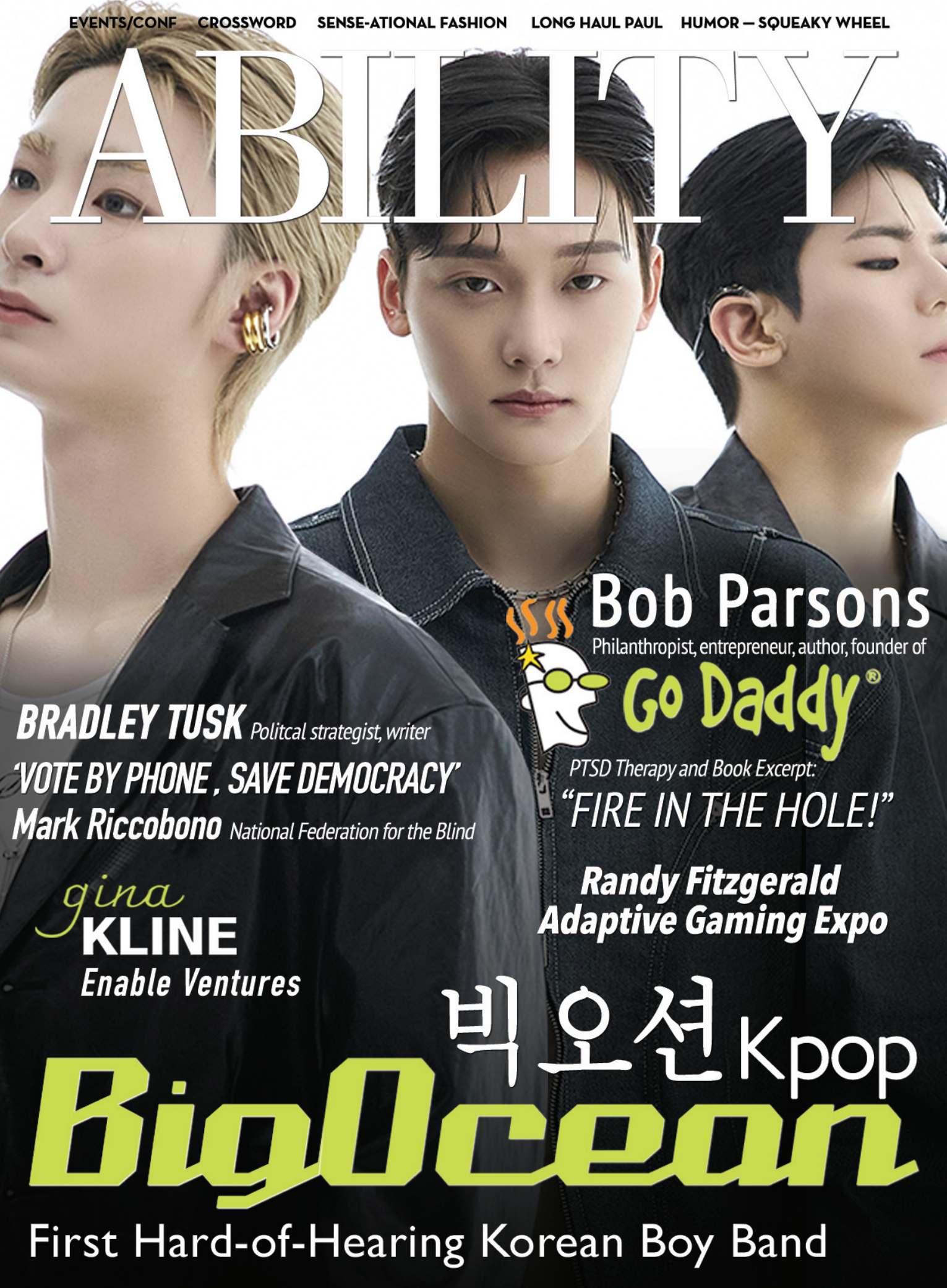
EVENTS/CONF CROSSWORD SENSE-ATIONAL FASHION LONG HAUL PAUL HUMOR — SQUEAKY WHEEL

ABILITY



Bob Parsons
Philanthropist, entrepreneur, author, founder of
Go Daddy®

PTSD Therapy and Book Excerpt:
"FIRE IN THE HOLE!"

BRADLEY TUSK *Politcal strategist, writer*
'VOTE BY PHONE , SAVE DEMOCRACY'
Mark Riccobono *National Federation for the Blind*

Randy Fitzgerald
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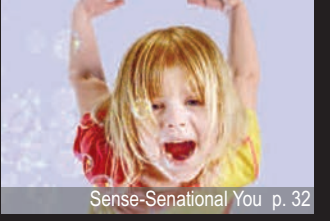
Oranges

Low number of resumes
Low number registered job seekers
Using aggregated job feeds
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Ashley and Chet riding at Lake Elsinore MX park

I am full time back in Florida and we are getting ready for a second hurricane that is headed our way this season. Maybe I should have stayed in Michigan? Our



prayers go out to all that were affected by Helene how horrible that was. You always have plenty of time to prepare for a hurricane so that is helpful but you never know how bad it will be! We are in a pretty safe zone so typically we are ok. We usually just lose power for a while and have a lot of water I'm hoping that is all that will happen this time. Just charging everything in case!

In between getting ready for a hurricane I have also been getting ready to attend a Day in the Dirt race. There is one here in Florida in March and now they have added a second one in Pennsylvania. They have asked me to join this year so my brother and I will be driving up this week, hopefully we can avoid the bad weather. A few of my friends will be racing with me in the group races. It is always very fun you take turns doing laps as a team! Some people dress up so its kind of a different feeling out there, racing and riding for fun with your friends. Everyone always has a great time. We will be camping for a couple of days at the track, I am really looking forward to it! I will keep you posted on how it all turns out.

My mom and I just flew up to Michigan for the week. I got to visit with my grandpa and cousins and I also went back up to Grand Rapids to hang out with a few of my friends. The flight was a little rough, but I made it through haha. We went to the MGM casino, hit a cider mill and a Halloween pop up while we were there. We are always jamming everything in when we get to Michigan but we have a great time! I always drag my mom to Miller's it is a very old bar and has been there forever. They have the best burgers ever and they do everything on the honor system so you just go up to the bar and tell them what you ordered! It you are ever in Michigan in Dearborn you have to go there, it is on Michigan avenue.

My birthday is coming up soon and I love everything about Halloween. We will be going to Halloween Horror Nights to celebrate my birthday I am so excited! We have also been trying to find some bars that are doing Halloween pop ups or cool drinks! My mom and I hit one in Michigan, we also went to Disney Springs and got a "creepy" margarita drink. This past weekend we went to a pop up in Downtown Saint Augustine it was decorated really great. I will keep looking to try and find some more Halloween things to drag my family and friends to!

Stay dry and safe everyone. Don't forget if you ever see me at the track stop by and say hi! ■ ABILITY

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the SQUEAKY WHEEL



We Ranked Disabilities by How Embarrassing They Are to Disclose

Most disabilities come with some form of stigma, but not all disability stigma is created equal. The Squeaky Wheel ranked all seven disabilities (yes, any disabilities not on this list are fake) by how humiliating they are to reveal.

7. Cancer

Revealing a hidden cancer diagnosis is the biggest power move possible. After they know, people pretty much have to do anything you ask them to do, and with a smile. While chemotherapy and chronic pain absolutely suck, at least you can revel in your unparalleled abundance of social capital.

6. Wheelchair (the disability)

Wheelchairs aren't the easiest thing to "reveal," but



rolling up to a job interview without advanced notice is pretty "Regina George attending prom in a neck brace" of you. Surely the interviewer will treat you with extra kindness, generosity and compassion before they reject you.

5. Blindness and d/Deafness

We're grouping these two together because for some reason society is obsessed with comparing them. While announcing your absence of vision or hearing will always lead to corny jokes and weird "super senses" theories, at least you have one less method of perceiving their ableist cringe.

4. Chronic Illness

Telling someone you are chronically ill can result in a wide range of responses. From "how long will that last?" to "are you sure you're not just a big baby?" you may be met with skepticism or even dispute. Still, "chronically ill" sounds badass, so at least they can't deny that you're cool as fuck.

3. Autism

Having to disclose your autism to a normie usually leads to one of two outcomes, and we honestly don't know which is worse. On one hand, they might be surprised and say that you probably don't have autism and that you just love anime a lot and have all the symptoms of autism. On the other hand, they could be like "oh yeah we could tell." Pick your poison!

2. Ehlers-Danlos Syndrome

Thanks to Jameela Jamil and all the hottest but most infuriating girls you know, there's enough awareness of EDS that it's now got a stigma problem. Whether it leads to doubt, invasive and ignorant questions, strange skin comments or outright denial, it's hard to win when disclosing weak connective tissue.

1.Irritable Bowel Syndrome

Awww, does your belly hurt? Nothing fills one with more shame than admitting you can't eat literally anything that tastes good without turning into a gaseous monstrosity of sweat and odors. On the plus side, it gives you infinite excuses to spontaneously leave uninteresting conversations so … it's a breakeven? ■ ABILITY

by Steven Verdile

the-squeaky-wheel.com




CHASING THE CURE
YAMAHA
LOOK TWICE
RIDERS HAVING FUN
NH 2
NOCAR
MOTORCYCLE
IRON BUTT RALLY



Fall Up

It happens every year.

My wife and I were enjoying drinks on the outside deck waiting for a table at out favorite restaurant. She chose a French martini and I ordered a Summer Ale. The weather was perfect for sitting outside, no need for a sweatshirt or jacket as long as the sun was still shining. Friday's were always busy, so it took us a while to be seated. We didn't mind. I finished my first draft and ordered another beer. When the waitress returned, she was frowning.

"I'm so sorry. We ran out of the Summer Ale and have now switched over to the Octoberfest."

Of course, I wondered out loud.

"Wow, have we been here so long that the seasons have actually changed?"



Summer was officially over and I wasn't crying.

Who decided that Summer would be the season of bright sunshine, beaches, fun and games, watersports, vacations, camping, hiking and falling in love? Who decided Autumn would be the season of darkening skies, dying vegetation, yard cleanup and for us northerners, battening down the hatches for a long cold winter? Who?



Somewhere along the line, we gave Autumn the nickname, 'Fall', which in itself seems such a dreary word. We Fall over, Fall down, trees Fall, leaves Fall. Autumn is about Falling temperatures and Falling hours of daylight.

Does Autumn really have to be the summer killing season of darkness?

For me, Fall is a great season. My MS5000 annual fundraiser runs through September and October. This year, we have 50 riders from all over the country out riding their motorcycles while raising donations for Multiple Sclerosis. The event raises over $25,000 each year.

As the weather gets cooler, my health improves as I don't have any issues with MS fatigue or weakness in my arms and legs aggravated by the heat of summer. Fall is when I gather all the good photos I snapped



during the year and put together my annual calendar. Another fundraiser, and it helps put a few dollars in my gas tank.

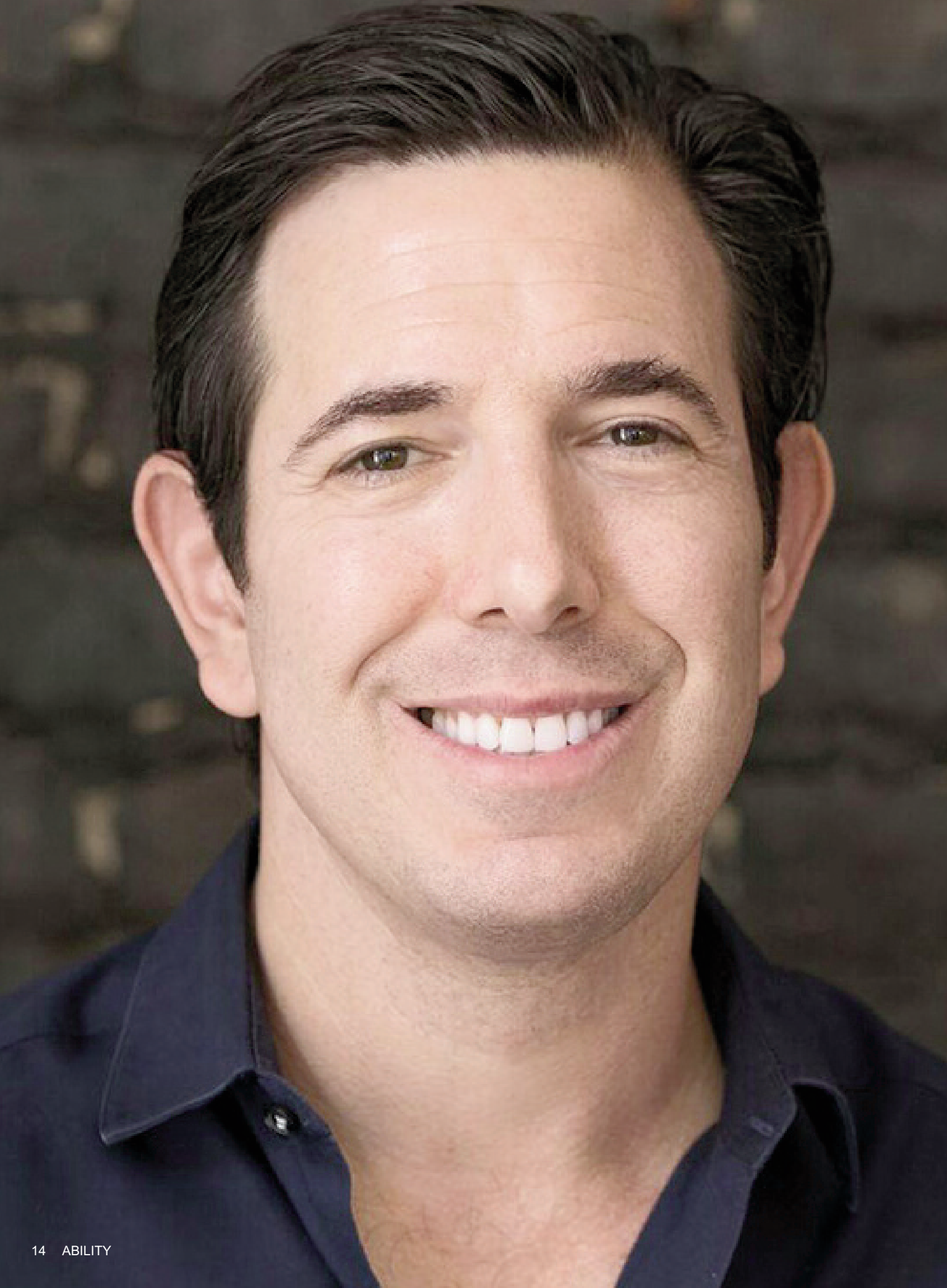
Each Fall I begin to plan for my next year's fundraisers and get to start planning my cross country rides to all the national events. A million miles is the goal and I still have 350,000 miles still to go. Without the harmful effects of the summer heat, I also get to do some much needed repairs or upgrades to the home, cars and motorcycles. I like working hard when it's cool out!

As my travel schedule slows down, I am hopeful this year I will get to take a few rides to view the beautiful foliage we have in the Northeast. Without a full travel schedule, I also get to spend more time with my wonderful wife and get to take her out for drinks or dinner.

Yes, Autumn is a great time of year for me and probably my favorite season of all.

Not to mention, I really, really like the Octoberfest beers. ■ ABILITY





Interview with

Bradley TUSK & Mark Riccobono:

VOTE WITH YOUR PHONE

When people think about disenfranchised voters through the course of history, one overarching theme presents itself: accessibility. Fair access to voting has been fought for tooth-and-nail by marginalized groups across various backgrounds, and a certain group of people are lobbying for what they feel is the next step towards a truly equitable voting system–mobile voting. In Bradley Tusk's most recent book "Vote With Your Phone: Why Mobile Voting Is Our Final Shot at Saving Democracy", he speaks to the positive impact mobile voting could have on our current system. Working in tandem with Mark Riccobono, president of the National Federation of the Blind, Tusk is driving the initiative towards more inclusive voting.

ABILITY Magazine's Gina Healy and Jennifer Woodall joined Riccobono and Tusk in a virtual interview to discuss mobile voting security measures, voter fraud, enacting the mobile voting platform on the federal level and how to change the system.

Jennifer Woodall: Hey Bradley, how are you doing?

Bradley Tusk: Hey, I'm good.

Woodall: Hello, Mark. How are you today?

Mark Riccobono: I'm doing well. Thank you.

Woodall: My co-interviewer Gina is here as well.



Andrew Begel

Gina Healy: Hi, everyone.

Tusk: Nice to meet you.

Riccobono: Hey, Gina.

Woodall: Bradley can you give us some background on how you got to where you are now?

Tusk: Sure. I'm a venture capitalist. I'm in politics. Actually, I'll just walk through it this way. Started my career in politics, was Mike Bloomberg's campaign manager when he ran for mayor of New York, worked for him at City Hall. I was the Deputy Governor of Illinois for four years, ran the state's legislation budget policy operations and communications. Spent a couple of years on the Hill in DC as Chuck Schumer's communications director in the Senate. Started my first company, Tusk Strategies, a political consulting firm in 2010. We run all kinds of big campaigns for companies, candidates, nonprofits all over the country. Started working in tech in 2011 with Uber, ran most of the campaigns around the US to legalize ride sharing. That worked. Did it again with CLEAR to get them to airports. That worked. Then launched my first venture capital fund in 2016. We invest in early-stage technology companies that face different regulatory issues. We're investing out of our third fund right now and raising our fourth. Separate from that, I got really lucky in that when I did Uber, I took my fee in equity because they couldn't afford me because they were such an early startup at the time, and it became Uber.

I was able to start a family foundation out of that. We do two things, mobile voting, which we'll discuss today. The other is hunger. We fund and run campaigns around the country to pass legislation requiring universal school meals. So far, we've passed 25 bills in 20 states. About 13 million more people have access to food on a regular basis, and about 7 of our money has helped to lock about $2 billion in new government funding for school meals. Separate from that, I teach at Columbia Business School. I own a bookstore on the lower side of Manhattan called P&T Knitwear. I host a podcast called Firewall. Write a column for the New York Daily News, write a Substack, and tomorrow is my third book coming out, Vote With Your Phone: Why Mobile Voting is Our Final Shot at Saving Democracy. The first book, The Fixer, was a memoir, and the second, Obvious in Hindsight, was a novel about how to legalize flying cars. So that's me.

Woodall: That's a lot. Busy man.

Tusk: (laughs) Yeah, I have a very short attention span.

Woodall: I understand that for sure. And how about you, Mark?

Riccobono: I serve as President of the National Federation of the Blind. My business degree was from the University of Wisconsin, and I was going to go into marketing and economics. Because of my advocacy work at the grassroots level in the state of Wisconsin, I got noticed by the State Superintendent of Public Instruction, and started directing a state agency for blind children just short of my 24th birthday. I had no background in the education of blind children, except I knew everything not to do because that was my educational experience in the public schools as someone who was blind, but mostly wasn't passed over by the educational system. I got very deeply into educational reform issues for blind children and did that for three and a half years before I came to work for the National Federation of the Blind to build research and training programs, which had me doing everything from education programs to technology development to putting together research programs that were centered on blind people. As part of that, I oversaw our work on the Help America Vote act. We got into the Help America Vote act– in 2001–a requirement that nonvisual access had to be included in voting machines in federal elections.

This is the first time that there was an affirmative requirement that polling places–at least in federal elections–had to provide equal access in a real meaningful way to blind people. We have had a project ever since then. One of the things that I established and have been overseeing is we survey the experience of blind voters every year since 2008 in every major election. We have the longest standing longitudinal data on the experience of blind voters. On the technology side, what I'm most noted for, is I got handed a project to help build a car that a blind person could drive. There's a long story

there, but one of the intersections of that story is I ended up being the person asked to represent the federation to do the public demonstration of that technology, which was at the Daytona International Speedway. A lot of people know me as "the blind driver". I've had quite an interesting set of things I've worked on. In 2014, I was first elected President of the National Federation of the Blind. In order to be elected, you have to be a blind person. You have to be a member of our organization, and you have to be able to get elected at our national convention. I've been re-elected every two years since. It's important that I keep doing a good job for blind people. In this capacity, obviously, I work on all variety of things, but most importantly, staying centered on what blind Americans need, want, and hope for, and then go out and make it happen.

Woodall: Thank you both for those introductions. Bradley, you recently wrote a book called, "Vote With Your Phone: Why Mobile Voting is Our Final Shot at Saving Democracy". Can you give our readers a brief synopsis of what this book's about?

Tusk: Yeah. The book makes the case that we have a government and a democracy in crisis, and that if we want to fix it, we've got to really change the way that we allow people to vote. I think people with disabilities–especially Mark who has been one of our best partners and a true visionary–it really has been incredible in understanding what needs to be done here and being at the forefront of it. I think that in many ways, the people who are going to read this interview know what everyone really should know, which is voting is just too difficult. It's too difficult if you are a person with disabilities, but it's too difficult for everybody, simply by the fact that most people just don't do it because of gerrymandering, which is the process by which most legislative districts are already set as Democrat or Republicans, so only really the primary matters. Primary turnout, depending on the year in the elections, is about 10 to 20%. So who are they? They're the furthest left, or they're the furthest right, or they are special interests who know how to move money in votes in low turnout elections.

As a result, small groups of people pick who our left officials are and then dictate what they're going to do in office, and it gives us one of two types of government: either the total chaos and dysfunction that defines Washington, DC, or totally one-sided government, whether it's the state of Texas on the right or the city of San Francisco on the left. In my view, none of that is democracy, and none of that is effective. When I ran the campaigns to legalize Uber and ride-sharing, what I saw was millions of people were advocating on our behalf and through the app telling their elected officials, "Hey, I like this ride-sharing thing. Please leave it alone." And it worked. We wanted every single market in the country and started wondering, "Would they vote that way, too?" Maybe. They certainly aren't voting now in those state and local primaries. But maybe if you make it really easy. So we started the Mobile Voting Project in 2017 and started off by funding elections in seven different states where either people with disabilities or deployed military voted in actual elections–Mark, again, was one of our most important partners on that–and it worked.

Turnout increased materially. National Cyber Security Center audited all of them. They came back clean. Jocelyn did a poll when she was running Denver's elections and found now, no shock me, that 100% of people said, "Yeah, I'd rather press a button than go somewhere." That would be weird if it wasn't 100%, but a lot of the cryptography community felt like the tech that was already out there just wasn't secure enough. Our view was, we didn't want that to be an excuse to not move forward, so we decided to build our own mobile voting technology and began what we're now in year four of a process. We are building technology that is end-to-end encrypted, end-to-end verifiable, air-gaped, has multifactor authentication, has biometric identification and is open-sourced–that's in accordance with the recommendations from the U.S. Vote Foundation–and when we finish building the tech next year and we go through all the certifications, the next step to make it free and open source so anyone can use it, anyone can improve on it. Then the really hard work begins. That's why I wrote this book and why Mark contributed an essay to it, which is changing the laws so that everyone has the option to vote on their phone.

We're not trying to take away any current form of voting, we're just trying to give people an additional option, but we're going to get a lot of opposition because people who have power currently don't like the idea of making it easier to risk losing power. So whether you're a Republican, Democrat, lobbyist, Union, Trade Group, if you like things the way they are, you're going to have concerns about what we're doing. I wrote this book to try to start building a movement of people all over the country, people with disabilities, civil rights leaders, military families, Gen Z, all these different groups who can hopefully demand that we be given this right. What we've seen throughout history is that really pivotal movements and moments in American democracy, like the Americans Disability Act or same-sex marriage or civil rights, all happened because people stood up and said, "I refuse to accept the status quo." So that's the beginning of the next phase. The book is basically the story of, "Where are we now? Why are we here? How did we get here? How can we fix it? What did we build? And what comes next?" Does that answer Is that your question?

Woodall: Yes, very thoroughly, thank you. It touched on a couple of the things that I want to ask about as well, but we can go into them a little bit deeper. When we talk about mobile voting, how do you approach the concerns about voter fraud?



Stevie Wonder speaking to Mark Riccobono

Tusk: So there's voter fraud and there's security more broadly. I have to say, voter fraud is one of these things that gets attention, but doesn't exist all that much in reality. As I mentioned, I worked in Chicago politics, so that's as ugly as it could possibly get, and even there, you don't really see it. The Heritage Foundation, which is a conservative think tank, did a report and found that 0.000006% of votes are impacted by voter fraud. So basically zero. Then the question is security because this is a new type of voting and it's on the Internet. Therefore, people have every right to be concerned. Maybe I could just walk you through how it works, which is if you are a voter, you download the app from your local election jurisdiction. The first thing they do is make sure that you're voting in the right precinct in place, and then they identify that you are you. Every jurisdiction has different ways that they do that. Some use biometric screening, like an iris or a fingerprint or facial recognition scan, some use digital signature matching. In every case, we use multifactor authentication. So just like with Google or Amazon or whatever, you get a code sent to you that only you can access to verify that you're you. Once it's established that you're you, the app looks like any voting thing you'd see on the internet because the goal is to make it as easy to use as possible, where it's a little different is compared to other forms of voting, there's no risk of hanging chads or stray pencil marks or undervoting or overvoting or anything like that. Once you've completed your ballot and you decide it's what you want, you review everything, you hit send, it's immediately encrypted. You get a tracking number that then says, "Okay, here's how you can follow the progress of your ballot throughout the process." They then go to the election official's office and they then decrypt, they take it offline, it's called air gapping, to remove it from the internet because the only way to hack something is to be able to access it through the internet, so if something's not on the internet, you can't do that. And they only decrypt it once it's taken offline. A paper copy of the ballot is then printed out. The ballots are anonymized and randomized. Then for the voter, you have the tracking numbers. You can see when your ballot was submitted, when it was received, when it was decrypted, when it was printed, when it was tabulated. Because all the code is open source, anyone who knows how to do this stuff can check for bugs in the code or anything that could potentially go wrong in an election. So, there's multiple layers of both security and accountability and auditing. So does that explain it?

Woodall: It does. Yeah. Thank you. We actually recently interviewed Ken Block, who was actually hired by the Trump administration when they were alleging voter fraud to do the research on it as a neutral party. He had some interesting information about how voting is conducted so differently state to state. I'm interested to see how something like this technology would work in states that are so different from each other with how they're conducting voting, and how they're collecting voting.

Tusk: Yeah. I mean, for better and for worse, because voting is run at the local level, everyone's going to have their own processes, rules, requirements, everything else. We have built this app so they can adapt to whatever it is. If you're a jurisdiction that says, "I want biometric screening" great, we can do that. If you're a jurisdiction that says, "We have ranked choice voting here" great, we can do that. We can adapt to whatever rules are because we're not in a position to set all the differ-

ent rules. When we polled mobile voting before 2020, we found that about 75% of Democrats and independents and Republicans all said, "Yeah, if it's secure, we should have this." Then, after 2020, we polled again. It stayed in the mid-70s with Democrats and independents and fell into the 40s with Republicans. That's clearly the influence of what we saw coming out of the 2020 election. Look, we have built this to be totally non-partisan. In the seven states where we've done this, three of the seven were very Republican states, West Virginia, Utah, and South Carolina. But it's also possible that Blue cities and states warm up to this faster than Red, and they adopt it first. Our goal is to work with anybody who wants to do this.

Healy: To follow up on that a little bit more, it does seem like the states with the most restrictive voting measures would be the ones who would be least likely to adopt this versus the liberal ones. How would you ensure that this would be enacted on a national level?

Tusk: Yeah, absolutely. So, I have two answers: one is, sometimes we think that–even take Georgia, which is one of the states that really has had the most restrictive voting laws–we actually think Atlanta as a city is one of our best targets, in part because like the disability community, another community that feels very strongly that the current system is unfair is the civil rights community. So, for example, I'm going to Atlanta next week, and I'm doing an event at the Carter presidential Library with Martin Luther King III, making the case for mobile voting because he believes that the best way to fight voter suppression is to let people vote on their phones. When you're pressing a button in your living room, no one could turn you away because of the color of your skin. So, the first thing is, I think finding Blue cities in Red states is one path there. The second is more broadly like what I've seen in my career in technology, which is once you take the genie out of the bottle, you can't put it back in. Everybody everywhere runs their lives on their phones these days. We do our banking, our health care, people do their love lives, so many different things. They're not really willing to say, "Oh, my cousin in this state can have access to this app and tech, and I can't." Yes, I don't think it's going to happen in all 50 states at the same time, but everything that I've ever seen as venture capitalist and a technology investor is once the genie is out of the bottle, once the product is out there in the market, it's very, very hard to roll it back. That's also why we're going to need to be able to organize and mobilize millions of people. Yeah, those political fights in the Red states will probably be tougher than the Blue states, but you know what? Having worked in a lot of Blue state politics–New York, Illinois, Pennsylvania–in my career, those aren't going to be easy either.

Woodall: You are It's still in development, the mobile voting platform?

Tusk: Yeah, we're like 85, 90% done. We have a team of experts who are just running test after test, and then we're going to go to organizations and ask them to review it. Then also the important thing is keeping it open source. It's not the end-all deal we put up online. Other people could then from there build on it and make it even better. But yeah, it doesn't do any of us any good to put something up that is not as bulletproof as possible.

Healy: So you would give the technology to the states?

Tusk: Yeah, it's free.

Woodall: Oftentimes when companies are developing tech, specifically for accessibility, they fail to have disabled contributors in their research and development teams. Is that something that you've been able to do while you're developing this platform?

Tusk: Yes. Very much so.

Healy: Mark, it seems from what I saw that Provision 2 of the ADA either builds on HAVA (Help America Vote Ace) or supplements it. I was wondering how mobile voting would add to that, to make it that even better.

Riccobono: Well, in the National Federation of the Blind, we pushed very hard on the idea that the entire voting program has to be accessible. The Help America Vote Act did a lot–really opened up making sure that polling places in federal elections were fully accessible–but it didn't really address absentee voting. What we saw also is that after less than a decade, a lot of states wanting to go away from electronic voting machines back to paper. I think this synergizes pretty well with what Bradley said. Once the genie is out of the bottle, at least for blind people, we said, "Well, wait a minute. We've had private independent voting for the first time where no one interferes with our ballot. We don't have to rely on someone else marking the ballot. We're not going back." At the same time, we recognized that there were other forms of voting that were not available. So, nondisabled people had actually more options. You could vote absentee. We sued the state of Maryland, and Maryland said, "Well, we make voting available to you at the polling places. Sorry, if you got to be out of town on election day, too bad for you."

If you were a person without a disability, no problem, you'd have access. We were able to establish that actually the Americans with Disabilities Act guarantees us access to the entire voting program, not just a particular aspect of voting. The problem is that the states don't do too well at really planning for and thinking about accessibility. Case in point is the 2020 election. Now, I sent a letter to every state in the nation in September 2019 saying, "We have a big election coming up in 2020. You should be ready to make sure that your entire voting program, including absentee voting, is accessible to voters with disabilities." Now, I'm not particularly good at predicting the future. I wrote that letter from an advoca-



cy point of view, but what happened six months–a year later, every single state was rushing like mad for mail in ballots, not because of accessibility, but because of a worldwide pandemic. Virtually no state paid attention to my letter in September 2019. We ended up pursuing almost two dozen states in terms of lawsuits or other actions because their absentee voting processes had no accessibility in them. One of the reasons that mobile voting is important, and it's important that the initiative of this movement is being built with accessibility from the beginning, is it will give states a tool that they know has accessibility built into it, and it has the flexibility to be accessible in all of the ways that might be needed.

That's one of the key aspects of voting that is really continuing to be missed. We have states, even today–North Dakota is a great example–they're permitted to do delivery of ballots to people with disabilities. It's in their law, but they're just not doing it. A lot of states aren't even thinking about accessibility still in absentee. Really, people with disabilities, not unlike other classes of people, really have a limited set of choices when it comes to truly voting privately and independently in an election. Mobile voting presents the option to make level that playing field, provide all the options to voters with disabilities that other people have.

Healy: I read in your essay that the NFB (National Federation of the Blind) has a mobile voting working group. Is that what you referenced earlier?

Riccobono: Yeah. So we have worked really from the beginning–even going back earlier than the Mobile Voting Project–pulling together thought leaders and others who have been thinking about this idea of mobile voting. It's something that we've helped curate some of the conversation, knowing that if anybody is going to be talking about new forms of voting, we want to do exactly what this project that we're here talking about today has done, which is making sure that accessibility is baked in from the beginning. That it's not an afterthought. Our mobile voting working group has really been to get people thinking and talking about what the future of voting is and how it can be built to be accessible from the beginning.

Healy: Is it also an advocacy group?

Riccobono: Well, really, the advocacy comes in our grassroots network and what we do. It informs our advocacy efforts, I would say, because in our advocacy efforts, we're not advocating, in many cases, for a specific approach to voting. We're advocating for making sure that the voting methodology is accessible and also trying to, again, expand the franchise of voting. Absentee voting is already available to overseas military voters in ways that it's not available to people with disabilities. We spend a lot of time advocating that those methods be open to us. If you're on the international space station, you can vote from space. But apparently, we're not smart enough to figure out how to make that happen for people right here in the country. It doesn't make sense to me. What it says to me is, if you're an astronaut, you're important. If you're a person with a disability, you're not. So that's where the advocacy comes in.

Healy: You said you've you've been elected every two years. How did that voting go? Did you guys use mobile voting?

Tusk: That's a really good question.

Riccobono: Well, it could be, but our voting does happen in person at our national convention. It's a little bit different in that our national organization is a little bit more representative democracy in that the delegates at the convention are voting, but they're all elected by people at the local level. It's a little different. We certainly are interested in if there are applications for the mobile voting technology for other things that we do.

Healy: Yeah, I would imagine. It sounds It would be an incredibly powerful tool for so many people, more than the disabled, more than the civil rights movement. It's service workers, moms who have to work with small children–

Tusk: A few others, too, just throw them in there. Obviously, college students. For example, we dropped off our daughter at college a few weeks ago for the first time, and when we moved her in, she got her room key, she got a bike room key. It didn't occur to me to later that mail–mail, room, mailbox–never came up once. I literally don't think she would know what to do with a piece of mail, but if you let her vote on her phone, I guarantee she's already checked her phone 12 times since we all started this conversation. People in climate emergencies, especially because of hurricane season now. It's just like it's getting worse and worse and people are getting displaced. People in Native American tribal areas. There's lots and lots of different groups that could really benefit. But to your point, Gina, the reality



Mark Riccobono with NASA crew

is, why wouldn't we want to make voting easy for everybody if we can?

Woodall: Since the platform is still in development, do you have a projected date when you imagine this being completed?

Tusk: Yeah. So I would say probably Q3 of 2025 for the rollout, but that includes a series of different testing events and activities over the course of 2025, Defcon being probably the most high-profile one in that cyber world. But at the same time, we're also going to start running legislation in different cities around the country that would permit people to vote on their phones once the tech is ready and certified and everything else. We're going to get the movement building process going now. We're going to get the legislative process going now. We're going to finish the tech completely and make it open source in 2025. My hope would be that by 2026, '27, '28, municipal elections, maybe some state elections. Then if it's all working, we can start to expand things like congressional primaries from there.

Woodall: Am I remembering correctly that you said you've been testing the mobile voting in seven states so far?

Tusk: We did mobile voting pilots in seven states, not with the tech that we built. We were using the existing tech on the market, which actually, in fairness to them, works really well, but because it's not open source, because these are private companies with proprietary information, it couldn't meet the security requirements that the experts put out there. That's why we decided to build our own tech.

Healy: Do you think mobile voting is the only radical change needed to strengthen or to increase access to voting?

Tusk: No. In fact, it's funny. There's a whole chapter in the book, specifically, about a lot of the other reforms out there. I believe that we should have as much early voting as possible. I think states should have opt-out instead of opt-in for mail-in voting. I think that there's something to say here about the idea of making election day a holiday. On top of all that, I think we just need more types of political reform: open primaries, final five, ranked choice voting, national popular vote. There's a lot of good stuff out there, and I think we should do all of it. ■ ABILITY

bradleytusk.com



BOB PARS

If you were on the internet in the 90s, chances are high that you know the name GoDaddy. Behind the creation of the successful domain registrar is a man named Bob Parsons, a veteran with a torrid past and a common fall-out of war–PTSD. Bob Parsons' new book "Fire in the Hole" speaks about his life growing up, his journey to entrepreneurial success and his experiences with post-traumatic stress disorder.

ABILITY Magazine's Chet Cooper and Jennifer Woodall met with Parsons in a virtual interview to talk about his experiences with PTSD, successful business ventures and an ancient medicinal healing journey that lead to the ribbon cutting of the Parsons Research Center for Psychedelic Healing.

Jennifer Woodall: You recently released your book, "Fire in the Hole". Can you give me a brief synopsis of what the book's about?

Bob Parsons: Well, the book is about, is really the story of my life and how I was able to have the success that I had. And what makes that interesting is I started with nothing, chicken scratch. My parents were both compulsive gamblers. Usually, it's just one. I had them both, which meant that they weren't very good at it. The family was usually broke because the game is a chance they're not there to be beat. You understand that, right? They never seem to understand that. But there you go. So anyhow, I had a tough childhood. I was never really physically abused, but I was neglected. Eventually, I went to high school. The only reason I graduated from high


SONS


Go Daddy
SOFTWARE



school was because I joined the Marine Corps in 1968 during the height of the war. I showed my teachers my orders to report to Paris Island, and they knew what was going to happen, so they all passed me. I was over there; I had seen my first combat. I was with my squad for hours. It just went that way. Eventually, I was wounded, and then eventually, I rotated home. Then I was a different guy when I came back. I was very serious. People said I was one of the most serious people anybody's ever met. And what it was PTSD. I battled with that for many, many years before I finally overcame it. I taught myself how to program a computer when they first came out. I was terrible in school before I went and did all that. I failed the fifth grade, but because of a hop, skip, and a slide, I managed to not have to repeat it. I had terrible, terrible early years in school, then when I was in college, I was magna cum laude all the way. I was totally a different guy. I owe all that to the Marine Corps. They taught me discipline. They taught me responsibility, that it's sacred. They taught me that I could accomplish way more than I ever thought I could, and then I had a right to be proud. Then, just one step at a time, I started this Parsons technology–failed the first three years or so, miserably–I lost all my money, but I only had $40,000 in total for that period. That all was invested in the business, you might say. I managed to sell it for 64 million, then I used my share of the money–because I got divorced right after that and my wife got a little more on the settlement than I did, which was perfect because she deserved it. She put up with my dumb ass for all the years we were married–so I started the company that became GoDaddy. It's interesting because the morning after we found the name GoDaddy that was available, we got the domain name. We told the rest of the staff, and they were all saying, "Man, that's a terrible name. That name sucks." I said, "All right, well, maybe we'll keep looking." Well, we never did find anything else, and the GoDaddy name stuck, and then it became a wonderful name because I remember whenever I would tell anybody the name of the company, the first thing they would do is smile. Then I knew they were going to remember it. It's a perfect name. Well, GoDaddy became an enormous success. Surprised even me. I'm pretty much an optimist. Where I sold parts of technology for 64 million, I did a deal with GoDaddy for 71% of the company. I kept 29%. Well, I got 2.3 billion for that. Well, I'll tell you something, Jenny. 3.4 billion is a stack of cash. I mean, it's a lot of money. I kept all my money on the table, So, when I finally cashed out of GoDaddy, I was worth more than three billion.

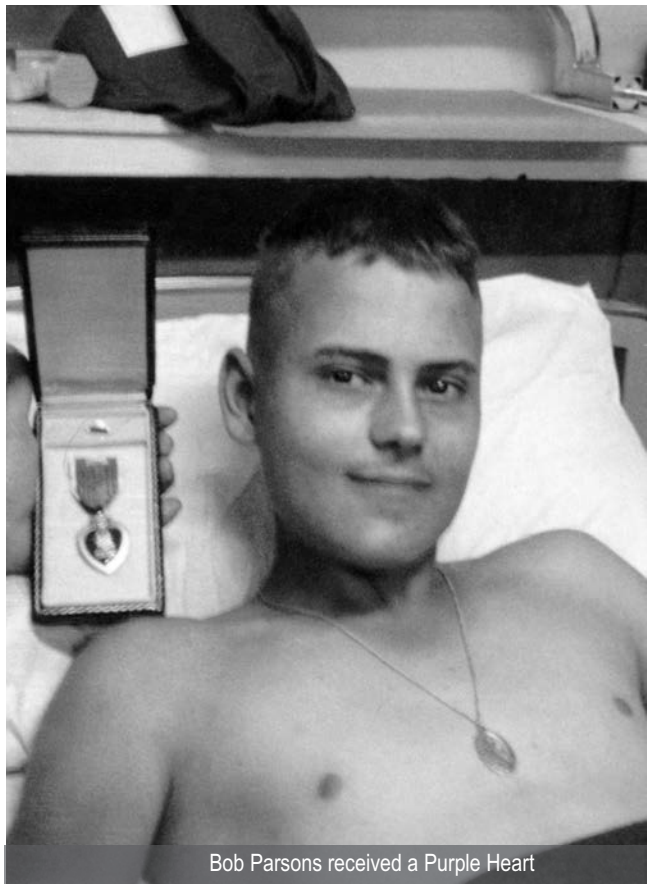
Chet Cooper: When did you start GoDaddy? What year was that?

Parsons: I started GoDaddy in, I think, '97.

Cooper: What a ride you had with GoDaddy. Tell me, how did you push that into the marketplace?

Parsons: How did I push it into the marketplace? We were pulled into the marketplace. First, we were doing websites because it was the only thing that we found that we could turn a buck doing. That was one of the things that we did. The problem with doing domain





Bob Parsons received a Purple Heart

names was, and you'll appreciate this, Chet, is that it didn't scale with websites. The websites didn't scale. We were limited to what we could do with the sweat of our brow and what we could make on building websites, which I guess you could make a living doing it, but you couldn't make any outstanding income. We kept looking and we decided then that we would become a domain name registrar where you could come to us and get your domain names and then we would sell our domain names for a very competitive price, and all our policies would be very, very reasonable and fair. Now, at that time, most of the domain name registrars were just awful. They were run by engineers. Their support was terrible. It just wasn't good. That was a big opening for us because I realized that this is one of the reasons why GoDaddy actually turned out to be enormous is because when it comes to people using the Internet, when it comes to learning, when it comes to socializing, when it comes to shopping, when it comes to just exploring, those sorts of things, when you have a problem and you're under some type of constraint to get it solved–like, for example, with the domain names and with websites–people much prefer to be talking to another person rather than to be dealing with something that is, well, not human. So, what we did was we took that particular piece of information and built it out to the nth degree. We had–bar none–the best service of any internet company, to say nothing of domain name registrars. I mean, you want a good service, GoDaddy was the place. That was the thing that over time made the company.

Cooper: I remember those day. What was the motivation for selling?

Parsons: Well, the motivation was that it was 2011, and I have been at it since 1997. The business had grown–I think I had 5,000 employees–we're doing business all over the world, we had a lot of moving parts. I wanted to do something else, basically.

Cooper: What was next?

Parsons: What I did next was I started selling motorcycles. I am a motorcycle aficionado. Love to ride those things. Right now, I think we have 10 dealerships, something like that, and have them all over the state of Arizona. I love that. Everything I do now is this conventional business–brick and mortar. I own a golf course, which is probably one of the best golf courses in the world. There's very few that are even like ours. I make golf clubs, which I absolutely adore that business. I love it. I believe we make the finest golf clubs in the world. We do all sorts of things. We do shopping malls in the state of Arizona. We do some hard money lending. The trick with being in a credit lending business is it's very easy to loan money. Getting it back is more of a challenge.

Cooper: Can you talk about your book and how post-traumatic stress disorder impacted your life?

Parsons: PTSD impacted me in every way. You know, I









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FIRE IN THE HOLE!
FIRE IN THE HOLE!
FIRE IN THE HOLE!

that again." Because everything that is causing you problems comes up, and you have to deal with it, and there's no bullshiting that away. It is pretty tough, pretty tough. But when you're done, you feel like you took a shower. The next day, I took the day off, and my wife and I went and we played golf. We played nine holes, and it was like the plants knew and the trees, all the fauna knew I was there. It was all happy that I was there and I could feel it. I could feel it being alive. It was extraordinary. I remember when we played a round of golf, I never putted so well in my life. It was like the grass on the green said, "Hit it here, Bobby," and it would go right in the cup. I've tried that since then, it didn't work. I guess that was a one-time only deal. Then the next day, we did LSD, and then I was finished. Well, my wife was the first one to notice the change in me. She found it pretty disarming. I was easygoing. I was so happy. I was willing to listen, didn't jump to conclusions. I mean, all the things that she wanted. She wanted to go somewhere; I was happy to go with her. That thing. Then the same thing when I went to work. Back at the companies that I run now, all my staff could not believe the change in me. They were thrilled because first, they didn't have to put up with my sorry ass anymore, and second, I was so happy, and everybody likes to be around a happy person. That's how I came around in 2017. I'll tell you what, I'm still going strong.

Cooper: Is that considered microdosing?

Woodall: No. When you do the therapeutic doses with hallucinogenic, particularly with psilocybin, you do what's called a "heroic dose", which is an incredibly strong dose. Microdosing is when you take tiny doses over an extended period of time. But no, Bob did the heroic dose.

Parsons: Jenny, did you eat the tea bags?

Woodall: (laughs) Yes, also therapeutically. I really appreciate you sharing your experiences with that both here and through your book and giving it such a large, global spotlight. I think it's such a valuable therapy that should be talked about more, and I hope we start to come around on that as a culture.

Parsons: Yeah, me too. We've taken a step backwards with the FDA not approving MDMA. But we may be down, but we're not out. So, we're going to take another run at it here shortly, and then we'll see. But the people that did it probably shouldn't have been the ones that did the proposal. I think the people that should be doing the proposal are the ones that'll do it the next go round. On the 28th of September, 2024 I'm going to be in New York City at Mount Sinai where we are going to cut the ribbon on the Parsons Research Center for Psychedelic Healing.

We will be exploring different psychedelics over a five-year period, and hopefully by the time that wraps, man,



we'll be full tilt, because I tell you, when the day comes where these become legal, it's going to be a renaissance. Now, there is a reason–for example, you can go out today and you won't have much trouble buying any of this stuff off the streets– so if you think, well, "Hey, if I can buy this now, then what's the problem? What do I need the government's approval?" Well, the reason you do is because of the people that will do the healing. Keep in mind, the psychedelic doesn't do the healing. The therapy does the healing and the psychedelic makes it possible and puts the person–the patient–in a receptive state and truly willing to change. That's what makes it work, and I can tell you from first-hand experience and from talking with many, many others, these things work, and they work with phenomenal efficacy. The only thing we're lacking is a thumbs up. With what has been accomplished in the third field trials that we did with MDMA, where you have 60% total healing, if you had that with any other drug, that thing would be approved in 11 minutes.

Cooper: Then you'll need to have a training facility to expand the reach of the therapy.


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"Fire in the Hole" excerpt on page 62

Parsons: Well, the problem with that, Chet, is not getting people trained, but it is getting people that are willing to be trained because what they don't want to do is they don't want to be on the wrong side of the law and wind up losing their license to practice.

Cooper: Right. I was thinking more after passage. I think this will all be approved. Will this research center you are opening be the first of its kind?

Parsons: I think there's some things that will be unique. I think it's the first of its kind in New York City. In New York City, they're able to work with Mount Sinai, who is a very well-respected organization, and also the Bronx Veterans Administration. Those two teamed up together to be able to do what they do.

Woodall: A lot of times people, particularly veterans, that are experiencing PTSD, want to keep it to themselves and suffer in silence–a little bit of what you mentioned about your experience as well. I was wondering for any veterans that may be reading this or really anybody that's experiencing PTSD, what advice do you have for them wanting to seek treatment but they may not know where to start or maybe need a little encouragement to do so? What advice do you have for them?

Parsons: Well, the first thing is to realize that you have a problem–and that it is totally up to whoever that person is–and to do something about it. Now–and one of the things I say in the book–if you don't know if you have PTSD, you probably got it, and you have it in spades. I've already talked to some fellows that I could just look at them and knew they had it. I started telling them what they should do, and they said to me, "Well, I don't have PTSD." I said to them, "You probably have the worst case of anybody I've ever met." I said, "What do you mean you don't have it?" The first thing is recognition that there's a problem. What I tell them to do is, if you don't know, if you haven't, ask the people around you. Ask your wife, ask your kids, ask your family, brothers, sisters, all Ask the people you work with. They'll know. And you know what? They'll be glad to tell you.

They'll be thankful for the end. So that is the number one thing. The number two thing is if you're up in, say, Denver, where some of this stuff is legal [or decriminalized] where they can find somebody who does that, guides to do that there, and then maybe that'll work for them. If not, then what they should at least do is contact the Semper Fi Fund, which goes by the name The Fund. What they'll do is they will provide them with a number of things that they can do, much of which is effective to mitigate some of what they're dealing with. And that is a good first start. ■ ABILITY

bobparsons.com

"Fire in the Hole" excerpt on page 62



Sensory Friendly Fashion | Autism & Adaptive Clothing

Clothing is a powerful tool. Whether it's shopping for something new, deciding what outfit to wear in the morning or donning that itchy shirt you avoid because it's time to do laundry, clothing can make or break the day. Even so, the fashion industry has a pattern of not always meeting the needs of the population. Some issues are slowly improving, for example the lack of variety in sizing has gained forward momentum in recent years. Now, some companies are working to make adaptive fashion apparel.

"At the end of the day, we'd all love for customers with disabilities to be able to shop at whatever brand they're feeling and build a wardrobe that expresses their style. We see that as the future. We want that for disabled customers." Julia DeNey is the founder and CEO of Sense-ational You and an advocate of making more clothes that are designed for people with disabilities. "The mission of Sense-ational You is to increase inclusivity and the success of neurodivergent children. Our goal is to help them be out in society with more comfort and less anxiety or overstimulation."

DeNey describes that there are two parts to her work: the first is to remove the issues with clothing that can cause sensory overwhelm, the next is to add tools to the clothes that offer sensory support. "A lot of kids get really dysregulated by their clothing and don't want to wear them, so we tried to help solve that, but then we also wanted to take it a step further and help with regulation."

It's a common image in the mornings; parents trying to get their child to school, but the child is too uncomfortable in their clothes to get ready. In reality, itchy tags or





clothes that don't feel right would affect anyone's day negatively. So, DeNey made an alternative: "We changed the clothing to have no tags and flat seams so that they are generally more comfortable and don't cause dysregulation." Sense-ational You clothes, also, have built-in, calming qualities. "The biggest thing was to focus on key sensory tools. We have a hoodie with sound reduction and an eye mask to pull down so you can have a sensory break wherever you are. We also have a shirt that has a built-in compression lining so, rather than having to wrestle a kid into a vest or remember to carry one around in case they need it, you can just lift up the shirt and tighten it to give them that calming input, similar to a hug. We use magnetic closures to help with their independence when dressing and to allow them to take the hoodies on and off themselves. The magnetic closures are also fun, built-in fidgets so we added them to our pants so that they can play with them

as part of their clothes in case they don't have a fidget toy on hand."

Adaptive clothing companies are taking the leap to be innovative in the face of an industry that actively excludes large groups of the population. "I think companies don't realize just how many more customers they could have by being inclusive and designing clothes for everyone. There is a huge portion of the population that has disabilities of all kinds, so if you make things that serve them, there is a return on that." These companies definitely see challenges, though. "Manufacturing is really slow because a lot of it is so specialty and new that we have to go back and forth a lot. Finding the supplies, and that whole side of the sourcing for the supply chain, is so different because a lot of it is not usually used in apparel or not used that way. They don't usually take sensory needs into consideration. It's not commonly part of the aesthetic or part of the design. So, you have to specify that literally every seam has to be flat. There's back and forth."



DeNey describes that the process requires more care than most fast fashion companies are willing to take which makes it quickly apparent that the fundamental values of adaptive clothing lines differ from the average leading fashion brand. "Many of us, adaptive fashion founders, try to come together because we're all working towards the same thing. If a customer comes to me asking for something that we don't have, I'll say 'check out this brand!' because at the end of the day the most important thing is that everyone has the clothing that works for them. We're competitors but we're all working towards the same mission: more inclusion and more acceptance of disabilities. We want everyone to have clothing that makes them more confident and allows them to express themselves."

Fashion truly is an opportunity for empowerment. "What you choose to wear each day says something and makes you feel a certain way and we want to be able to offer that to everyone. There's, also, power and confidence in the ability to dress yourself and to choose the sensory tools you use. That's really empowering, too." DeNey's eventual aim is to be able to offer even more choices with additional fabrics, styles and more sensory tools. Making choices in fashion is a big part of how we discover our taste and personality, after all.

Fundamentally, these options need to be just as available for people with disabilities as they are for people without. What can further that along is for everyone to support the goal. "These clothes are for sensory needs and to be advocates for children, but everyone can wear them! I was just flying and wore our sound reduction hoodie because the eye mask is great for taking naps on a plane. I've heard disability advocates explain it as the curb-cut effect. The cuts in the curb at sidewalk corners, which were originally for wheelchair users, also benefit you if you have a stroller or a suitcase or a grocery roller. It just shows that being inclusive benefits everyone and it has all these other applications. If you don't need magnetic closures, you have the fine motor skills to use a zipper and you don't mind the feeling of it, that doesn't mean you can't use the magnetic closures. They're still easier than regular closures, more fun and if we shift towards using them it will include everyone." ■ ABILITY

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gina KLINE

Enable Ventures

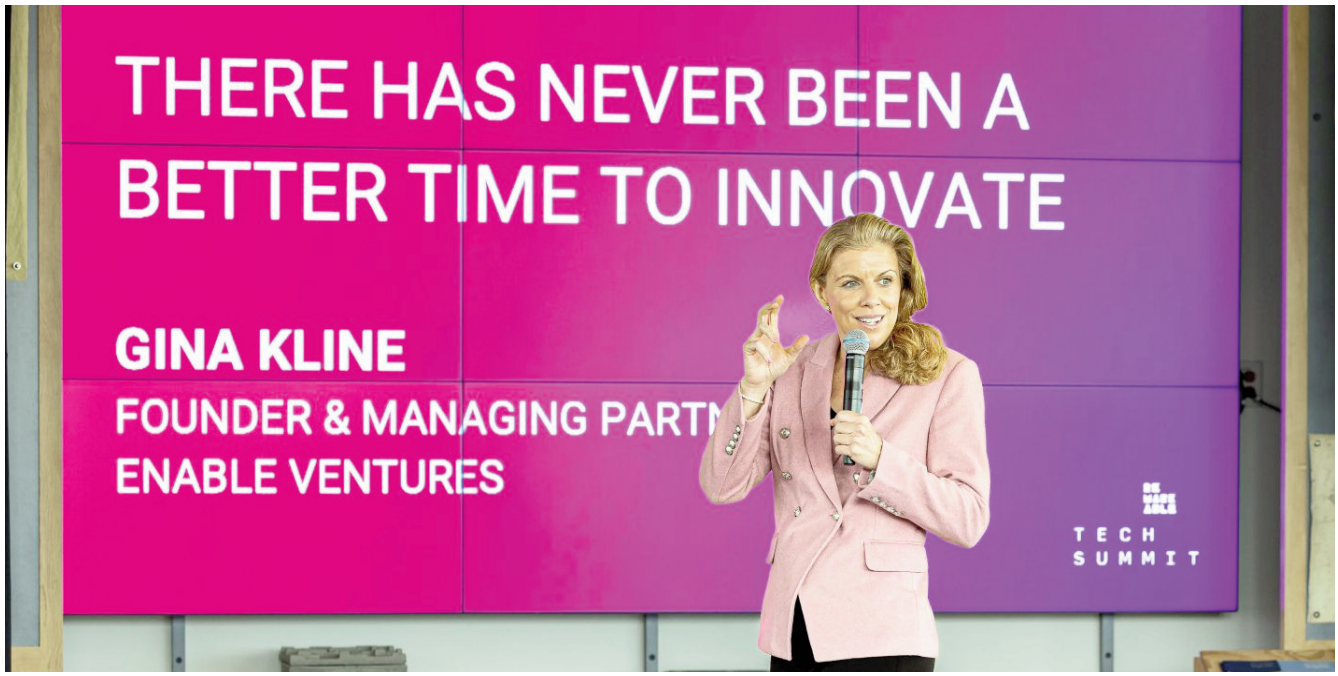
When we think about accessibility technology like screen readers, text-to-speech programs and even SMS messaging, we may not consider the origins of their creation. Who had the original idea? What work went in to making the tech a possibility? Who funded it? Recognizing a need for disabled voices in tech development, former civil rights attorney Gina Kline created Enable Ventures, a venture firm dedicated to funding high-growth tech startups that are dedicated to positive changes in the disability inclusion landscape.

ABILITY Magazine's Jennifer Woodall met with Gina Kline over a virtual interview to discuss the drive behind Enable Ventures, how a background in civil rights inspired its creation, and the urgent need for disabled voices in the tech industry.

Jennifer Woodall: Hello Gina, can you give me a little bit of your background prior to founding Enable Ventures?

Gina Kline: Yes. My background is as a civil rights attorney. I worked in a number of jobs before this. I came up as a young lawyer working in anti-poverty initiatives and really focused on community initiatives in the nonprofit sector and realized I really wanted to understand what the underlying systemic issues were that were driving inequality in the country, became a civil rights lawyer and found myself in a criminal court. In that criminal court there was a pilot–these were the very early days of testing what would happen if we connected criminally involved individuals with both mental health





care and job support. That experiment, which became a peer-reviewed court in the country on the felony calendar in DC, saw a tremendous defining drop in recidivism when people who were criminally involved in the district of Columbia and on the felony calendar were connected to mental health care and Job Support. I was a baby lawyer, and I worked for a judge that came up in the civil rights movement and was in the Freedom Summer, and in Student Nonviolent Coordinating Committee (SNCC) and was a real inspirational leader. Her previous experience was at the Justice Department Civil Rights Division, so I always knew that I wanted to make my way to civil rights, but what was very interesting is that at the time, there was a Supreme Court decision that was written by Ruth Bader-Ginsburg, that was the Brown v. Board of Education of the Disability Rights Movement called Olmstead vs L.C., and this law clerk came streaming across the courtyard in the DC Court and said, "Gina, what you're doing in this criminal court has applications to Olmsted and the Justice Department is interviewing trial attorneys to enforce the Olmsted decision." The Olmsted decision hadn't been enforced during the George W. Bush administration, and this new President was coming in named Barack Obama and was going to enforce Olmsted vs L.C., and they needed attorneys to do it. I was a green young lawyer interviewed at the Justice Department's Disability Rights section, was hired by John Wodatch, who was the section chief at Disability Rights. He was around when the Rehabilitation Act was being implemented and at the very early days of the ADA. So, I was able, as a young lawyer, to be mentored by many of the first generation of people that enforced the ADA, learned from many people that were formative in the ADA civil rights movement on the ground, and really started to grow up as a lawyer and as a civil rights lawyer in the Justice Department enforcing the Olmsted decision.

I filed the first three cases in the United States that applied Olmsted to employment, where people work. They were challenges to the subminimum wage employment of people with intellectual and developmental disabilities, namely in Oregon and Rhode Island, and created a new standard for what the ADA would tolerate in the way of discrimination in employment conditions. I worked with many, many, many brilliant–more brilliant than me–colleagues at the Justice Department and beyond as well.

Woodall: That sounds like a really wonderful, rich history to have, especially with being involved in disability rights on the forefront of those changes. So that's really cool. What inspired you to found Enable Ventures? And can you tell me about the type of work that Enable Ventures does?

Kline: I think it's critical in understanding the origin story of our firm is really not about us. Our firm is a continuation of an idea that actually was born in the preamble to the ADA, which is that the goals of this civil rights law were inclusive of the enumerated goal of economic self-sufficiency of people with disabilities. I found myself among many brilliant colleagues with great mentors and incredible clients, including in private practice, having the critical experience in education of representing the National Federation of the Blind in Federal Court as well, and found myself understanding that we were 30-some years into ADA enforcement, and yet still had nearly two-thirds working-age adults with disabilities not employed or separated from the labor market. Being 30 plus years into ADA enforcement and still had nearly half of people who lived in long term poverty in the United States identifying with disability, and nearly 60% of people in low and moderate income neighborhoods identifying with disability. So, understanding that when we got to the end of some very for-

mative civil rights litigation that took many, many years, and there was a win from the perspective of legal precedent, there was a win from the perspective of whose rights were vindicated in cases, there was still an urgent need for more tools, more remedies available to people with disabilities to work, to access skills training, to access upwardly mobile career pathways, and that those tools were invariably things that could not be the product of lawsuits, that needed to be built, financed, and needed to be conceptualized by the community itself. Not tools that needed to be thrown down a supply chain by a large technology company, not in touch with itself or the community, but needed to be built from the bottom up by and for the community and needed somehow to access financing for those entrepreneurs that were building product that was destined to be born inclusive and accessible. The realization that struck me, and many of my colleagues, and now colleagues that work with me, the realization was what are rights in the United States for people with disabilities without adequate remedies? Who will be the folks that will build remedies if they don't have access to venture capital? They don't have access to the capital to bring their solutions to market. So our firm is really an answer to the community's urgent desire for more inclusive accessible technology products that have applications to skills, training, and development, to workforce, and to the very next generation of accessible technology.

Woodall: What is your view of AI?

Kline: Artificial intelligence is an opportunity to leverage technology to automate many of the functions that people have previously conducted using human intelligence. Artificial intelligence is driving rapid disruptions in our market as it automates those functions, but it has the potential to use the back-end of computer algorithms, of natural language processing, of algorithmic steering to drive exponential growth of what we have already known. What I'm trying to underscore, is that artificial intelligence is merely an aggregator of previous human knowledge, but on a scale and a delivery mode that outmatches human performance and is able to automate large amounts of data and information on demand. What we're experiencing is new efficiencies and new early warnings about the need for guardrails and privacy, security, and ethics around the same material gains from artificial intelligence.

Woodall: In the scheme of things, AI is still very fresh. When we're talking about the future of AI-assistive technology as it relates to the disabled community and supporting the day-to-day life within the disabled community, what does the safety and reliability of that look like?

Kline: I think that what is a really important conversation to have is that the technology is here, and that In most, if not all, of the emerging tech category, there are folks that are leveraging AI in one way or another. Most of the technology that we are metabolizing as a society is now going to incorporate more and more AI on many different levels. The question is not essentially whether or not to incorporate AI because it is ubiquitous and ever pervasive. The question is, who will the AI emulate in terms of the training model, in terms of the data that is fed into the AI, in terms of the essential purpose? We always forget to back up and say, the most essential question, dispositive of how the community reacts to technology, is "Why is the technology created in the first place?" We so often, until now in the technology market, have had technology created as a solution looking for a problem to solve instead of technology created as an answer to an urgent need of the community. The way to get that right is to, in fact, leverage AI as an advance on knowledge and the optimization of a technology that can increase efficiencies, but to do it with the technology being built by, for, with, and informed by the lived experiences of people who are training the data and the information, and with the sufficient guardrails to test, as a matter, stress testing product for any material adverse effects of that technology.

We are seeing technology day to day being used with tremendous gains in the quality of captioning for deaf and hard-of-hearing individuals in our society that were not felt before AI was introduced to the market. That quality has downstream effects in education for students who are getting the lecture at 95% plus accuracy instead of 75% plus accuracy. It has downstream effects for workers who are deaf and hard of hearing who are now getting on demand captioning with the push of a button instead of hiring CART interpretation or ASL interpretation at times instead of captioning and so on and so forth. What we're looking at now is the opportunity to say, how is this AI built for an urgent community need with the community? How has this company implemented practices that will stress test the privacy, the security, and the honoring of the use case, the customer base of the company?

Woodall: When you're building an AI-based system to do a specific task, like reading assistance, what does the creation of that program look like? What does that process look like to make an AI program fit a specific task that you're wanting it to do?

Kline: Extraordinary broad answers that I could give you of companies that are out in the market doing exactly that. The one thing that's a very interesting development that's happening right now is that there used to be a lot of friction in the market of the cost of or at least a lot of arguments made–certainly as an old ADA lawyer, I've heard these arguments a long time–about the cost of providing different modalities of accessibility and access points in tech. What is eviscerating that argument right now, or at least really mitigating the effects of that argument, are that technology is becoming more plainly available to provide educational information, learning information, work-based information in different for-



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mats. There are tremendous upside effects of AI to be able to take learning content–for instance, there are companies in our market that are providing upskilling training to people with disabilities in new and emerging industries that match the demand side from employers in the 21st century digital jobs. We're seeing students with disabilities and adults with disabilities across the country logging into digital platforms for asynchronous learning, but if they have a different preference for learning style, if they begin with text, they can, at the push of a button, have AI assist in converting text to an audiobook, at the push of a button, converting the text to lower literacy language or higher literacy language.

So this ability–not to mention the interoperability of a lot of this tech across different screens, different contexts, for instance, the captioning mentioned, it's a revelation to be able to take your captioning from your desktop computer on your Zoom to your iOS interface on your iPhone down the hallway to the water-cooler–so that flexibility, that interoperability, that idea that we can approach students and workers with flexibility of design of learning content, a lot of that upside is coming from artificial intelligence and other gains in the emerging tech market.

Woodall: Have you gotten any pushback from members of the disability community or people that are skeptical of AI?

Kline: I think that there are people in every community that are skeptical of AI and should be. I think there are people in every community that see a very optimistic future where AI has the great potential to uplift humanity, to remove barriers, and to solve really intractable problems. It won't do it alone. I think that's the crucial factor here is that all of technology is the manifestation of human ideas. It's the "who"–who is informing the large language models? Who is informing the algorithm? Who is training the data? Who is performing as a company founder on quality assurance, on human in the loop? I mentioned AI-driven captioning that increased accuracy. We have a company that has increased accuracy, has high quality captioning, but absolutely has human in the loop on quality assurance. It is the "who" that is everything in the conversation about AI, and it is the "what". What will be measured? What is the intended outcome of technology? That is the same conversation that we would have if we were discussing public policy, if we were discussing any other facet of the ripe disability community debate.

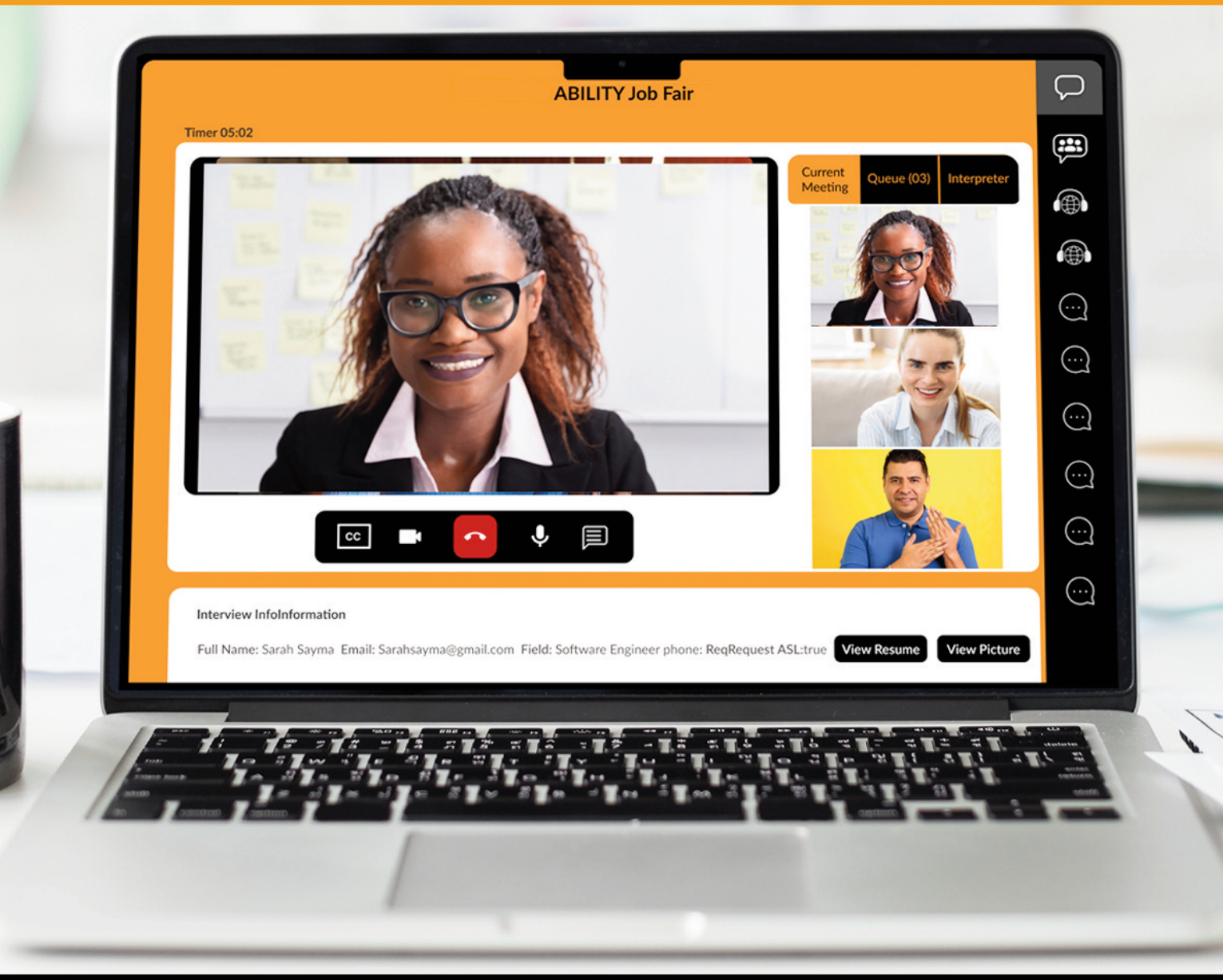
Woodall: How do you choose the high growth startups to support? Do they come to you? Are you going to them? Is it a mixture?

Kline: So, companies come to us. We meet them in the community. We have companies conferred upon us or sent down the road by others that we know in the community. We're looking far and wide for the most catalytic, impactful–and when we say impact, we mean measurably impactful–companies that are oriented towards driving equity and inclusion in the capital markets, but in the way that they deliver a superior customer experience to the disability community, in a way that's measurable. We prescreen for the impact of companies that we will invest in, then after we make investments in companies, we measure impact over time.

Woodall: My next question is going to be in a different sector of inclusion. The tech industry, and especially Silicon Valley, is a very male dominated industry. Have you experienced any setbacks, or gatekeeping, or anything like that, navigating that industry of the woman?

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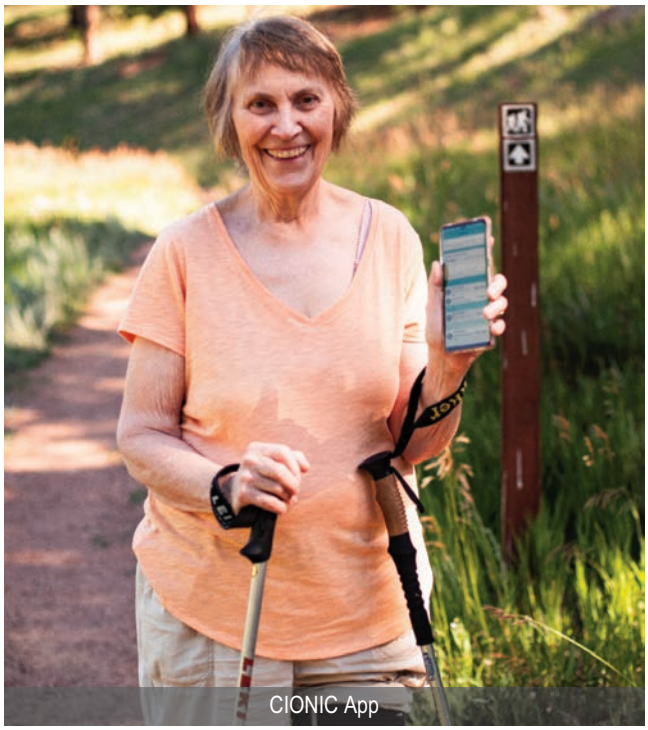
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Kline: Can I plead the fifth? [laughter] It's very interesting because people see our firm, and we are now established, but our firm was merely a dream. We were start-up founders ourselves to get to where we are, so early days, about four and a half years ago when I was entering this marketplace, there was a lot of "no"s about backing this fund idea with a female emerging manager of a firm. In the early days, I just kept a stack of 3 x 5 index card "no"s, and it grew wider and wider and wider. I think that the widening disbelief on starting this firm came from folks that both neither strongly identified with a woman running a venture capital firm or a woman investing in a population that venture capital did not have comfort, familiarity or previous experiences with. Clearly, our firm is a disruption to the idea that people with disabilities will be overlooked in the capital markets, but because they were overlooked, there wasn't a familiarity in the beginning with what we were talking about. I was very much in the market looking for aligned partners and met Jim Sorenson, who is a well-known impact investor, really a pioneer in defining the category of impact investing. The defining legacy of Jim Sorensen is teaching others in the capital markets that impact need not be at odds with financial return, that the idea of scaling impact may, may in fact, rely on companies whose business model can create revenue that's scalable at the same time that it's creating impact so that ultimately we end up with truly sustainable products that can reach millions of people, can drive impacts that are material, and can be around for a while with sustainability in the markets. When I met Jim, Jim had had the experience in his past of scaling to exit video relay service for the deaf community 23 years, roughly, before I met him. He did not need to be convinced about the great potential of the disability community to design in a way that delivers a superior customer experience, to advance a kind of entrepreneurship that is fully aware of what's at stake if we get privacy wrong, if we get security wrong, if we do not honor the interests of community members in the technology that we invest in. That is the formulation of our partnership in the launch of Enable Ventures being backed by Jim Sorenson, who clearly believed in people who came from other disciplines coming into finance, people who might not fit the central casting bill on venture capital, and on investing in communities that he believed in, that I believed in, that had long been truly, truly overlooked by the capital markets.

Woodall: Gina, is there anything you would like to mention that we haven't covered yet?

Kline: Yeah, we got into some applications of AI, but I think the bigger story here is what will become of that two-thirds unemployment, 34 years into ADA, if the community is not at the table as these technology gains are happening? Who are the winners and losers of the next 10, 20, and 30 years in terms of the economy? Well, we don't know, but we inevitably understand that inequality will be widened for people that don't have access to the technology they need when they need it. We are trying to disrupt who gets the technology they need, how they get it, how affordable it is, how ubiquitous it is. We shouldn't have the disability tax on technology, which is the assumption that tech has never been born accessible. I think what we are investing in is a strategy where companies that are born inclusive and accessible are ubiquitous, are affordable, create meaningful choices in the market, and have direct applicability to education, higher education, employment, and being part of community life. It all It sounds very similar or it rings familiar because it is the meaning of the civil rights statute that we have in the books.

I think our approach to investing is aligned with the purpose of the ADA. All we're trying to do is put more tools in more people's hands, not that we build, but that they've built inclusively and accessibly. Then the one that's left out of this conversation is that I really believe that people with disabilities are going to create altogether better technology and better consumer products that are completely metabolized by the general consumer market. You think about Vint Cerf and the internet and SMS texting and email. What we are seeing is a generation of founders and makers and innovators who are creating tech for the workplace that will pay dividends to everybody else. Tech for education and skills training that will pay dividends to everybody in the general consumer market. We're really excited about more people knowing about this opportunity, and we hope that that will build more and more entrepreneurs with the lived experience of disability who will be coming into the capital markets and raising capital. ■ ABILITY

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Since the 1990s, a cultural phenomenon has been taking place called the Korean Wave or ‘Hallyu’. Marked by a global demand for Korean pop culture, the K-Wave has boomed in the West in recent years with interest in Korean beaty with ‘10 step Korean skin care routines’ being featured in Vogue Magazine, the soaring success of Korean dramas (K-dramas) with Netflix’s Squid Games, and of course the towering popularity of Korean pop music (K-pop) with groups such as BLACKPINK making history as the first Korean act to headline Coachella, and Stray Kids making history as the first group of all time to debut at No. 1 on Billboard 200 with first five chart entries after their album ATE debuted in July of 2024.



The resounding success of K-pop in America is not surprising, given the catchy beats, fantastic stage presence and impressive choreography–an achievement not possible without the hard work and dedication involved with becoming a K-pop performer, known as an 'idol'. Starting out as trainees, entertainers in the K-pop industry work tirelessly–sometimes for years–for an opportunity to debut with a group. In addition to rigorous dance practice schedules, vocal lessons and performances, trainees are often completing school during this period and can start training as young as 13 years old. Once a group debuts, their dedication to the craft is supported and admired by their fans, also known as a 'fandom'. Each group's



fandom will have a dedicated name to describe them– much like 'Swifties' to Taylor Swift–that will travel the globe for an opportunity to meet their favorite idols at 'fan meets', or to see their favorite groups perform on stage.

The K-pop fandom culture is incredibly tight-knit with endless blogs, social pages and digital spaces set up for fans to gather and chat about their favorite groups. For a lot of fans, this community feels like a family, and frequently it is expressed that the music they listen to and the groups they love have saved their life, pulled them up from dark places and helped their mental health tremendously. This is one of the things that makes Big Ocean's recent debut so impactful. As South Korea's first K-pop group in history to feature members of the Deaf and hard of hearing community, Big Ocean is creating a space in K-pop for Deaf and hard of hearing fans to feel seen, heard and represented. With an Instagram following of almost one million people since their debut in April of 2024, the excitement of the fanbase is clear.

Recently, Big Ocean won a Special Hallyu Award at the 2024 NEWSIS K-Expo, an event sponsored by Korea's Ministry of Foreign Affairs, Ministry of Culture, Sports, and Tourism, Seoul Metropolitan Council, Korea Creative Content Agency, and Seoul Tourism Organization. The Hallyu Award is presented to icons who have made outstanding contributions to Hallyu culture (aka the Korean Wave), a testament to Big Ocean's global influence within the entertainment industry.

ABILITY Magazine's Jennifer Woodall had the opportunity to ask Big Ocean about the success of their recent debut, their training schedule, and the innovative ways they work with music and choreography while having a cochlear implant.

Jennifer Woodall: Can you give me some information on each of your backgrounds before debut and how you came together to debut as Big Ocean?

Chanyeon: Before becoming an idol, I worked as an audiologist at Korea University Anam Hospital. There I met Troy Kotsur, an actor with a hearing impairment. His success in the entertainment industry inspired me to pursue a similar path. I learned about the Big Ocean project and felt it was the perfect opportunity to share my story and music.

Hyunjin: During my university years, I was a YouTuber, creating content about living with auditory challenges. Afterwards, I was cast in an EBS TV show, where I was introduced to model Kim Jong-wook. He led me to Parastar Entertainment, and I took on the challenge of becoming a K-pop idol.

Jiseok: I was an Alpine skier and a member of the Seoul Disabled Ski Association. Over time, I developed an interest in acting and the arts. I faced communication barriers in competitive skiing, which made me realize I wanted to pursue a career in entertainment. Joining Big Ocean gave me the chance to follow my passion.

Woodall: With the success of your debut as Big Ocean and the popularity of some K-dramas like Twinkling Watermelon and Extraordinary Attorney Woo, do you feel like there has been a positive change in disability acceptance?

Hyunjin: The success of shows like Twinkling Watermelon and Extraordinary Attorney Woo has helped raise awareness and understanding of uniquely abled individuals. We hope that our debut and story contribute to this positive change too.

Woodall: I have seen an amazing response from your fans, especially those of the Deaf or hard of hearing community. Did you anticipate your debut having such a positive impact on people feeling seen and accepted?

Jiseok: We hoped that our debut would resonate with people, and we are genuinely humbled by the positive impact it has had. It is incredibly rewarding to see how our music and message have made people feel seen and accepted. We are grateful for the support from the Deaf and hard of hearing community and all our fans.

Woodall: Can you talk a bit about how you chose your group name Big Ocean?

Chanyeon: The name "Big Ocean" embodies our desire to spread hope and inspire everyone worldwide, much like the vastness of the ocean. We want to surprise the world with our potential and bring light and positivity through our music. The ocean also symbolizes a place where we can communicate comfortably and freely, much like how we use sign language.

Woodall: Big Ocean's debut date was on April 20th. Is there a significance to that particular date?

Hyunjin: Yes, our debut date on April 20th coincides with the Day of People with Disabilities in Korea. It was a meaningful choice to debut on this day, as it highlights our commitment to raising awareness and promoting acceptance of uniqueness.

Woodall: Something that our readers may not know about the K-Pop industry is that each group's fans have a name that represents the whole fandom. Can you talk about your fandom name and what it means?

Jiseok: Our fandom name is "Pado," a Korean word which means "wave" in English. "Pado" reflects our connection with our fans and our desire to create waves of positivity and inspiration together.

Woodall: Can you talk about the unique ways you work with music and choreography as users of a cochlear implant?



Chanyeon: Working with music and choreography as cochlear implant users has its challenges, but we've developed techniques to overcome them. We use visual cues, like flashing lights and hand signals, to keep the beat. Our company also created a metronome system that gives vibration signals through smartwatches, helping us stay in sync.

Hyunjin: Singing can be particularly difficult because it relies heavily on hearing and vocal muscles. We use pitch and tuning apps to help us stay on key and practice tirelessly to improve our skills.

Woodall: Performers in the K-Pop industry are notoriously hard working and dedicated to perfecting their performances. Can you give us an idea of what your typical day is like when you are practicing for an upcoming show?

Hyunjin: Our days are quite busy, especially when preparing for a show. We usually start with vocal training and dance practice in the morning. Throughout the day, we have various classes, including English and sign language. In the evenings, we review our choreography and practice until late at night. It's intense, but we support each other and stay motivated.

Woodall: If you are allowed to talk about it without spoilers, do you have any plans for an upcoming tour?

Jiseok: While we can't reveal too much just yet, we are excited to share that our third single "SLOW" will be released on Sunday, August 11, 2024. The lyrics of "SLOW" convey a message of taking it slow, reminding everyone that we can still reach higher and go further by maintaining a steady pace.

Woodall: If you could collaborate with any artist, who would it be?

Chanyeon: I would love to collaborate with Shotaro from RIIZE. His dance moves are incredible, and it would be an honor to work with him.

Hyunjin: TXT's Yeonjun has been my idol for a long time. If given the opportunity, I would love to shoot a challenge video with him.

Jiseok: I admire BTS's RM greatly and would be thrilled to collaborate with him. His music and message

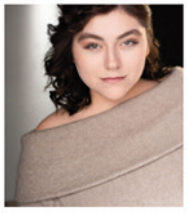
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Big Ocean Jiseok, Hyunjin and Chanyeon

have inspired me, and it would be a dream come true.

Woodall: You recently won the Special Hallyu Award at the 2024 NEWSIS K-Expo. Can you talk about that a bit?

Hyunjin: Winning the Special Hallyu Award at the 2024 NEWSIS K-Expo is such an incredible honor for us. We've always been motivated by the love and support of our fans, and this recognition shows that our message is reaching people all over the world. It truly inspires us to keep working hard.

Chanyeon: We are so grateful for this award and the opportunity to represent the Hallyu wave on such a global scale. This moment means so much to us, and we couldn't have done it without our Pados. Their unwavering support is the reason we're standing here today.

Jiseok: It's a humbling experience to be acknowledged with such a prestigious award. We started with the goal of showing that music has no boundaries, and winning the Special Hallyu Award reminds us that our journey is making a difference. We'll continue to spread hope and positivity through our music.

Big Ocean: We're [also] incredibly honored to be nominated for Billboard's Rookie of the Month. This recognition means so much to us, and we're truly grateful to our Pados for always standing by our side. We're excited to continue growing and sharing this amazing journey with all of you.

Woodall: Is there anything else you would like to talk about that we haven't covered yet?

Hyunjin: We just want to express our gratitude to all our fans (Pado) for their unwavering support and love. You inspire us to keep pushing forward and striving for excellence. We hope our music continues to bring you joy and positivity.

Chanyeon: Thank you (Pado) for being part of our journey. We look forward to meeting you in person one day and make more wonderful memories together.

Jiseok: Your (Pado's) love and enthusiasm drive us to be better every day. We wouldn't be here without you. Thank you for being part of our journey. ■ ABILITY

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Randy Fitzgerald

CALL OF DUTY

Accessible Gaming

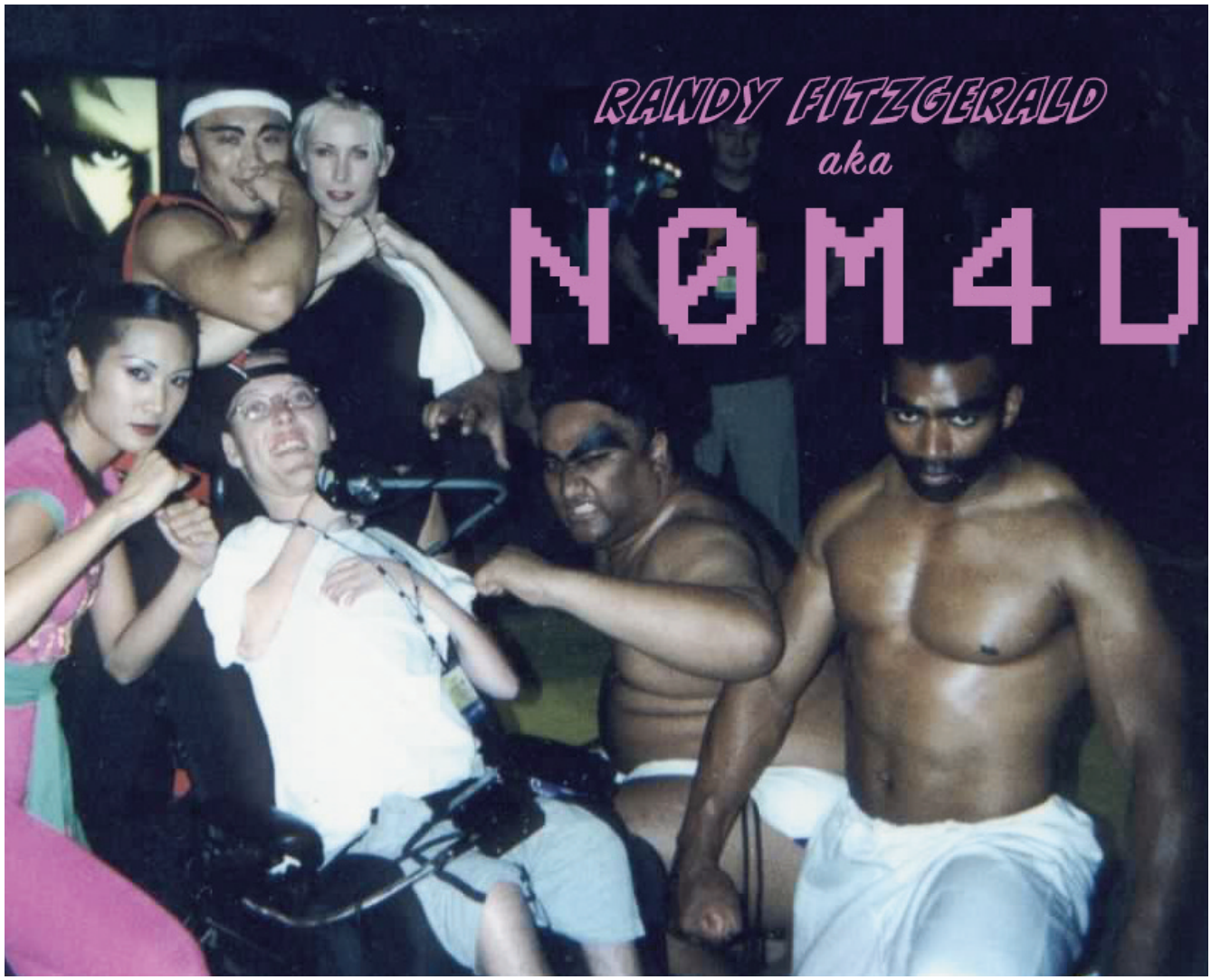
Access to Independence, a disability led and run organization, hosted it's inaugural Adaptive Gaming Expo in Middleton, Wisconsin, a rare event for the Midwest. Typically centered on the East Coast, gaming expos draw in lovers of all things video games while boasting a collection of merch, apparel, new game releases and console announcements. The Adaptive Gaming Expo sets itself apart by being centered around gaming within the disability community, hosting vendors demonstrating adaptive gaming technology and featuring keynote speakers like Randy Fitzgerald, a pioneer withing the disability gaming community.

ABILITY Magazine's Jennifer Woodall met with Randy Fitzgerald over a virtual interview to discuss growing up with video games, what it's like being a professional gamer, tips for disabled gamers just starting out, the history of N0M4D and working to increase accessibility within one of the largest gaming franchises in the world, 'Call of Duty'.

Jennifer Woodall: Hello. How are you today?

Randy Fitzgerald: I'm good. How are you? Can you see and hear me okay?

Woodall: Yes, absolutely. I love your custom neon you've got in the background. That's cool stuff.



Fitzgerald: Thank you. We bought the house two years ago and have been renovating my basement. I have a little game room going on and a movie theater in here. I got you actually up on a 200-inch screen in front of me.

Woodall: Oh, no. [laughs] Yeah, as a pro gamer, you have to have a gaming space. It's required.

Fitzgerald: It's just like, you just have to.

Woodall: Randy, can you give me a little bit of background about yourself? What was the first video game that you played that made you fall in love with being a gamer?

Fitzgerald: Sure. I'm Randy Fitzgerald. I just turned 45.

Woodall: Happy birthday!

Fitzgerald: Thank you. I have been a gamer since I was a little kid. I grew up in the very early '80s when arcades were popular. And my dad, he was an avid bowler. He loved going to the bowling alleys with his friends. He was a young guy himself. When I was born, he was 20 I think, so he was a young guy. He used to just take me there, and I'd love all the lights and the sounds of the arcade games. It was like Pac-Man and Frogger, and one day he's like, "You know, well, I'm going to try something." He knew he could see it. At three, four years old, I was just dying to play, right? And one day, he said, "Hold on." He pulled a pinball machine up next to the Pac-Man machine, took me out of my wheelchair and laid me down on my stomach on top of the pinball machine so my chin could reach the joystick, got the quarter in, and I was hooked. Later that year, I got second place in a local tournament in Pac-Man. I was only four years old. I got on the flag here behind me. I've had that flag for 40 years or something. It's pretty crazy. It was in a small town, Belle Plaine, Iowa. Then when the NES first came out in 1985, I went from one joystick and one button like Atari to the arcade games. Now there's a D-Pad, two buttons. How the heck am I going to do this? And I would sit there and just watch my friends play Mario and all those games at first. And one day they all went outside to play basketball, I crawled over to the Nintendo, and I looked at the controller. I looked up a TV, looked at the controller, looked at the TV, and I thought, it just hit me. I just turned the controller sideways so my chin was on the D-pad of the original NES controller, and my top lip could

hit the A and B buttons. I realized, "Wow, I can hit all the buttons." So I taught myself to play what would be considered the other's upside down. That's just how I program my brain to play.

With every game system that came out after that, I just basically take that same method. I think the muscle movements in my face–the muscles in my face just evolved with each gaming system that came out, and I was just able to do the same thing with pretty much every gaming system. Now there's controllers with 16 buttons to analog sticks, and a D-pad. It's a lot more complicated, but my method of playing is basically still the same way. I don't use any adapter technology. I don't use a sip and pump controller or an adapter controller, which is another project I did help work on. For the games that are extremely complicated, where I need to hold four buttons down at once and things like that. I do have a device called a Titan Two that lets me reprogram it. You plug it into your computer, and you can actually type code and change how the controller works. I also was a big advocate for how the modern gaming console–PlayStation and Xbox–added custom control mapping in the system itself, where before you had to rely on each individual game to have those custom layouts.

Then right after I graduated high school, I opened a small video game store in the town that we were living in, and because I opened that game store, I got a letter in the mail from the Electronic Entertainment Expo (E3). They said, "Hey, we see that you open a video game store. Why don't you come out to Los Angeles?" And I was like, "Oh, my God, this is so exciting." So that was my first trip out there. I took my best friend, and I was hooked–all the sites and the sounds and meeting developers and everything else. So, I went to every E3–like every year–and in 2006, Microsoft invited me out there to write blogs for Xbox. They wanted to bring the E3 experience to the Xbox community. That's where I met Robert Bolling, who was the Community Manager for Infinity Ward, which is one of the dev (developer) teams that works on Call of Duty. We became friends, and that same year, because I was writing blogs for Microsoft, we were invited to the Microsoft after-party, and they had all of these games. I was a huge Sonic the Hedgehog fan. They had Sonic 2006 on display for people to play at the party, but it was behind glass–all the Xboxes were behind glass. I made friends with Peter Moore that year, who was the CEO of Xbox at the time, and I said, "Peter, do you think I could plug my controller into one of the Xboxes so I could play Sonic?" And he's like, "Oh, why not?" So, he had a couple of guys come over and take the Xbox out of the glass case and hook me up and everything. I'm sitting there playing, minding my own business–the first time I've really played in public, like that–next thing I know, it was a media frenzy. I had 20 something news channels behind me, recording–watching me play. I was getting interviewed from magazines and newspapers in Taiwan, Japan. Right after that, a pro esports team came to me and said, "Hey, have you ever thought about playing professionally?" And I said, "No, not really." I was wanting to be a game developer, I was in college for that, actually, at the time. And I said, "That sounds fun." They said "Why don't you come play with us and see what you think?" So I ended up training with them and going to my first major gaming event in Charlotte, North Carolina. We did really, really well. Fox News was there, and that really skyrocketed my place in the video game industry. Everybody pretty much knows who I am, and I've been using that 33 seconds of fame, basically, to help other people with disabilities in gaming and continuing to help with the Call of Duty community, with the custom controls they named after me–N0M4D is my gaming name–so you'll see my credit, see my name under the user interface credits in every Call of Duty game, which is super cool.

Woodall: Can we talk a little bit about the N0M4D button layout named after you on Call of Duty and how that came about?

Fitzgerald: Going back to E3, 2006, where I met Robert Bolling, he was like, "Hey, I can get you into the beta of Call of Duty 4." and that was their first version that they were going to have really good online and everything and I was like, "Awesome. That'd be so fun!" Well, I loved it, but I was having a hard time. The way I program my controller is my thumb clicks are my triggers, so when I'm using my chin to move down the left stick to move left and right, and strafing and everything, I click that down with my chin, and that's my fire button. That's how I'm able to aim and shoot at the same time, but when you iron sight–bring the gun up to your first-person view–you had to hold the button. I could do it, but it was extremely painful on my lip to hold that button, move around, try to hit A, B, X, Y, and shoot all at the same time. In those types of games, if you can't zoom in to shoot, there's no way to win, really. So I wrote to him and said, "Hey, I'm having a problem with this." And he said, "Okay, well, let's see what the community thinks." At the time, they had a website called CharlieOscarDelta.com, and they had a message board on there, and he said "Tell the community what you told me, and let's see what happens." So, I wrote this heartfelt thing of why I I think a toggle would help, and not just me, but other people. I don't remember exactly everything I said, but it was really heartfelt. I said, gaming needs to be look forward more. 60,000 replies.

Woodall: Oh, wow. That's a lot.

Fitzgerald: In six hours.

Woodall: Wow.

Fitzgerald: So, Robert literally called me the next day and said, "Yeah, so we're patching the game. It won't come out initially with the N0M4D layout, but the very



Adaptive Gaming Expo

first patch, we're putting in a toggle, and the buttons would lay out the way you like it, and we're going to name it NoM4D. That's how it has been ever since.

Woodall: You have your name and the credits on the game, right?

Fitzgerald: So, that next year, when Call of Duty: Modern Warfare 2, back then came out–not the new one but the old one–there was a huge regime change. Activision pretty much fired all of Infinity Ward, and the promises that were made to me were lost over the years, which was weird because they still continued to have the N0M4D layout in the games, but I was no longer getting credit for it. Until a couple of years back, some people from Raven Soft reached out to me and said, "Hey, we're working on Call of Duty, and we came across the N0M4D layout, and because we're a whole new team here, we're trying to figure out the origin of this. Where the hell did this come from?" I told them the story and they were like, "Oh, wow. So you're really due for some credit here." I was like, "Well, a little bit." So, the last four Call of Duty games: Black Ops 6, Modern Warfare 2, Modern Warfare 3, and Vanguard will all have my name on it.

Woodall: That's amazing. I'm glad your name finally got in there also. Cool of Raven Soft to reach out to you, to actually put in the work to do the research and reach out to you and give you credit. I'm glad that that happened.

Fitzgerald: I'm glad, too. They're a development team actually in Wisconsin. I've always been a fan of them because I was a huge Quake fan. They were the ones who made Quake 4. That's old school stuff. They had put together an accessibility advisement team, and that's when they started researching it, and that's when they came across me and I started getting back involved with them again. So it's awesome.

Woodall: Yeah, really cool. That's a great history for sure. So, you're the world's first quadriplegic professional gamer. For our readers that maybe aren't familiar with the gaming industry, can you describe what being a professional gamer is like?

Fitzgerald: A professional gamer is someone who makes an income competing in video game tournaments or have sponsors or have a large community. They're also live streamers like me who have a large community that donates and supports and subscribes to watch them play.

A pro gamer to me is actually placing well or above the top 16 in a tournament. That's what separates a pro gamer from just a content creator.

Woodall: Do you go to locations to compete on teams against other gamers?

Fitzgerald: I did. For a few years, I was really into the Major League Gaming (MLG) scene, which was one of the very first esports-recognized things. It was aired TBS back in the day, they were pretty much the forefront of esports at the time. We competed in New York City, we competed in Orlando and Charlotte. Most of the pro gaming scene is mostly on the East Coast, so I did a lot of traveling during those times, and I was going to school for that. That goes down to where my streaming career started because in 2014, I started getting sick. I have restrictive lung disease on top of my other disability called arthrogryposis. Basically, my chest is smaller than my lungs are, so I can't get that deep breath, and I was getting pneumonia a lot, which caused a lot of scarring on my lungs. I just had a doctor check up yesterday, and he said I'm doing absolutely awesome.

Woodall: Oh, great. Congratulations.

Fitzgerald: Yeah, thanks. So hopefully, I'll be able to wean off the oxygen. I'm working hard. I'm getting better, but for a while there, I was doing really, really–health-wise–not good where I couldn't travel. I'm here in Rochester, Minnesota, which is the home of the Mayo Clinic. My doctor is actually a doctor who works with celebrities so I'm actually pretty lucky to be where I'm at. My brother is the one who suggested the livestreaming thing. He knew I was bummed not be able to travel, and I was just being stuck at home and not really doing much, and I felt my career slowly slipping away, and he was like, "Have you ever thought of livestreaming?" I was like, "I don't know." He's like, "Well, it's not any different than people watching you play in live tournaments." My concern was there's a lot of people that don't know there's people out there with disabilities that actually play on a competitive level, and if they see it on a live stream, they're going to be like, "Yeah, right. This ain't real." But I gave it a shot, and I started on YouTube. I made a couple of YouTube videos and that went really well. Then I went live streaming on Twitch for a little bit and really skyrocketed there, but there was an incident on Twitch that made me quit Twitch. I was doing a fundraiser for Make A Wish Foundation, which is close to my heart, because when I was 16, I had back surgery that didn't go well, and it left me in a four and a half month coma, and when I was awake, Make A Wish was there like, "Hey, you're going to have a long road to recovery. We'd like to do something for you." And I was like, "No." because I was in the hospital with kids with HIV and cancer. I knew that my progress wasn't going to be short. I knew I would fight it and get through it, but I kept saying, "No, I'll give it to somebody else." They're like, "No, you don't understand. We're giving it to everybody in this ward." I was like, "Oh". So, I felt weird wishing for anything, but I ended up wishing for a Sega Saturn with the launch games, and that's what I got. They were close to my heart. So, I did a fundraiser on Christmas, I think later that year, 2014–you've heard of a message board called 4chan?

Woodall: Yeah.

Fitzgerald: So what happened was, because I was fairly new to Twitch, I had about 14,000 followers at the time. They knew I was doing this fundraiser. They had it on the front page of Twitch, and somebody went on 4chan and posted "the fat cripples of Twitch" with the link to my stream, and we got 4chan rated with swastikas and people telling me–saying stuff like, "Kill yourself." One of my moderators reached out to my Twitch manager and said, "Hey, we need help because we can't keep up with 10,000 viewers that's flooding the channel with this crap." They basically said, "Sorry, you're on your own." That really upset me because I was trying to do this on Christmas for children, and they couldn't help me with that? That really rubbed me the wrong way. One of my friends, Tara Voelker, who is actually the accessibility lead at Xbox, was launching a stream. At the time, Xbox Microsoft was launching a new stream platform called Mixer, and right after that event, she messaged me and said, "That was horrible. I am so sorry. We are launching a new program called Mixer, and we think you'd be a great advocate on it." She reached out to her boss, he reached out to me and they gave me a really nice contract at the beginning of Mixer, so I was like, "Okay." I didn't think twice. I went to Mixer, blew up on Mixer, got really popular on Mixer, and then out of nowhere, they shut their doors. They gave everybody a 48 hour notice like "Yeah, we decided to shut down Mixer. Sorry, this just isn't working out." I'm like, Oh, man. I was thinking, "Now what am I going to do?" I was just starting to get really good traction there. Then one of the management teams from Meta reached out and said, "Hey, we know your content. We love your content. We think you're an awesome streamer. We'd like to sign you a contract with Facebook Gaming." And that completely changed–I've never made that money. I was able to get a wheelchair accessible van, get my house. I mean, it really changed everything. But now, Facebook Gaming went down now, too, so luckily I saved. I'm in the process of maybe launching a new website, or selling some gaming stuff. I'm still trying I figure out exactly what I want to do. Pro-gaming definitely is–I tell kids all the time, don't think of it as a career because I knew eventually the gravy train would end. I should have planned for that a little bit better, but every time I thought it was going to end, it just kept going, so I was like, "Oh, maybe it won't end" then started to get a little bit more arrogant about it, I guess you could say. I was like, "Oh, this isn't going to end." And it did. I'm like, "Oh, crap." So I say, If you're going to do it, do it for fun. Don't make it a



Randy Fitzgerald giving Keynote Speech at the Adaptive Gaming Expo

career. Don't plan on making it a career. Add it to your career resume, but don't make it your full focus all the time. That's my advice.

Woodall: Yeah. I think that's solid advice for sure. That and being an influencer, any type of a job genre like that is really unsteady. Circling back a little bit to your 4chan experience, the online gaming community can be rampant with bullying, and gatekeeping, and things like that. Is that something that you experienced outside of the 4chan incident?

Fitzgerald: Well, in real life, I was bullied pretty hard from sixth grade to ninth grade. I went to a small town. My ex-step dad ended up getting a job in a small town in Iowa, and I was used to living in bigger cities like Cedar Rapids, or when I lived out in LA and things like that. So, it was a culture shock going to a really small town with small town thinking. I was the only disabled kid there, so it was rough as far as bullying. I wouldn't say it's just gaming. I think it's anybody who can be on the internet anonymously. That's one of the things I like about Facebook Gaming, they had to have their real profile. They couldn't put up the fake name. There are good communities and there are bad communities, and in my experience, the genre definitely does matter. The first person shooter genre community is usually pretty toxic. The fighting game community is actually a mix. Some are really helpful and want to help you learn combos like in Street Fighter, and then there's other people who are like, "You suck. Why you even play this game?" That's a mix. One of the games I've been playing lately is Final Fantasy XIV, which is an MMORPG. The community on there has been absolutely fantastic. Everybody I've run into has been pretty awesome. Like "Oh, hey, you don't know how to do this? Well, come here, let me show you." There's a couple of people who are like, "Oh, my God, what are you doing?" But they were so far in between. I think developers need to help shape that community because I think if they make toxic posts or announcements, those are the type of toxic people that they're going to bring into their community in their games. So the answer is yes, but it's sporadic. It's sporadic. I mean, you can't avoid it, it's always going to be there. Luckily, when I'm gaming, I'm just a voice. They don't know if I have a disability or not. You can't tell if you're just talking to me on the Internet. But then I hear female gamers, they get the worst. As soon as you hear a female voice, it's either some guy trying to hit on them or tell them to get to the kitchen and make them a sandwich or something stupid. I feel bad for them more than me. You know what I mean? I can handle getting back talk, too. Like I said, it's sporadic. It happens, but there's really no avoiding that. It's just, unfortunately, humanity.

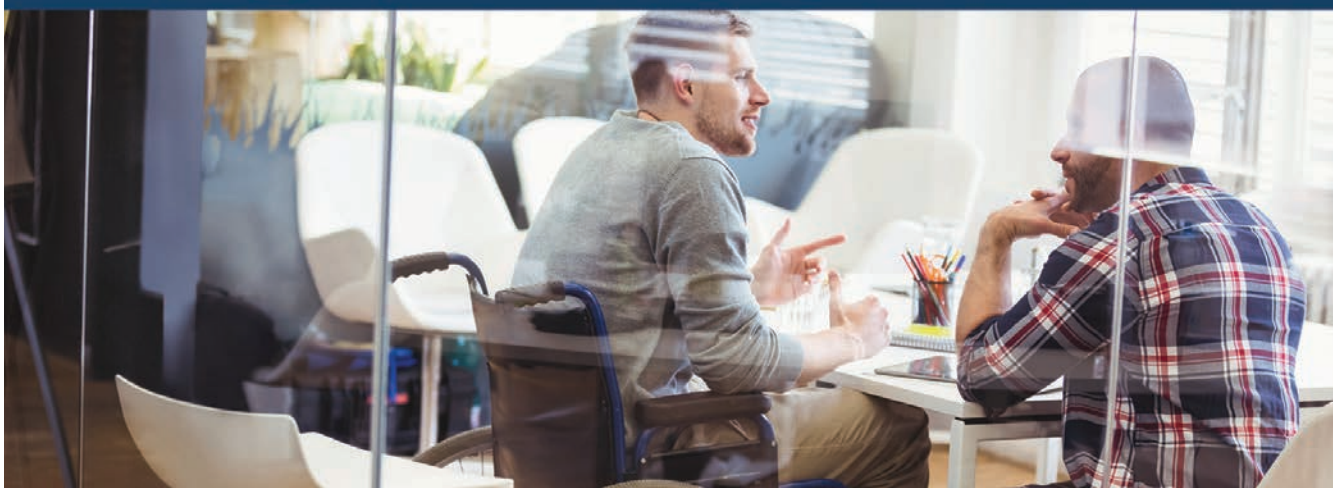
Woodall: Yeah, that was part of the reason that I was wondering about it as well, because when I play games online, I don't even connect my audio. I don't talk to anybody. I don't do any of that just because of that type of experience. Is there an origin story behind your gamertag N0M4D?

Fitzgerald: Growing up, we traveled around a lot. We moved around to different houses, different cities, different states and I never really felt like I belonged any one of them. By definition, a nomad is a desert wanderer, right? But when I think of the word nomad, I have a more philosophical reason. I believe a nomad is someone who travels the Earth searching for their purpose in life, and along the way, the wisdom of the things that they've learned, they pass on to others along their travels. So that's my definition of a nomad. That's what I try to do. Anything I learn or lessons, good or bad, I try to share that with other people, and I'm still trying to figure out where I belong.

Woodall: Do other disabled gamers reach out to you and say that you encouraged them to start gaming?

Fitzgerald: Well, I'd say one of the most famous gamers with disabilities. RockyNoHands. He's got Guinness World Records in Fortnite. He wasn't born with a disability, he broke his neck. Him and his buddies were roughhousing one day, and his buddy tackled him, and they crashed into his closet, and his neck snapped the wrong way, paralyzed from the neck down. But he uses a QuadStick, the sip and puff controller, and he does absolutely amazing things with it. He's built a pretty good audience because his personality is so funny. He talks a lot of smack. He doesn't care if people talk to

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him. He's from Detroit, so he's got that Detroit, "Hey, man. I'm going to run over your toes." So he's got that. [laughter] We share fun banter sometimes on Twitter, but he always calls me the GOAT, the Greatest Of All Time. He's like, 'Man, you were the first man.' He always gives me props, which is nice of him. So, yeah, I've had people like him reach out to me. I'm sure you heard of BrolyLegs–Mike Begum. He recently just recently passed away at 35 years old. Well, he has the same disability as me, and he's very famous in the Street Fighter community. He would go to Evo and play. He played video games with his mouth, almost the same as that way I do. His set up is a little different, but plays a lot like I do. I talked to him and his mom before, and they're really nice and thanked me for doing what I do. Capcom did a huge story on him a while back ago. I mean, everybody in the fighting community who knew who he was. So, answering question, it always feels good people reaching out to me, and I try to stay humble. Everybody who does reach out to me has been really cool, and anybody who reached out to ask me for help, I always do my best to help them. There was a kid in North Carolina named Colt Brake, who broke his neck in football. He was an avid gamer before his accident, and me and my buddies up in Minneapolis, built him a controller. I do what I can when people reach out to me.

Woodall: Very cool. You were recently the keynote speaker at the Adaptive Gaming Expo, which was created by Access to Independence. Can you Can you talk a little bit about that experience and what the Adaptive Gaming Expo was like in its first year?

Fitzgerald: It's the first year, so it was a smaller venue than I am used to. I've been to E3 and all this stuff. I get spoiled when I see that, but I was really happy and surprised with their first ever turn out. They had a couple of TV media people that were there and interviewed me, and everybody that was there was so interested in what was going on, and people were playing with the new adaptive technology equipment that they had on display there. Everybody was super focused on what I was talking about. When Jason announced that I was a key speaker, everybody just rushed and sat down. I was like, "Well, this is weird." It was a little nerve-wracking for me, personally, because it was my first time being the key speaker. I'm always here to advocate and help with gamers and people with disabilities. I've always been on panels–big panels. I was on the big panel at Microsoft and PAX, but I've never been a key speaker, so that was a new experience. When you're on a panel, it's a little bit easier because it's not all focused on you, but when you're a key speaker and you've got to talk for an hour straight–whoo–that was a little nerve-wracking, but I had fun. It was a good experience. I'm excited to go back. I told them I'd do it again next year and excited to help them grow in any way I can because really, there's no expos like that. There's really not many gaming expos in general in the Midwest, so, it's great that I can



Fitzgerald Winning Dead Or Alive 2015

help them represent gaming in a positive way, especially in the Midwest, I'm all about it.

Woodall: What benefits do you see coming from having a more inclusive and accessible gaming culture?

Fitzgerald: Mental health benefits–a lot. There are some people who just can't leave the house. Some people are bedridden, and video games are their escape. I think that's good for some people. Someone who really can't get out and experience life the way that some other people can. Just having an inclusive environment in anything, especially gaming, is beneficial especially for mental health and friendships. Reaching out and making new connections, that's what being inclusive should be about, is making everyone feel welcome and valued as a member of a human race. It's good for everybody's mental health. I think the world would be a better place if everybody would just be a little bit more understanding towards one another.

Woodall: 100% agree on that. Absolutely. Do you have any advice on disabled gamers that maybe are just starting out and exploring and discovering gaming as an avenue?

Fitzgerald: Actually, a lot of parents reach out to me who have younger kids who want to play games. What they tell me is their kids get frustrated because they want to run before they walk, basically. My suggestion to them is, "Look, if I was born 10 years ago and I got thrown into an Xbox, I would be pretty frustrated, too, because I wouldn't know where to begin." That's the advantage I have as being an older gamer is that I grew up with the whole industry since birth. You know what I mean? So, what I suggest to people is start small, start with what you can do that doesn't frustrate you. There's the new Pac-Man game that's out that's really easy to play, and it's a lot of fun. Stuff that doesn't require a lot of button presses at first, learn those, and then advance to something a little bit more advanced than that and keep going until you're comfortable. You just have to be realistic. Start small, start with something that's easy to play and work your way up. That's how I had to do it. Don't get frustrated, have fun with what you can do.

Woodall: That's great advice. I feel like there's something to be said about starting with vintage games where it's a side scrolling platformer–something that's a little more simple as far as mechanics are concerned. It seems there's a lot to be said about throwing it back old school for a minute.

Fitzgerald: Right. There's actually a lot of great modern games that are new games, but they're in the style of the old 2D games. I think those types of games are a really great starting point for a lot of people with disabilities that want to play. I really think it would help them a lot if they just started small and worked their way up over time. It depends on how they play, but for me, I know for a fact, it was how my muscles in my face developed along with how I played growing up, so I know that had a lot to do with it, too. That's why there's not that many people who can play with a normal Xbox controller without adapter equipment, because I got all these weird Jim Carrey facial expressions. [laughter]

Woodall: Okay, so one last question. Definitely the most important one–do you have a favorite game right now that you're playing?

Fitzgerald: Right now, it's Final Fantasy XIV and Street Fighter 6. Call of Duty as well. Those three are the one I play the most.

Woodall: Do you have anything that you would like to add that we haven't covered yet today?

Fitzgerald: I just want to make sure I say thanks to the Accessible Gaming Expo that invited me out to Wisconsin. Let me be a part of that and let me get to meet you.

Woodall: I know they're having the Expo again next year as well, and you said you were going to come back next year to speak?

Fitzgerald: That's the plan! ■ ABILITY

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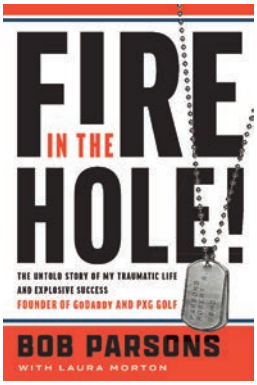
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Fire in the Hole!: The Untold Story of My Traumatic Life and Explosive Success

This book is dedicated to the American men and women who fought in the Vietnam War. Welcome home, brothers and sisters. Welcome home!

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Chapter 26: *It's Not What I Did During Vietnam, It's What the War Did to Me*

As I've already shared, when I came home from Vietnam, I was a changed man—in some ways for good, and in other ways, not so good. On one hand, there's no doubt that everything I've ever accomplished I owe to the Marine Corps. First, I learned that many things are black-and-white; there is no gray. One of my favorite takeaways from boot camp is "Pretty clean is dirty. " I hear that in my mind most every day, even now.

Mother Green (a common nickname for the Marine Corps) also taught me responsibility and the importance of discipline in order to achieve much more than I dared to dream possible. I'm not talking about discipline in the form of punishment, although there was plenty of that; rather, I mean the kind of discipline that teaches you if you have a job to do, you don't have to like doing it—you just have to do it. Marines absolutely need to count on

'There's no doubt that everything I've ever accomplished I owe to the Marine Corps. ' each other in order to function as a unit. It's a sacred commitment you make to each other. And come hell or high water, you must do what ever it takes to honor that commitment.

Finally, the Marine Corps taught me to believe in myself. It also taught me that I had a right to be proud.

On the other hand, not all the changes that took place served me well. As I got older, it became evident that a lot of damage was done, and it was taking a toll on nearly everything in my life. Suddenly, I didn't like being around groups of people—large or small. Everyone seemed so different from me, especially those who hadn't seen combat, which was just about everybody. I rarely identified with anyone, no matter what group I was with. I never felt like I belonged, or even that I wanted to belong. I wrestled with depression, had a quick temper, and was usually, if not always, on edge. I was often described—accurately—as one of the most intense people anybody around me had ever met.

Like a lot of vets, I managed it as best I could. I pushed the unpleasant memories and dark feelings deep down whenever they started to rear up. I learned to bury myself in my work. And that, more than anything, drove me hard and kept me going.

When I came back from the war, nobody paid any attention to post-traumatic stress disorder. At the time, few people even knew what it was. But it's been around since antiquity; it was called shell shock, war neurosis, and battle fatigue, and then someone named it Vietnam veterans' disorder. All these terms limited the condition to people who'd fought in wars, even though anyone can develop PTSD from experiencing or witnessing traumatic, shocking, scary, or dangerous events, such as natural disasters, physical or sexual assault, abuse, neglect, severe illness, loss, and more. It wasn't until 1980 that PTSD was added to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders, and the World Health Organization didn't include it in the International Statistical Classification of Diseases and Related Health Problems until 1992! So, yeah, you can see why no one really told me I had PTSD in those early years. There were so many of us suffering in silence, with no explanation, nowhere to turn, and few resources to help.

As the years slipped by, I eventually became aware of the term PTSD. I kept telling myself I couldn't or shouldn't have it. After all, I didn't see that much combat—just a month. But now I know that one month of combat, certainly for me, was more than enough. My life became so much more difficult than it should have been—not just for me but also, sadly and regrettably, for those around me.

Today, I'm certain that my PTSD had an impact on my marriage to Martha, and on our three children as well. Back then, I wasn't aware of just how much it affected my relationships. While I was married to my second wife, Lisa, I started to become more conscious of my unpredictable and inexplicable emotional behavior. I may have come home from the war in 1970, but it wasn't until1990—twenty years later—that I realized I had severe PTSD. My realization was triggered by Iraq's invasion of Kuwait and the first Gulf War. Something about seeing our troops out in the field set me off in a very unexpected way. I was forty by then, and even tried to reenlist in the Marines Corps, but of course they wouldn't take me. They said I was too old. And I probably was. However, it didn't stop me from wanting to go.

Then I heard George H. W. Bush say something to the effect of,"This will not be another Vietnam"

when he was speaking about the troops coming home from the Gulf War. Those words, especially coming from our president, made my blood boil. They also brought on one of my worst bouts of PTSD.

Suddenly, horrific and traumatic memories from Viet-

nam began to bubble up. Unexpectedly, all that Vietnam horror, so much of which I had kept buried deep inside, surfaced. It just snuck up and whacked me. I'd be at a cocktail party and wham—I'd get a flashback of an NVA getting aerated by machine-gun fire, our point man hitting a trap and having his legs blown out from under him, or Ermal Hunt struggling to touch the eye that didn't exist anymore with a hand that was no longer there. This was not the kind of stuff I could talk about with anyone, so I tried to bury it . . . again.

It didn't work.

I would be at a movie and suddenly find myself weeping. That wasn't me. I'm not the crying type. But I began to cry more often, for no apparent reason. It was a reaction I couldn't attribute to anything going on around me.

Even worse, out of nowhere, I'd snap at those closest to me, especially my kids. It got to the point where I didn't want to go anywhere. I didn't want to do anything. I just wanted to get loaded,which only seemed to exacerbate my feelings. I was mad at the world, which wasn't a great state to be in while I was running Parsons Technology and raising three children. They deserved better—so much more than I was capable of giving to them at the time.

PTSD is a wide-ranging, debilitating,and all-too-real disease. Symptoms usually set in within

three months of the traumatic incident, but sometimes PTSD can take years to rear its head. Mine was a slow build.

When you suffer from PTSD, it interferes with relationships,work, and your everyday life. In addition to that feeling of not belonging no matter who you're with, it can create extreme mental anguish and an inability to control your emotions. Many veterans never consider that they've been traumatized on such a deep level. Just as I did, they may think, I didn't see enough action. I don't have to deal with that. I don't have PTSD. But that isn't the case. You don't need to see a lot of action to have been deeply affected. The delay in experiencing symptoms also added to the denial for me. PTSD is often accompanied by depression and anxiety disorders.

Many Vietnam veterans turned to hard drugs, such as heroin,to try to escape these inexplicable feelings, which only intensified the symptoms. We all know of such stories. I knew men who turned to drugs to ease their pain. And I knew too many who lost their battle against drugs. In the end, it wasn't the drugs that killed them, not really. It was the lasting effects of war.

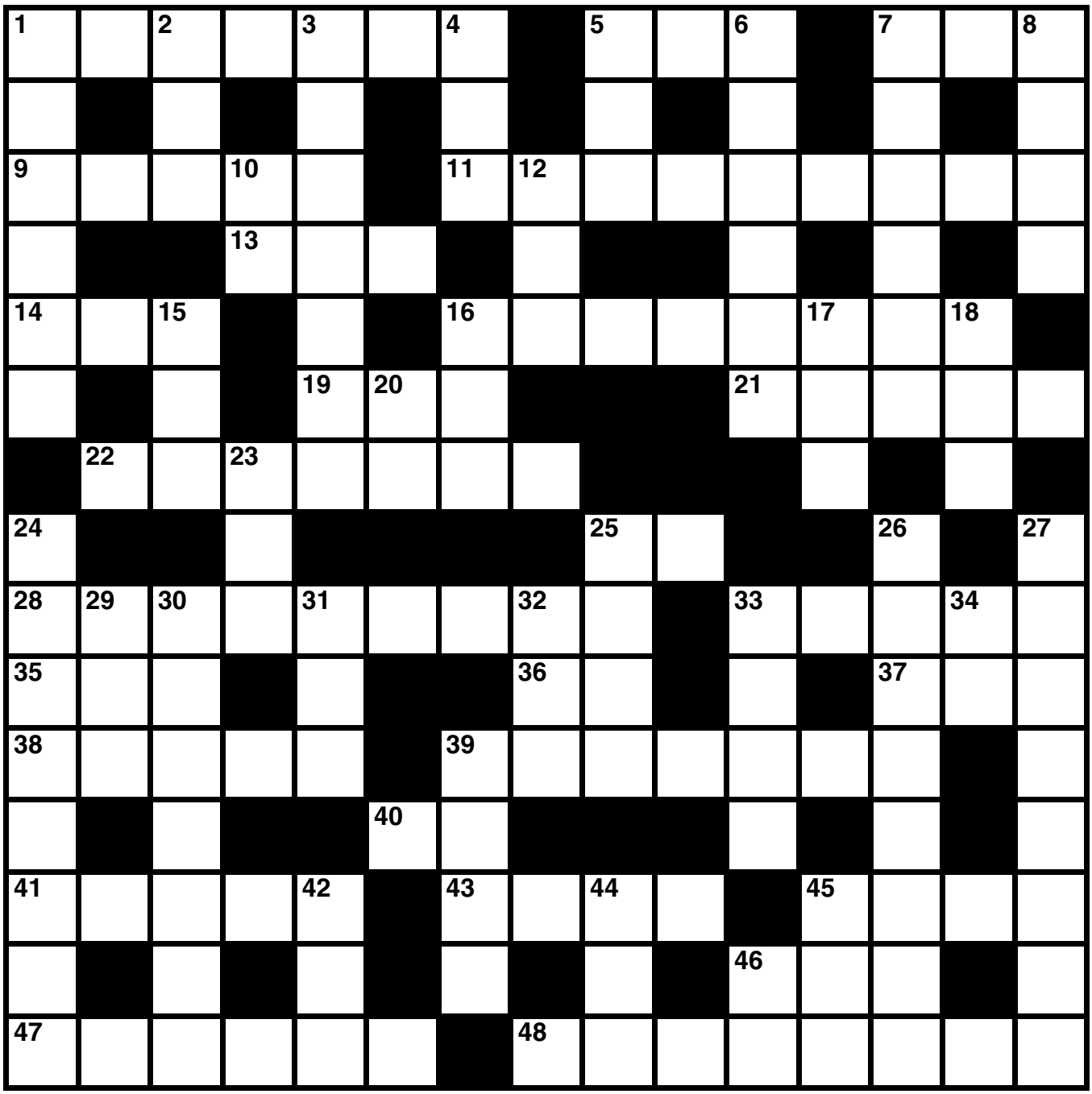
If you've been through a traumatic event or experience, it's completely normal to feel some of these symptoms for a few weeks. When the symptoms last more than a month and begin to seriously impact your ability to function (and aren't due to substance abuse, medical illness, or anything other than the event itself), it may very well be PTSD.

To be diagnosed with PTSD, you must have these symptoms for at least a month:
1. At least one reexperiencing symptom:
a. Flashbacks (reliving the trauma over and over), often with accompanying physical symptoms, such as sweating or a racing heart rate
b. Bad dreams
c. Frightening thoughts
2. At least one avoidance symptom:
a. Staying away from places, events, or objects that are reminders of the traumatic experience
b. Avoiding thoughts or feelings related to the traumatic event
3. At least two arousal and reactivity symptoms:
a. Being easily startled
b. Feeling tense or on edge
c. Experiencing difficulty sleeping
d. Having angry outbursts
4. At least two cognition and mood symptoms:
a. Trouble remembering key facts of the traumatic event
b. Negative thoughts about oneself or the world
c. Distorted feelings, such as guilt or blamed. Loss of interest in previously enjoyable activities

I checked almost every box. And I wasn't alone. After doing some research, I was intrigued but not surprised that, according to the National Center for PTSD, around 6 percent of the US population will experience PTSD at some point in their lives. The US Department of Veterans Affairs estimates about twelve million adults in the United States experience PTSD each year. Interestingly, women are more prone to develop PTSD than men, and some experts believe you can be genetically predisposed to developing it. There have been many studies that looked at veterans from different wars and evaluated their rates of PTSD. For example, it is believed that 11 to 20 percent of veterans who served in Operations Iraqi Freedom and Enduring Freedom and approximately12 percent of Gulf War veterans have endured PTSD in a given year. According to the US Department of Veterans Affairs, it was originally believed that around 15 percent of Vietnam War veterans had been diagnosed with PTSD in the late 1980s. A subsequent review by the National Vietnam Veterans Readjustment Study, estimated that the number is closer to 30 percent. As General William Tecumseh Sherman famously noted during an address to the graduating class of the Michigan Military Academy in 1879, "War is hell. "Although my war was long over, mentally I was still there. So many veterans of war feel this way, but especially my brothers and sisters who served in Vietnam. ... ■ ABILITY

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ACROSS

1. Mobility company creating cane prototypes for the blind and low-vision community using both hardware and software)
5. Program for special education instruction, abbr.
7. 1990 law protecting rights of people with disabilities, abbr.
9. Marriage, e.g.
11. Federally funded chartered school for the deaf and hard of hearing
13. Label
14. Prefix relating to the environment
16. Actress played Dr. Shepherd on "Grey's Anatomy" championed rights of people with Down syndrome. Caterina _____
19. Fish eggs
21. Avid
22. Discussed
25. Dawn time
28. Fondness
33. She majored in deaf studies although not deaf herself and became an interpreter for the deaf and hard of hearing, _____ "Dia" Gaitirira
35. "Modern" word starter
36. Above
37. "A Beautiful Mind" director, Howard
38. Cares for
39. Virtual assistant created by Open AI
40. Leave
41. Welcome
43. American Paralympian swimmer won 50 medals, Tricia ____
45. Internationally recognized disability justice activist & scholar
46. Honest president, nickname
47. Changes to survive in new conditions
48. Writer/Actress of "One More Like Rain Man"- goes with 26 down- 3 words

DOWN

1. Dwellings
2. Actress using a wheelchair who played in the musical "Spring Awakening" and recently wrote book "Cut Loose":____ Stroker
3. Writer of "Disabled Ecologies" _____ Taylor
4. Breakfast food
5. Not well
6. Commend
7. Helping
8. Statutes
10. Overtime, abbr.
12. Alphabet starters
15. "___ to Billie Joe"
16. Understand
17. Cereal grain
18. Brain scan, for short
20. Overtime, abbr.
23. Vital pollinator
24. "Criminal Minds" actor who is an autism advocate Joe _____
25. Internationally disability justice activist and scholar, ___ Landre
26. See 48 across
27. Sign ____
29. Charge for a service
30. The first comedian with a visible disability to appear on "The Late Show with David Letterman"; Chris "Crazy Legs" ____
31. D.J.'s stack
32. "I'm impressed!"
33. Service ____ (plural)
34. Rejection word
39. Close, as a relationship
42. Diaper wearer
44. Regret
45. Lawyer's org.
46. "We're in this love together" singer, Jarreau

answers on page 66

SEE BETTER
AT ANY AGE
AUTHOR
• The Miracle of Pi in Eye
• LASIK in the 21st Century
• Cure for Keratoconus
VOTED BEST
• Newsweek Showcase Top Doctor
• LA Daily News Readers
• VC Star Readers
• Consumer Research Council
DOCTOR'S DOCTOR
• Surgeons & Physicians
• Chiropractors & Dentists
SURGEON TO STARS
• Actors & Celebrities
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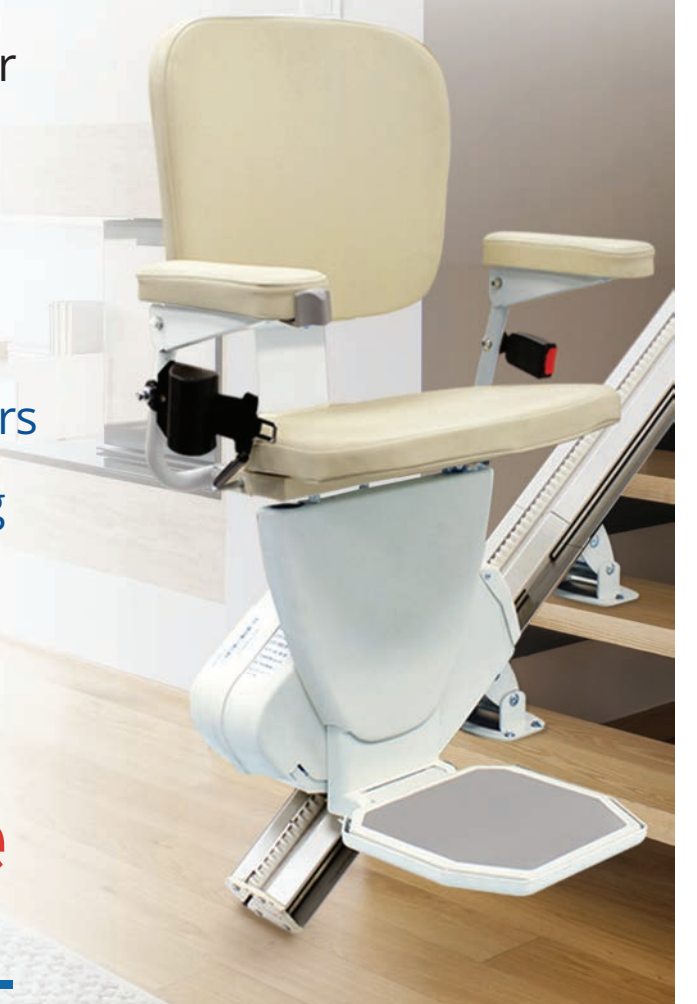
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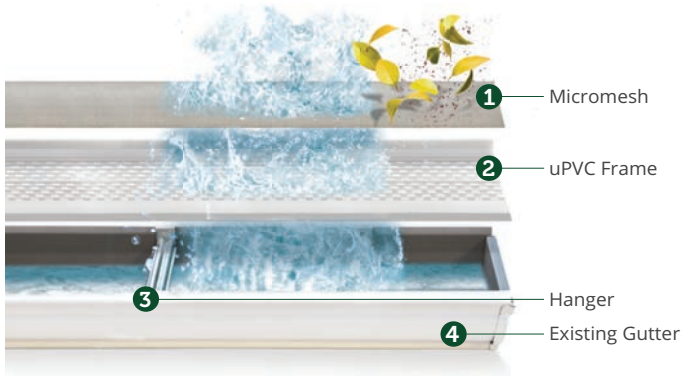
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