the biggest barriers.

00:16:52:17 - 00:16:56:16

And that also adds to our own internalized

ableism.

00:16:56:27 - 00:16:59:25

The majority of disabled

people want nothing more

00:16:59:27 - 00:17:02:21

than to get in work and stay in work.

00:17:03:05 - 00:17:05:21

We face many unavoidable extra costs.

00:17:05:21 - 00:17:08:09

We can't afford to not work.

00:17:08:27 - 00:17:11:12

So just make it easier for us.

00:17:11:12 - 00:17:15:17

Be flexible in your approaches

and you know, just treat people

00:17:15:17 - 00:17:19:03

how you would want it to be treated

or how you would want your loved

00:17:19:03 - 00:17:21:20

one to be treated

if they were in this situation.

00:17:22:11 - 00:17:26:06

And I just think the more you help

a disabled employee

00:17:26:12 - 00:17:27:17

with the right support,

00:17:27:17 - 00:17:30:21

the right equipment and the right tools

to get on with their job,

00:17:31:07 - 00:17:34:12

the more productive they will be

and the more profitability

00:17:34:12 - 00:17:37:13

that you will have and the better

00:17:38:00 - 00:17:40:13

coaching

you will have in your organization.

00:17:41:21 - 00:17:45:05

I could probably talk about this

for the rest of the podcast,

00:17:45:05 - 00:17:50:12

but it's just the right thing to do,

let alone you know commercially as well.

00:17:50:12 - 00:17:53:12

So yes, it's just the right thing to do.

00:17:53:12 - 00:17:59:27

I completely agree and I think what's so interesting about disability is that at some point

00:18:00:03 - 00:18:04:29

in almost everyone's lives

they will come into contact with it,

00:18:04:29 - 00:18:10:29

you know, and have real lived experience

potentially of it, you know,

00:18:10:29 - 00:18:15:27

and it's something

that my friend and colleague

00:18:16:02 - 00:18:19:12

Elisabeth Ward, who

was the first guest on this podcast,

00:18:19:12 - 00:18:24:14

but she does content accessibility

training and she talks about, you know,

00:18:24:15 - 00:18:30:01

various little frustrations that people

come across with digital accessibility.

00:18:30:01 - 00:18:31:14

Like you're in a rush and you're

00:18:31:14 - 00:18:36:00

trying to book something on your phone

but the button to click next

00:18:36:00 - 00:18:39:19

or whatever isn't big enough

and you end up clicking the wrong thing.

00:18:39:19 - 00:18:42:06

And she'll translate that into imagine

00:18:42:06 - 00:18:46:23

you have a disability

that makes that action harder.

00:18:46:23 - 00:18:51:02

So I think it's so important

for non-disabled

00:18:51:02 - 00:18:56:23

people, like you say, to do that

right thing because at some point

00:18:56:23 - 00:19:00:16

it could very well be

you who's coming into contact

00:19:00:16 - 00:19:03:27

with that particular barrier

and like you say, wouldn't

00:19:03:27 - 00:19:06:28

you want that support

to be in place for you?

00:19:08:01 - 00:19:08:11

Emma, don't you

00:19:08:11 - 00:19:12:15

think it's so ironic

that we have to talk about disability

00:19:12:15 - 00:19:14:02

in that way, that we have to tell

00:19:14:02 - 00:19:18:05

non-disabled people that this might be you

one day in order to get-

00:19:18:17 - 00:19:21:22

in order to get non-disabled people

to actually care,

00:19:21:28 - 00:19:25:17

to perhaps do something about it, to

perhaps be an ally.

00:19:27:00 - 00:19:29:09

It just... yeah, it's so...

00:19:30:12 - 00:19:31:22

ironic.

00:19:31:22 - 00:19:35:09

It's frustrating, though,

because it's it's

00:19:35:09 - 00:19:39:18

something, again, like this is something

I wanted to talk to you about.

00:19:39:18 - 00:19:42:18

But in terms of disability,

00:19:42:18 - 00:19:46:23

you know, like we've said,

that's a group that anyone can come into.

00:19:46:23 - 00:19:50:04

So it's sort of that's the inherent

00:19:50:13 - 00:19:53:00

justification for why you should care, but

00:19:53:21 - 00:19:56:29

what I'm so interested with you

00:19:56:29 - 00:20:02:29

is that in addition to disability,

you also do a lot of activism and sort

00:20:02:29 - 00:20:07:18

of advocating for people of color and,

you know, for women.

00:20:07:18 - 00:20:12:17

And I'm so interested

how that intersectionality

00:20:12:17 - 00:20:15:19

of those different parts of your identity

come into play,

00:20:15:19 - 00:20:21:04

because race, for example,

people don't become another race.

00:20:21:04 - 00:20:24:21

It's just it's a group that you are in.

00:20:24:21 - 00:20:27:21

And there's so many amazing conversations

happening around

00:20:27:27 - 00:20:29:20

why you should care about race.

00:20:29:20 - 00:20:34:07

But I'm just interested in your lived

experience with being an advocate

00:20:34:07 - 00:20:38:01

for all of those different groups

that make you who you are.

00:20:38:04 - 00:20:40:29

Yeah, and it's exactly that, you know,

00:20:41:02 - 00:20:45:14

it was experiencing oppression and discrimination

00:20:46:01 - 00:20:48:20

based on the things that make me who I am.

00:20:48:20 - 00:20:53:19

So based on the skin color

that I have, based on the gender that I am

00:20:53:27 - 00:20:57:07

and based on the fact that I was born

with a condition.

00:20:57:07 - 00:21:02:02

And what I realized was, is-

so if you met the 20 year old

00:21:02:02 - 00:21:07:18

version of me, I rejected anything to do

with my disability identity and...

00:21:07:18 - 00:21:09:09

So did 20 year old Emma.

00:21:10:15 - 00:21:13:13

I think it's that that journey we go on.

00:21:13:13 - 00:21:13:28

Right?

00:21:13:28 - 00:21:17:11

And then I discovered the social model,

which talks

00:21:17:11 - 00:21:22:06

about how it's, it's the barriers

and the bias in the world

00:21:22:06 - 00:21:25:13

that, that disabled us, not our conditions,

that completely

00:21:25:13 - 00:21:27:25

just changed my life.

00:21:28:27 - 00:21:33:18

And then, and then I realized, well,

00:21:34:07 - 00:21:38:14

OK, I understand that now,

but that's still- it-

00:21:38:23 - 00:21:42:22

There was still something missing

because, when I looked around,

00:21:42:22 - 00:21:46:24

I only ever saw one representation

of disabled people.

00:21:46:24 - 00:21:51:09

And this was largely

white disabled people, mostly who

00:21:52:01 - 00:21:55:18

perhaps use the same mobility aids

or have the same types of conditions

00:21:55:18 - 00:21:56:22

and impairments.

00:21:56:22 - 00:22:01:00

And whilst that was great

because I grew up without any full stop,

00:22:01:00 - 00:22:04:06

without any representation,

I thought, 'Oh, hang on,

00:22:04:23 - 00:22:06:25

where's my representation?

00:22:07:07 - 00:22:09:21

Where,

where are the disabled people of color?'

00:22:10:04 - 00:22:12:27

And then it dawned on me, 'Well, hang on.

00:22:12:27 - 00:22:13:23

That means

00:22:14:25 - 00:22:18:02

people in decision making positions

don't understand

00:22:18:02 - 00:22:21:25

the lives of diverse disabled people.

00:22:21:25 - 00:22:23:29

We are not all from the same communities.

00:22:23:29 - 00:22:26:25

We are not all in the same situation.

00:22:26:28 - 00:22:28:29

We are not all from the same background.'

00:22:28:29 - 00:22:32:14

So then I discovered intersectionality.

00:22:32:14 - 00:22:37:24

So essentially, Emma,

at any any time I'm experiencing-

00:22:38:05 - 00:22:41:23

when I'm experiencing

any sort of oppression or discrimination,

00:22:42:00 - 00:22:47:06

I will never know whether it's

because of my ethnicity,

00:22:47:06 - 00:22:49:29

the fact I've got a disability

or because of my gender,

00:22:49:29 - 00:22:53:03

essentially.

It could be a combination of all three,

00:22:53:04 - 00:22:55:16

could be one, it could be two,

it could be all of them

00:22:55:24 - 00:22:58:19

or maybe none of them,

it could be completely something else.

00:22:59:03 - 00:23:02:06

However, these are the most visible things

about me.

00:23:02:12 - 00:23:06:22

And another thing

that I've noticed recently since becoming

00:23:08:04 - 00:23:10:02

a broadcaster and

00:23:10:02 - 00:23:14:01

appearing on more TV programs

is I regularly get trolled

00:23:14:15 - 00:23:19:04

and there's a hierarchy in the way

in which people troll me. So first, they'll

00:23:19:10 - 00:23:23:20

troll me about my disability,

then my ethnicity,

00:23:23:24 - 00:23:26:23

and then if they ever get around

to it, my gender.

00:23:27:11 - 00:23:33:18

But if I was a non-disabled

cisgendered white woman,

00:23:34:00 - 00:23:38:03

I would probably only be trolled

because of my gender.

00:23:38:07 - 00:23:42:28

Like I see other cisgendered non-disabled

white women get trolled.

00:23:43:13 - 00:23:47:01

So what we have to understand

is that we are all intersectional,

00:23:47:09 - 00:23:49:22

some more visibly than others.

00:23:50:12 - 00:23:53:14

But what that means is

there's lots of different ways

00:23:53:14 - 00:23:59:21

and lots of different layers

of marginalization and discrimination.

00:23:59:21 - 00:24:02:25

So what that means

is there's so much- so many

00:24:02:25 - 00:24:06:05

more barriers for me

to break on a personal level.

00:24:06:12 - 00:24:09:27

But then I looked around and I thought,

'Well, who else is doing this work?

00:24:10:12 - 00:24:14:10

Who else is being this voice for all of

these communities and all of these things?'

00:24:14:21 - 00:24:18:02

And essentially, Emma, everything that I've done

or everything that I'm doing

00:24:18:02 - 00:24:21:10

are just things that I wish existed

when I was growing up,

00:24:21:18 - 00:24:26:11

or they're just things that I wish

someone had told me or explained to me.

00:24:27:09 - 00:24:30:25

I just want people to have, you know,

00:24:30:25 - 00:24:33:15

a bit more of a barrier free life.

00:24:33:15 - 00:24:37:14

And if I can help to contribute to that,

then my work is going

00:24:37:15 - 00:24:38:24

in the right direction.

00:24:38:24 - 00:24:42:04

That's exactly how I think about what I do.

00:24:42:04 - 00:24:46:25

And that was a huge inspiration behind

this podcast, was to provide

00:24:46:25 - 00:24:50:21

those figures for other disabled people.

00:24:50:21 - 00:24:55:00

I mean, if young disabled people

listen to this, that's fantastic.

00:24:55:00 - 00:24:58:28

But even older disabled people

who can't see themselves

00:24:58:28 - 00:25:02:25

working in the corporate space

like you are or

00:25:02:25 - 00:25:07:12

in parliament

or in medicine or whatever field

00:25:07:12 - 00:25:12:04

it might be,

that you can start to see yourself there.

00:25:12:04 - 00:25:17:09

But I can

imagine that it was difficult for you

00:25:17:09 - 00:25:22:00

to set out on that path because

there weren't any other people like you.

00:25:22:00 - 00:25:26:27

So you had to sort of

imagine yourself in these spaces

00:25:26:27 - 00:25:33:00

where no one that you felt like

that represented you really came before.

00:25:33:00 - 00:25:35:29

So I'd be really interested to know

00:25:36:04 - 00:25:39:02

who were your role models

when you were growing up?

00:25:39:17 - 00:25:40:25

That's a great question.

00:25:41:27 - 00:25:43:00

So cliche, but

00:25:43:00 - 00:25:46:05

my mum. My mum has always

been my biggest role model

00:25:46:05 - 00:25:52:03

and a massive reason

as to why I am the person who I am today.

00:25:52:14 - 00:25:56:01

And I think why I have the strength,

00:25:56:04 - 00:26:00:06

the the emotional strength, the...

and and resilience

00:26:00:06 - 00:26:02:01

that I have.

00:26:02:12 - 00:26:06:08

Also I'm Sikh, so I belong to a big South

Asian community.

00:26:06:08 - 00:26:07:28

A Punjabi community.

00:26:07:28 - 00:26:11:22

So so Sikhism is actually

a relatively new religion.

00:26:11:22 - 00:26:15:03

It's it's 500 and so years

00:26:15:03 - 00:26:17:17

old (I should really know that).

00:26:18:03 - 00:26:20:26

Anyway,

the whole religion is based on equality.

00:26:21:07 - 00:26:23:16

And this is the household, Emma,

00:26:23:16 - 00:26:27:23

this is the community that I grew up in.

Not to say that, you know,

00:26:28:08 - 00:26:31:06

there weren't any barriers

or there wasn't any discrimination

00:26:31:06 - 00:26:34:24

in my community because there is

and ironically disability,

00:26:34:24 - 00:26:38:14

does face a further sense of stigma

in South Asian communities.

00:26:38:27 - 00:26:42:05

But when we just talk about religion,

that was a massive source of,

00:26:42:17 - 00:26:44:24

source of faith for me.

00:26:45:04 - 00:26:50:19

And even now when you know, because

being really honest, this work's hard.

00:26:50:19 - 00:26:55:07

I not only live this, I'm teaching it,

I'm explaining it, I'm breaking barriers.

00:26:55:07 - 00:26:56:22

I'm supporting people.

00:26:56:22 - 00:27:02:03

It's you know, it can be very emotionally

and mentally draining.

00:27:02:19 - 00:27:05:22

And there are some days I question,

'why am I doing this?

00:27:05:22 - 00:27:09:22

Why don't I just go and live in a hot country and just have a stress free life?',

00:27:10:18 - 00:27:13:07

which is my dream.

00:27:13:20 - 00:27:16:27

But it's my religion

that gives me the faith to carry on.

00:27:17:14 - 00:27:19:09

But Emma, you know...

00:27:19:09 - 00:27:21:22

it was really difficult

when I was starting out because,

00:27:22:24 - 00:27:24:03

you know, the

00:27:24:18 - 00:27:29:03

the conversations that we're having now

as a society we were not having back then.

00:27:29:20 - 00:27:31:29

I was trying to,

00:27:32:06 - 00:27:36:11

you know, bring my chair and squeeze

it in between folks on tables.

00:27:36:20 - 00:27:39:00

There was just-

the people were not making space for me.

00:27:39:00 - 00:27:42:23

They didn't understand

why they needed to hear diverse voices,

00:27:43:01 - 00:27:46:11

not just disabled voices,

but just general diversity.

00:27:46:22 - 00:27:49:01

And then it kind of became a trendy thing.

00:27:49:01 - 00:27:52:17

And now we're living in a time

where organizations

00:27:52:17 - 00:27:55:13

can't hire D & I professionals quick enough.

00:27:55:24 - 00:27:58:07

So the amount of change that I have seen

00:27:58:24 - 00:28:01:13

and, I have to be honest,

00:28:01:13 - 00:28:05:15

I did think, 'Oh, OK,

the world's changing now.

00:28:05:21 - 00:28:07:24

You know, everyone knows about D & I.

00:28:07:24 - 00:28:10:18

My work will be so much easier to do.'

00:28:11:03 - 00:28:14:13

That has slightly been the case but

00:28:14:26 - 00:28:19:01

not as much as I thought it would be,

because sadly, disability

00:28:19:01 - 00:28:24:18

still remains the lowest prioritized

on the overall D & I agenda,

00:28:24:23 - 00:28:28:09

even though it's the largest diversity

strand in the world.

00:28:28:23 - 00:28:30:18

So there's still a long way to go.

00:28:31:24 - 00:28:33:21

And why do you feel that

00:28:33:21 - 00:28:36:04

is? Because I think we've seen

00:28:36:15 - 00:28:40:18

so much amazing movement in the past

00:28:41:02 - 00:28:44:29

5, 10, 20 years around

00:28:45:03 - 00:28:48:14

race and ethnicity and around

00:28:48:14 - 00:28:51:14

sexual orientation and gender as well.

00:28:51:14 - 00:28:54:18

But why is it that you think disability

00:28:54:18 - 00:28:58:23

gets so often left off of that D & I agenda?

00:28:58:28 - 00:29:00:11

I think there's lots of reasons.

00:29:00:11 - 00:29:05:28

I think firstly, people aren't confident

00:29:05:28 - 00:29:10:04

when it comes to talking about disability

or understanding what disability means.

00:29:10:16 - 00:29:13:05

It wasn't that long ago

in the UK that disabled

00:29:13:05 - 00:29:17:08

people were being institutionalized

and the law

00:29:18:00 - 00:29:21:07

which said it was, that

it was illegal to discriminate

00:29:21:07 - 00:29:25:29

against disabled people came 20

and 30 years after it was illegal

00:29:25:29 - 00:29:30:18

to discriminate people

based on their gender and their ethnicity.

00:29:31:01 - 00:29:34:01

So we've always been playing

catch up with disability

00:29:34:18 - 00:29:38:28

from its, from its origins of disability

rights essentially.

00:29:39:13 - 00:29:40:03

And then

00:29:41:02 - 00:29:44:15

we have very bad very bad representation,

00:29:44:16 - 00:29:46:11

which the latest stats I believe

00:29:46:11 - 00:29:49:06

are telling us it's going backwards,

which is shocking,

00:29:50:03 - 00:29:54:26

which is actually why I'm so grateful

for social media, because I am loving

00:29:55:09 - 00:29:59:25

all of the disabled people out there,

all the disabled content creators

00:30:00:22 - 00:30:03:26

taking up that space

and actually saying,

00:30:04:13 - 00:30:07:23

'OK, you're not going to give me

an opportunity, I'll do it myself.'

00:30:08:03 - 00:30:10:02

You shouldn't

you shouldn't have had to take that.

00:30:10:02 - 00:30:14:03

But I'm loving seeing when my fellow

disabled people are doing that.

00:30:14:20 - 00:30:17:03

And I think as well,

00:30:17:21 - 00:30:20:20

it's such a large and fragmented

group of people

00:30:20:20 - 00:30:24:00

we're talking about, people often

don't know where to start.

00:30:25:04 - 00:30:27:15

So yeah, lots of different reasons.

00:30:27:15 - 00:30:31:00

But I think I think

those are the main challenges to why.

00:30:31:07 - 00:30:33:19

And, you know, Emma, we often say this don't we?

00:30:34:05 - 00:30:37:14

This is the, this is the diversity strand

00:30:37:15 - 00:30:39:20

that anyone can be part of at any time.

00:30:40:00 - 00:30:42:06

And really what I don't understand is

00:30:42:06 - 00:30:46:01

when we aren't thinking about accessibility,

when we aren't thinking

00:30:46:01 - 00:30:51:16

about the inclusion of disabled people,

what that means is - as a society

00:30:51:16 - 00:30:56:27

or as a population or as a country,

we aren't designing for our future selves.

00:30:57:11 - 00:31:01:07

You know, you and I already experience

disability so

00:31:01:07 - 00:31:05:02

we already know what it's like

and we often tell people like,

00:31:05:02 - 00:31:08:14

'this could be you,

you know, this could happen to anyone.'

00:31:08:14 - 00:31:10:11

But, I don't know, I feel like it's...

00:31:11:11 - 00:31:13:00

it's not hitting home to people.

00:31:13:00 - 00:31:14:03

I just...

00:31:14:03 - 00:31:15:26

Hmm, I think...

00:31:16:05 - 00:31:20:20

I don't know if it's because people think

it's such a remote possibility

00:31:20:26 - 00:31:26:15

you know,

I think people view becoming disabled

00:31:26:15 - 00:31:32:03

as, 'oh, I was in a tragic car accident

that's left me paralyzed,' and I think

00:31:32:03 - 00:31:35:27

Hollywood and the media

have so much to do with that

00:31:35:27 - 00:31:40:06

with films like Me Before You and stuff

that paint this such negative

00:31:40:21 - 00:31:45:09

portrayal of disability,

especially acquired disability.

00:31:45:09 - 00:31:49:29

But I think- I just really loved

what you said that

00:31:50:06 - 00:31:53:15

we're not designing for our future selves.

00:31:53:15 - 00:31:59:01

And I think if people even thought

about old age, for example,

00:31:59:01 - 00:32:03:23

and sort of the mobility restrictions

that come with that, it's

00:32:03:23 - 00:32:07:00

in everyone's interest

for there to be working lifts,

00:32:07:00 - 00:32:10:08

for example, or,

you know, whatever it might be.

00:32:10:08 - 00:32:12:21

And, and it's-

00:32:13:15 - 00:32:16:14

I don't know about you,

but I find it so frustrating

00:32:16:14 - 00:32:18:27

that disability is left out.

00:32:18:28 - 00:32:20:16

when it feels so obvious.

00:32:20:16 - 00:32:25:16

And I think for people like you and me

and I'm sure lots of other disabled

00:32:25:16 - 00:32:29:03

people listening,

we are sitting there screaming

00:32:29:03 - 00:32:32:03

at our computers going, 'Oh,

we have the answers.

00:32:32:03 - 00:32:35:19

You know, we have ways

that you can be more inclusive.'

00:32:35:26 - 00:32:40:23

I suppose in your areas of work,

and perhaps more

00:32:40:23 - 00:32:45:16

when you started out,

did you ever feel that people expected you

00:32:45:16 - 00:32:49:12

to do all of this for free

because they assumed,

00:32:49:12 - 00:32:53:24

quite rightly, though,

that it's so much more than a job to you?

00:32:54:27 - 00:32:55:19

Absolutely.

00:32:55:19 - 00:32:59:12

I think people- I get approached

all the time from people that think I

00:33:00:06 - 00:33:02:06

will do certain things for free as well.

00:33:02:19 - 00:33:06:16

Like... and I understand- look, different organizations

00:33:06:16 - 00:33:10:28

have different budgets and charities

and not for profits and et cetera.

00:33:11:06 - 00:33:15:26

And I do do a lot of things for free,

but that's because I choose to do that.

00:33:15:26 - 00:33:20:03

Or perhaps

I might be a supporter of that

00:33:20:03 - 00:33:24:19

certain organization or you know, it

depends on the relationship that I have.

00:33:24:27 - 00:33:28:01

However, at the end of the day, my reality

00:33:28:01 - 00:33:32:13

is, is as a disabled person,

I face unavoidable extra costs.

00:33:32:13 - 00:33:36:05

I face a disability pay gap

so wide that we as disabled

00:33:36:05 - 00:33:39:09

people effectively work

two months of the year for free.

00:33:39:09 - 00:33:45:09

I also took a pay cut,

so I had more time to launch my app

00:33:45:09 - 00:33:48:06

that I'm working on to help disabled

people save money.

00:33:49:04 - 00:33:51:18

I have bills to pay.

00:33:51:18 - 00:33:54:25

I live in London,

which is a ridiculously expensive place

00:33:54:25 - 00:33:58:05

to live, pay a lot of rent for summer

that is not accessible.

00:33:58:13 - 00:34:00:24

So there's lots of reasons

00:34:01:24 - 00:34:04:26

personally why I can't do things,

00:34:05:16 - 00:34:08:12

but also why why is that an expectation?

00:34:08:20 - 00:34:11:22

And I think people think that, well,

you want

00:34:11:23 - 00:34:15:01

equality, you want disability inclusion.

00:34:15:08 - 00:34:17:20

If you want it, then you help us to do it.

00:34:18:21 - 00:34:23:20

And the- and you know, then you've played

your role and we've played ours. I think

00:34:23:20 - 00:34:26:25

people haven't really previously taken it

00:34:27:03 - 00:34:30:03

as a credible profession.

00:34:30:17 - 00:34:35:00

And yeah, sadly, people

just- some people do

00:34:35:00 - 00:34:39:14

try and get what they can for nothing, but Emma, I'm like you, I'm really mindful of that.

00:34:39:14 - 00:34:41:04

And if ever I've-

00:34:41:18 - 00:34:45:12

whenever I work with disabled people,

I make sure that they're adequately paid.

00:34:45:18 - 00:34:49:00

I've even told disabled people

when they're under-charging for things as well

00:34:49:09 - 00:34:52:18

because I've built up

00:34:52:18 - 00:34:55:14

so much knowledge

and experience in certain sectors

00:34:55:18 - 00:34:58:22

and through the work

that I do, as well as the own

00:34:58:22 - 00:35:03:20

learning journey that I've gone on

because I, I, I'm so happy

00:35:03:20 - 00:35:06:20

when I see other disabled

people get opportunities.

00:35:06:27 - 00:35:10:24

I never see it as they've taken

an opportunity away from me.

00:35:11:03 - 00:35:13:03

I don't have a scarcity mindset.

00:35:13:03 - 00:35:17:17

I truly believe there are enough

opportunities out there for everybody.

00:35:17:25 - 00:35:18:29

And don't get me wrong,

00:35:18:29 - 00:35:22:23

I'm not trying to gloss over

the fact that we as disabled people

00:35:24:00 - 00:35:26:20

do find

it difficult to get those opportunities.

00:35:26:29 - 00:35:28:26

But I do believe that

00:35:28:26 - 00:35:32:26

as long as you are a nice person,

you get on with people, you're likable.

00:35:33:05 - 00:35:34:24

You know, it's those basic things,

00:35:34:24 - 00:35:36:12

I think that sometimes people forget,

00:35:36:12 - 00:35:39:05

then there are absolutely

enough opportunities out there.

00:35:39:13 - 00:35:44:13

So I'm all for that, and I would love

to see more disabled people be like that.

00:35:45:00 - 00:35:49:08

Because if I see another disabled person

doing something or another South Asian person

00:35:49:08 - 00:35:52:03

or another woman, I'm

going to support you.

00:35:52:13 - 00:35:54:11

I'm not going to think, 'Oh,

that was my opportunity

00:35:54:11 - 00:35:56:02

you took it from me.'

00:35:56:02 - 00:35:59:03

So on the topic of that, I just,

I'd just love to-

00:35:59:03 - 00:36:02:17

I would love to see more solidarity

within our own community.

00:36:02:21 - 00:36:06:22

I completely agree

and I think it goes back to what you said

00:36:06:22 - 00:36:11:24

about disability

being such a diverse group that,

00:36:12:01 - 00:36:16:24

you know, if you are a multi

national corporation or whoever

00:36:17:01 - 00:36:21:15

it might be that once

you develop your disability inclusion

00:36:21:16 - 00:36:26:06

at your organization,

if you just hire Emma Vogelmann,

00:36:26:07 - 00:36:30:09

you're going to miss out

on a lot of other disability knowledge

00:36:30:09 - 00:36:34:24

I don't have and that,

you know, unique insight that I never

00:36:34:24 - 00:36:39:07

will have into other conditions

because I don't have them.

00:36:39:07 - 00:36:45:01

So I think it's it's important

to not just view it as this is my

00:36:45:02 - 00:36:49:18

opportunity and therefore no one else's,

because I think it really needs to be

00:36:50:06 - 00:36:54:28

a combination of different disabled

people with different lived experience...

00:36:54:29 - 00:36:55:18

Yeah.

00:36:55:18 - 00:36:57:04

... coming in. Yeah.

00:36:57:04 - 00:37:00:23

And when I, you know,

I speak at different events

00:37:00:23 - 00:37:04:07

and conferences, I make it really clear

I'm one disabled person

00:37:04:16 - 00:37:08:03

and my lived experience is going to be

very different from somebody else's.

00:37:08:12 - 00:37:12:02

And I urge people

to go and do their own research.

00:37:12:02 - 00:37:13:20

And I share different

00:37:14:24 - 00:37:16:14

social handles of other

00:37:16:14 - 00:37:19:08

disabled people

so they can go and do that easily.

00:37:19:19 - 00:37:22:15

So I always try and

00:37:22:15 - 00:37:25:22

uplift others wherever I can

and bring people with me.

00:37:25:22 - 00:37:29:02

And that was why I created

the Asian Disability Network

00:37:29:03 - 00:37:32:14

and Asian Women Festival,

because I thought, you know what,

00:37:32:14 - 00:37:35:01

it's been such a hard slog

for me to get to where I am.

00:37:35:17 - 00:37:39:08

I want to help others without them

having to face the same barriers.

00:37:39:18 - 00:37:42:09

And again,

through Asian Disability Network,

00:37:43:09 - 00:37:46:10

I've created so many different

opportunities for lots of different

00:37:47:02 - 00:37:51:11

disabled people that perhaps would never

have had the opportunity otherwise because

00:37:52:15 - 00:37:56:07

a lot of people say this to me that,

'Oh yeah, you've got a lot of firsts.'

00:37:56:07 - 00:37:59:29

Like, 'the first to do this, the first to do that...' but I-

00:38:01:11 - 00:38:03:13

while

some people see that as a good thing,

00:38:03:13 - 00:38:07:04

I think, well, actually, 'why? Why was I

the first? I shouldn't have been the first.'

00:38:07:15 - 00:38:10:02

I don't want to be the first

and I don't want to be the last.

00:38:10:15 - 00:38:14:20

So while we think sometimes

putting 'the first ever' of this

00:38:14:20 - 00:38:20:02

or this is a really good thing,

I actually think, 'well, why? I shouldn't be-

00:38:20:02 - 00:38:23:04

I shouldn't have been the first and

I definitely don't want to be the last.'

00:38:23:14 - 00:38:26:29

So I am very mindful

00:38:26:29 - 00:38:30:23

that I, you know, bring people with me

and uplift others wherever I can.

00:38:31:02 - 00:38:33:29

I think that's so incredibly important.

00:38:33:29 - 00:38:37:21

And I think for the large part,

the disabled community

00:38:37:21 - 00:38:39:19

does that really well.

00:38:39:19 - 00:38:43:07

You know,

if someone needs an expert in this area,

00:38:43:07 - 00:38:46:08

you know, you'll tag people on Twitter

who you know,

00:38:46:08 - 00:38:50:15

who might be, you know,

more equipped to answer that question.

00:38:50:15 - 00:38:54:23

Or, you know, whatever opportunity

it might be.

00:38:55:09 - 00:39:01:10

And I suppose going on from, you know,

'you were the first person to do this

00:39:01:10 - 00:39:06:16

and that,' what would you say is the hardest

barrier that you've had to overcome?

00:39:07:06 - 00:39:07:24

I think

00:39:09:17 - 00:39:12:15

I think when I reflect on

00:39:12:15 - 00:39:15:07

my life... so, I'm 35 now.

00:39:16:23 - 00:39:19:26

And I was six- when I was sixteen

00:39:20:11 - 00:39:23:21

I, I really start- I really was able

00:39:23:21 - 00:39:29:29

to start living my life at that age

because my condition had stabilized,

00:39:30:02 - 00:39:34:25

I wasn't no longer constantly in hospital

and for me it was sixteen.

00:39:34:25 - 00:39:37:29

Like it was a really pivotal year.

00:39:38:09 - 00:39:42:03

I had freedom, I was able to go-

you know, I'd finished school.

00:39:43:04 - 00:39:47:21

It was like the first time

I would go out on my own as well.

00:39:47:25 - 00:39:50:02

And I think sadly

00:39:51:01 - 00:39:54:00

I think disability

attitudes have got worse.

00:39:54:05 - 00:39:58:06

So when I think about the biggest

barriers, I, I think it's those age

00:39:58:10 - 00:40:01:28

age old things that we all say like

00:40:02:15 - 00:40:05:10

negative attitudes, poor representation,

00:40:05:10 - 00:40:09:18

the stigma of disabled people in society

or in the workplace.

00:40:10:00 - 00:40:14:23

I know- I'm in the corporate sector

in lots of other industries,

00:40:14:23 - 00:40:17:22

and I can see that there has been change.

00:40:18:00 - 00:40:21:02

But on a day to day level, me

living my life

00:40:21:22 - 00:40:26:12

sadly it hasn't got better

in terms of attitudes.

00:40:26:22 - 00:40:29:02

You know, I regularly get harassed,

00:40:29:22 - 00:40:32:03

the amount of times

my blue badge has been stolen -

00:40:32:03 - 00:40:34:03

it's ridiculous. And

00:40:35:10 - 00:40:37:04

I'm just like, 'when is it going to end?

00:40:37:04 - 00:40:38:02

Will it ever stop?

00:40:38:02 - 00:40:42:21

Will it ever change?'

So I think, I think on a personal level,

00:40:42:25 - 00:40:46:29

that's been really sobering

to reflect on that and think,

00:40:46:29 - 00:40:50:28

I've had this from the age of 16

and I'm 35 and you know,

00:40:51:01 - 00:40:54:17

when is it ever going to stop

or decrease or,

00:40:55:18 - 00:40:57:24

you know, change?

00:40:57:24 - 00:41:01:10

But then on the other hand,

I can see really amazing things

00:41:01:10 - 00:41:06:09

happening in industries

and in the corporate space.

00:41:06:18 - 00:41:09:12

So I just think now we need to kind of

00:41:09:21 - 00:41:12:20

join the dots and understand

00:41:13:07 - 00:41:17:14

that- understand

how influential businesses are in society.

00:41:17:22 - 00:41:22:10

I just don't think we can wait any longer

for the government to change things

00:41:22:10 - 00:41:26:26

or perhaps, you know, make the changes

that we are all desperately asking for.

00:41:27:17 - 00:41:27:27

I just

00:41:27:27 - 00:41:31:21

think businesses need to join the dots

and work with us more collaboratively

00:41:32:24 - 00:41:34:02

and and help

00:41:34:02 - 00:41:38:10

to change those daily things

that we as disabled people face.

00:41:38:10 - 00:41:39:04

Does that make sense,

00:41:39:04 - 00:41:39:24

Emma?

00:41:39:24 - 00:41:41:05

It completely does.

00:41:41:05 - 00:41:44:16

And it really, really resonates with me.

00:41:44:16 - 00:41:50:14

I remember having this conversation

with a therapist at the time,

00:41:50:14 - 00:41:54:17

and we were speaking about this

00:41:54:29 - 00:41:57:17

really big achievement

that I'd had at work,

00:41:58:22 - 00:42:04:06

and it was the launch of a report

that I wrote on disabled employment,

00:42:04:06 - 00:42:07:21

and it was launched

at a parliamentary reception and,

00:42:07:27 - 00:42:11:21

you know, had amazing

kind of like contributions from people.

00:42:11:21 - 00:42:17:19

And it was a really amazing piece of work,

but I really struggled

00:42:17:19 - 00:42:22:00

to feel proud of it, not because I wasn't,

00:42:22:07 - 00:42:25:25

but because when we would talk about

00:42:25:25 - 00:42:28:22

what my day looks like it was-

00:42:29:03 - 00:42:33:13

and at that time I was commuting

into London about three days a week.

00:42:33:13 - 00:42:37:29

It was the hard part of my day

wasn't work. The hard

00:42:37:29 - 00:42:42:26

part of my day was the 2 hours

from when I leave my house

00:42:43:01 - 00:42:45:21

to when I get to the office

because of, like you said,

00:42:45:27 - 00:42:51:02

all of those little attitudes

from people that make your day hard.

00:42:51:02 - 00:42:56:06

And, you know, is a taxi driver

going to overcharge me?

00:42:56:06 - 00:42:59:15

Is someone going to be sitting

in the designated space

00:42:59:15 - 00:43:03:01

on the train and then make a fuss when I ask them to move?

00:43:03:01 - 00:43:05:23

And sure enough,

all of those little things

00:43:06:01 - 00:43:08:09

that- that's the hard part.

00:43:08:18 - 00:43:12:23

Not that I'm proud of overcoming

that necessarily, but

00:43:12:23 - 00:43:18:06

it was how- You know, how do you reconcile

the work that you're doing,

00:43:18:06 - 00:43:23:21

which is amazing, with those little daily

occurrences?

00:43:23:21 - 00:43:29:15

And I would agree with you

that we're seeing attitudes go backwards.

00:43:29:18 - 00:43:32:29

I think the recent research has definitely

00:43:33:09 - 00:43:38:16

told us that attitudes towards disabled

people are appalling

00:43:38:18 - 00:43:41:20

and it's really impacting our confidence

00:43:41:20 - 00:43:45:03

going about our daily lives

and how it makes us feel.

00:43:45:23 - 00:43:49:22

And I don't know

if it's because of the pandemic,

00:43:49:22 - 00:43:53:21

because it's certainly

not because of people like you and like me

00:43:53:21 - 00:43:57:10

and so many others

who are just trying to plough through

00:43:57:17 - 00:44:01:18

and provide the representation

and have the conversation

00:44:01:20 - 00:44:04:21

with government or business or whoever

it might be.

00:44:04:21 - 00:44:06:27

But it's so frustrating.

00:44:06:27 - 00:44:09:14

So I really understand

what you mean.

00:44:09:14 - 00:44:11:01

Yeah and

00:44:11:01 - 00:44:12:06

especially in

00:44:12:06 - 00:44:17:16

lockdown and the pandemic,

what kept happening to me was, on the odd

00:44:17:17 - 00:44:21:07

occasion I would need to go out

to, like, a medical appointment -

00:44:21:09 - 00:44:24:03

and I remember

I needed to go and get some new glasses -

00:44:24:19 - 00:44:28:29

I, I would keep getting harassed

each time I'd step out.

00:44:28:29 - 00:44:31:23

And it really knocked my confidence

because I thought,

00:44:32:09 - 00:44:35:26

'I'm not getting out as it is,'

which was obviously the bane of

00:44:35:26 - 00:44:37:16

everybody's lives at that time,

00:44:37:16 - 00:44:41:03

and then I thought, 'every time I go out,

something terrible keeps happening.'

00:44:41:03 - 00:44:43:26

And it got to the point

where I was dreading going out.

00:44:44:11 - 00:44:47:16

And, you know,

I'd never felt like that before.

00:44:47:16 - 00:44:50:24

I've never been made to feel like that, but

00:44:50:24 - 00:44:54:08

I think that experience of it

happening in lockdown,

00:44:54:08 - 00:44:59:00

it was so polarizing, and that was all

I was experiencing when I was

00:44:59:00 - 00:45:04:06

so looking forward to just going to the

hospital because it was my only time out.

00:45:05:23 - 00:45:08:12

So yeah, I think,

00:45:08:16 - 00:45:12:10

if there are any non-disabled

people listening to this and, you know,

00:45:12:16 - 00:45:17:20

I just really urge you to reconsider

your actions and your behaviors

00:45:17:20 - 00:45:21:09

and the thoughts that you have around

disabled people and of disabled people.

00:45:21:18 - 00:45:24:15

And I hope that this conversation

that we're having

00:45:25:19 - 00:45:30:11

helps to highlight how that can affect us

00:45:30:20 - 00:45:34:12

and how we feel in our selves

and how we go about our daily lives.

00:45:34:12 - 00:45:37:14

And I think it's safe to say this-

00:45:37:24 - 00:45:41:10

if we wanted this to be,

this could be our job for life,

00:45:41:11 - 00:45:44:03

Emma, couldn't it?

But I don't want it to be.

00:45:44:15 - 00:45:47:29

There are so many other dreams

and aspirations that I have.

00:45:48:09 - 00:45:52:24

But equally, you know, I mentioned earlier

I was an event manager for ten years,

00:45:53:05 - 00:45:56:26

and it got to the point where I thought

I couldn't be part of this work.

00:45:56:26 - 00:46:02:01

I couldn't be part of this this change

that needed to happen in society.

00:46:02:13 - 00:46:05:27

So selfishly, please,

everybody, change your attitude

00:46:05:27 - 00:46:10:08

so I can go and live off my other dreams and ambitions. [laughs]

00:46:10:08 - 00:46:12:11

Well, I completely

00:46:12:11 - 00:46:18:20

hear what you mean, but it's so consuming

when this happens to you all the time.

00:46:18:25 - 00:46:21:26

And like you said earlier, you know,

00:46:21:26 - 00:46:25:04

if you don't do it,

who else is going to do it?

00:46:25:19 - 00:46:28:23

And it's easy for disabled people

00:46:28:29 - 00:46:35:02

to fall into careers like yours and mine

because we see

00:46:35:03 - 00:46:39:05

such a lot of other people doing it

and we see such a change

00:46:39:05 - 00:46:45:04

that's needed in society that we feel

we should throw everything into it.

00:46:45:04 - 00:46:50:16

And I think, you know, if you ask 20 year

old Emma or 20 year old Shani

00:46:50:20 - 00:46:55:21

what we wanted to do, like you said,

it was nothing to do with disability.

00:46:55:21 - 00:47:00:18

And I'm just so interested in people's

journeys

00:47:00:18 - 00:47:05:03

from going from that person to the people

00:47:05:03 - 00:47:08:25

who I interview on this podcast

because I did it.

00:47:08:25 - 00:47:13:15

I went from someone who didn't

self-identify as disabled

00:47:13:15 - 00:47:18:15

to The Wheelchair Activist, and that's bonkers to me to think about.

00:47:18:15 - 00:47:20:00

Yeah, same.

00:47:20:01 - 00:47:20:27

Like, I am now-

00:47:20:27 - 00:47:24:25

I call, you know- I am so proud of my disability identity.

00:47:24:25 - 00:47:28:05

I could never,

I could never, ever have imagined

00:47:28:21 - 00:47:32:20

feeling like this or remembering

when I was much younger

00:47:32:21 - 00:47:36:14

and shunning that part of me

or that identity.

00:47:36:26 - 00:47:40:06

I, I would never have imagined that

this would be my life.

00:47:40:06 - 00:47:43:03

This would be the thing,

you know, the job that, that I'd be doing.

00:47:43:09 - 00:47:45:14

And a lot of people ask, ask me that.

00:47:45:25 - 00:47:47:08

'Did you always want to do this?'

00:47:47:08 - 00:47:50:08

I was like,

'No way.' This has just happened

00:47:50:08 - 00:47:54:18

all very organically, even,

you know, all the speaking that I do.

00:47:54:27 - 00:47:57:00

I hated public speaking.

00:47:57:00 - 00:47:59:03

I was the most reluctant speaker ever.

00:47:59:09 - 00:48:01:13

And even when, you know, I

00:48:03:05 - 00:48:03:26

started my

00:48:03:26 - 00:48:07:16

work in disability inclusion,

people would ask me to speak.

00:48:07:16 - 00:48:08:29

And I'd be like, 'Yeah, sure, alright

00:48:08:29 - 00:48:12:23

then.' You know, just not take it-

not not take it seriously,

00:48:12:23 - 00:48:17:13

but I didn't, I didn't understand

the impact of my, of my storytelling.

00:48:17:21 - 00:48:21:04

And I also didn't understand that

I should be charging for this work, too.

00:48:21:19 - 00:48:25:24

So, you know, I've gone on a big learning

journey myself, too.

00:48:25:27 - 00:48:26:26

So yeah.

00:48:26:26 - 00:48:33:25

That's so interesting. It's made me sort of think, 'hang on, did I always like public speaking?'

00:48:33:25 - 00:48:38:14

or did I just think, 'well,

I don't mind sharing my own lived

00:48:38:14 - 00:48:42:08

experience because of it's

going to be of value to someone

00:48:42:08 - 00:48:44:00

then why the hell not?'

00:48:44:00 - 00:48:46:15

Yeah.

I really see what you mean there.

00:48:46:24 - 00:48:52:22

So what advice would you, first

would you give to young Shani

00:48:52:28 - 00:48:56:29

and what advice would you give to

other disabled people

00:48:56:29 - 00:48:58:15

listening to this?

00:48:58:15 - 00:49:00:16

I always struggle

with this question, like,

00:49:00:18 - 00:49:02:25

what advice would you give to your younger self?

00:49:03:24 - 00:49:04:22

I think there's so much.

00:49:04:22 - 00:49:09:12

I think what I'll go with is:

there are enough barriers in life.

00:49:09:17 - 00:49:13:07

Don't you be another one

that adds to it. So

00:49:13:07 - 00:49:15:02

don't get in your own way.

00:49:15:02 - 00:49:16:00

Quite often,

00:49:16:00 - 00:49:17:08

I think everybody,

00:49:17:08 - 00:49:21:04

whether you are disabled or not,

we can talk ourselves out of doing things.

00:49:21:10 - 00:49:23:12

We have self limiting beliefs.

00:49:23:27 - 00:49:26:24

We often create

00:49:27:19 - 00:49:31:03

barriers that stop us from doing

the things we want to do.

00:49:31:11 - 00:49:35:01

So I made a promise to myself

to not live life with regret

00:49:35:06 - 00:49:40:27

because with the condition that I have,

my life was difficult as a child.

00:49:40:27 - 00:49:46:13

And as I said earlier, I didn't really

feel like my life started until I was 16.

00:49:46:29 - 00:49:48:28

And if I didn't do that,

00:49:48:28 - 00:49:51:29

I wouldn't have said yes

to half the things that I've said yes to.

00:49:52:06 - 00:49:56:00

I wouldn't have had the courage to go

and pursue the things I wanted to pursue.

00:49:56:11 - 00:50:00:01

And also, I'm not afraid of failure

because I will always

00:50:00:01 - 00:50:01:15

learn something out of that,

00:50:01:15 - 00:50:04:00

if, if something doesn't work. For example,

00:50:04:14 - 00:50:08:19

I'm launching an app to help disabled

people save money on everyday spending.

00:50:09:12 - 00:50:12:18

I didn't realize

I was setting up a tech company.

00:50:12:25 - 00:50:14:21

I can't even use a Mac,

00:50:14:21 - 00:50:17:25

but that still didn't put me off

from trying to do what I'm doing.

00:50:18:03 - 00:50:23:12

If I try and it doesn't work

then that's fine, I can die knowing I tried.

00:50:23:22 - 00:50:26:18

But if, if I try and it works,

00:50:27:01 - 00:50:29:20

then I will have helped so many people

00:50:30:03 - 00:50:33:15

and help to help businesses

00:50:33:15 - 00:50:37:10

reach disabled customers

and serve us as disabled consumers better.

00:50:37:19 - 00:50:39:06

So that, that's my view.

00:50:39:06 - 00:50:42:00

I'm, I'm always thinking in that way.

00:50:43:01 - 00:50:44:18

And then what was the other question?

00:50:44:18 - 00:50:46:05

What advice would I give to...?

00:50:46:05 - 00:50:48:23

To other young disabled people.

00:50:49:06 - 00:50:51:20

The advice I'd give to other

young disabled people is

00:50:52:06 - 00:50:54:18

don't think you have to have it

all figured out.

00:50:54:28 - 00:51:00:02

I really envied everybody, like my peers,

when I was younger, who knew what job

00:51:00:02 - 00:51:03:06

they wanted to do, who knew what subjects

they wanted to study.

00:51:03:18 - 00:51:05:12

I never knew any of that.

00:51:05:12 - 00:51:08:24

And to be truthfully honest; again,

because of my condition,

00:51:08:24 - 00:51:12:09

I didn't have time to think

about what my adult life would look like.

00:51:12:20 - 00:51:16:12

So don't worry if you are one of those

people who don't have it figured out,

00:51:16:22 - 00:51:20:09

always go with the things that you enjoy,

00:51:20:16 - 00:51:25:14

the things that you won't mind

getting up in the morning for and doing. And

00:51:26:19 - 00:51:29:20

don't, don't be afraid to try things.

00:51:29:20 - 00:51:32:15

And if it's not for you,

go find something else.

00:51:33:00 - 00:51:36:07

A lot of people think that by 20

you need to have figured

00:51:36:08 - 00:51:37:10

out your profession

00:51:37:10 - 00:51:41:07

or you need to figure - Like, I'm on my third

career and I am loving it.

00:51:41:18 - 00:51:43:04

And there's so many other things

00:51:43:04 - 00:51:45:28

I'm still going to do,

hopefully if I live long enough,

00:51:46:29 - 00:51:49:04

and I'm really looking forward to that.

00:51:49:04 - 00:51:52:00

So don't think that everything's fixed

and everything's permanent.

00:51:52:13 - 00:51:54:18

And another thing that I would say is

00:51:55:23 - 00:51:57:18

so many things change in our lives.

00:51:57:18 - 00:51:59:23

I remember

when I first entered the workplace,

00:51:59:23 - 00:52:02:11

I didn't even know what adjustments

I needed.

00:52:02:20 - 00:52:05:00

I didn't know

what adjustments were available.

00:52:05:07 - 00:52:09:01

So don't be afraid to to ask and explore.

00:52:09:09 - 00:52:12:25

And I think now more than ever-

like I grew up without social media.

00:52:12:25 - 00:52:15:09

I'm that old. Now,

00:52:15:09 - 00:52:17:21

we can connect so easily with each other.

00:52:18:05 - 00:52:21:24

So don't be afraid

to reach out on social media

00:52:21:24 - 00:52:25:28

to disabled people

because we are a supportive community

00:52:25:28 - 00:52:27:03

at our core.

00:52:27:03 - 00:52:30:03

And I think we will all be willing to help

00:52:30:15 - 00:52:32:23

with anything and to share,

00:52:33:10 - 00:52:37:05

share our knowledge and experience

and help you get there quicker.

00:52:37:24 - 00:52:39:27

I love that and I completely agree.

00:52:39:27 - 00:52:44:18

I think there's not one disabled person

that I've met that wants

00:52:44:18 - 00:52:48:18

another disabled person

to face the same barriers that they did.

00:52:48:18 - 00:52:50:27

So I completely agree.

00:52:50:27 - 00:52:53:03

You know, reach out to other people,

00:52:53:03 - 00:52:57:24

learn from their benefits, learn

from their mistakes.

00:52:57:24 - 00:52:58:03

Yeah.

00:52:58:03 - 00:53:04:01

And yeah, I just...

Thank you so much, Shani, for joining me

00:53:04:01 - 00:53:09:28

and spending so much time talking to me

about your amazing, amazing career.

00:53:09:28 - 00:53:13:17

And I think if I'm right, you might be

00:53:13:17 - 00:53:17:14

the second person

I've interviewed for this

00:53:17:14 - 00:53:21:05

that is also on the Power 100 list.

00:53:21:15 - 00:53:25:12

So yeah, just

thank you so much for this.

00:53:25:12 - 00:53:27:11

I appreciate it so much.

00:53:27:11 - 00:53:27:29

Thank you.

00:53:27:29 - 00:53:30:09

It's been a real honour

to have this conversation.

00:53:31:11 - 00:53:32:14

Thank you so

00:53:32:14 - 00:53:35:20

much for listening to this episode

with Shani.

00:53:35:21 - 00:53:40:15

I learned so, so much from her

and cannot wait

00:53:40:15 - 00:53:44:13

to see all of the amazing work

that she carries on doing,

00:53:44:18 - 00:53:47:12

including the app that she mentioned,

which

00:53:47:13 - 00:53:50:13

I think we're all going

to keep a lookout for.

00:53:51:11 - 00:53:53:17

Before you go, I want to remind you

00:53:53:17 - 00:53:57:05

that we do have a GoFundMe

set up for this podcast.

00:53:57:15 - 00:54:02:12

We are 100% committed to accessibility

here at The Wheelchair Activist,

00:54:02:21 - 00:54:06:03

and we want to make sure

that every bit of content

00:54:06:08 - 00:54:08:25

is inclusive and accessible to all.

00:54:09:07 - 00:54:13:24

Every donation allows us to continue

doing this work, which includes

00:54:13:24 - 00:54:18:06

captioning each and every episode

and making it available on YouTube.

00:54:18:21 - 00:54:19:14

Thank you

00:54:19:14 - 00:54:23:03

so, so much to

everyone who has donated so far

00:54:23:03 - 00:54:27:18

and has allowed us to continue

making this amazing podcast.

00:54:27:27 - 00:54:30:19

Please give this podcast

a share far and wide

00:54:30:24 - 00:54:34:00

so everyone can enjoy the amazing content.

00:54:34:11 - 00:54:36:15

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00:54:36:15 - 00:54:39:15

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00:54:39:15 - 00:54:42:09

Anderson and edited by Joe Tapper.

00:54:42:19 - 00:54:47:00

Thank you so much for listening and

I can't wait to see you in the next one.