
Participants:

Holly Carmichael
Michael Murray
Tony Coelho



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Introduction:

A garrison is a safe place where an army gathers. In the same way, the *Disability Garrison Podcast* is a place for the army of disability rights advocates to gather and discuss complex issues. We are unafraid to identify problems in our world and have difficult conversations about them. But we are not just here to complain. We spend our time brainstorming solutions with generals in the disability rights movement. Together, we take action to make positive change and lead the fight for justice and equality.

Holly Carmichael:

My name is Holly Carmichael.

Michael Murray:

My name is Michael Murray. This is the Disability Garrison.

So I'm going to take us back to July 1990. East and West Germany had only just begun to reunite after the collapse of the Soviet Union, Iraq hadn't invaded Kuwait to start the Gulf War, and the World Wide Web wasn't available until a year later. And lastly your cell phone was the size of your head in 1990. At this point, restaurants and grocery stores could and did refuse service to those of us with disabilities. Transportation like trains and buses weren't even something that those of us with disabilities could get on or off or utilize regularly. And it was legal to not hire a person with a disability just because of their disability.

But thanks to the hard work of grassroots advocates, different organizations throughout the country, and members of Congress, the Americans with Disabilities Act was passed on July 26, 1990. The ADA prohibits discrimination and makes it easier for people with disabilities to have the same opportunities as everyone else. It was a massive victory for the disability rights movement and continues to shape our lives today. But in order for us to fully realize the vision of the Americans with Disabilities Act, we must remain vigilant to ensure that the rights that we've secured remain. We also must ensure that the parts of the law that have not been fully implemented—and there are lots of them—move towards implementation. And that's the problem that we want to look at today.

The ADA has not been fully realized even though it's almost 32 years old. How can we ensure that we keep the rights that we have and that we push for greater inclusion so that those of us with disabilities can enjoy the freedoms that we deserve? Holly and I were blessed to be able to interview Tony Coelho, learn

more about his life, and ultimately what led him to become one of the primary authors of the Americans with Disabilities Act.

If you haven't listened to the first three episodes where we go through Tony's life, they are a powerful story of what it means to be a disability advocate and how you can make a change in this world. We encourage you to go back and listen to those. Today we're going to dive into the policy of the Americans with Disabilities Act. And again, we're going to look specifically at how can we ensure that we keep the rights we have under the ADA and push for further inclusion for those of us with disabilities by the full enforcement of the Americans with Disabilities Act. This has been an incredible month of diving into the ADA. Thank you for joining us. Let's jump into the episode.

Let's talk about the revolutionary experience that it was for people with disabilities initially and what we saw, the changes in the first years of the Americans with Disabilities Act. But then we also want to take a look at some of the things that still need to change and some of the things that have not been realized as part of the Americans with Disabilities Act.

I always love that you say this is a living, breathing document. It was never meant to be stale. And I think that as we envision the ADA, it's not just about what is being interpreted today but what is the vision of what we as people with disabilities need. So we're going to take a few different sections: community living, employment and commerce, we're going to take a look at transportation, healthcare, education, and affordable housing. But also with the realization that that only scratches the bare surface of all that the ADA has done. And so today we hope to just hit a few of those things and give our listeners a realization of the massive impact that it's had but also a realization of what is still left to be done.

Holly Carmichael:

Yeah. Well, I mean you talked about people with disabilities needing a seat at that table, whether it's part of the legislative branch, in committees and so forth, and also in the judicial branch and the judges. And so the first topic that was just a monumental win for the ADA and people with disabilities was the *Olmstead* decision that really clearly defined and said, no, people have the right to live in their own communities, to not be institutionalized or shut away. And it was huge. Wouldn't have happened without the ADA and so much goes—but you'll see just various things that come out that say, oh, because of *Olmstead*, which really was because of ADA.

Tony Coelho:

Yeah, it wouldn't have happened without the ADA.

Holly Carmichael:

Yeah, yeah.

Tony Coelho:

And now what's happening is that under the current administration, they're further advancing that, basically saying, you have a right to live at home and we're going to help out caregivers and they have a seat at the table. They never have before.

Holly Carmichael:

Yeah, yeah.

Tony Coelho:

They have a seat at the table in helping us succeed in what we in the disability community need to have done. So we have the ADA Homestead now, in fact, giving us independence and so forth. All that fits, but it started with the ADA.

Holly Carmichael:

Yeah. And that justice department and who they're appointing is so key. And in fact, in I think it was June of this year, there was a recent case that, again, similar to *Olmstead*, the justice department was able to help a gentleman in Maine be able to come out of an institution and live in his own community because of the ADA. I don't know if listeners quite understand the impact of this piece of legislation, like you said. It's the civil rights bill for people with disabilities. I think when people think of the Civil Rights Act, they look at it probably protects you against discrimination of sex and race and national origin and religion. But it excludes the word disability. And so the ADA was just the right to be able to live in your community, a basic thing you would think is so human and American.

Tony Coelho:

And people understand that you can go to things that you can actually see, curb cuts and where you can go, stuff like that, but there's so much more. We talked about Greyhound. Greyhound still was fighting the ADA. And basically, the courts got into it and ruled that they had to comply with the ADA. And the same thing is happening with the internet right now, is that a pizza company basically said they didn't have to make their internet accessible to people with disabilities. They lost it on the lower court. Appealed it to the appellate court. They lost in the appellate court. They took it to the Supreme Court. The Supreme Court ruled that the appellate court was right. They just wouldn't entertain it. So that happened just a year ago, in October of last year. And so now what we need is the administration, this administration to develop the regulations to implement that. Because when we did the ADA, we talked about interstate commerce and so forth, right? Well, the internet wasn't there at the time. But interstate commerce is the internet.

Holly Carmichael:

Yeah.

Michael Murray:

Yeah.

Tony Coelho:

So for the Supreme Court to rule the way it did I think is right. There are other decisions in other courts that ruled against us. But basically we know what the Supreme Court has done. And now the administration should go in and issue these regulations to implement that. So that on a group that does a study every six months about how the internet is or is not accessible, their last one that they did said that 98.2%, I'll repeat, 98.2% of websites are not accessible in some way. Now in our day, look, we just went through COVID. Other folks now know what we go through. They had to use the internet in order to do finance, to do daily living and so forth. Well, that's what we do every day. And so now it shouldn't be difficult to go ahead and establish regulations that say the internet is interstate, and it should be. Now, if we do that here in the United States, and I'm optimistic, the justice department's working on regulations right now, HHS is working on it, and I think HUD is also working on it. There are about four different agencies that are working on coming up with regulations and so forth. But if we can get that done, think of the impact that that would have not only here in the United States, but if the internet becomes accessible, that means worldwide.

Holly Carmichael:

Yeah, yeah.

Tony Coelho:

And so then all of a sudden, you've made a change, and it's only because of the ADA that this could be possible. And so when people talk about the ADA, a lot of people talk about curb cuts and housing and so forth, but it's much bigger than that.

Holly Carmichael:

Oh yeah.

Tony Coelho:

And if you just take the internet, it's huge what could happen. And we're on the verge. I know that the White House and others want to get this done. Hopefully, we don't get some hiccup that prevents it. But this is exciting that this is on the board and so forth. The White House has made so many other things besides putting Kim on the domestic policy consult. There are appointments in ASL and a lot of different areas with people with disabilities that are in place. Now, I will tell you that one of our problems with the disability community is that we don't have a bench of people with disabilities that we can get appointed to cabinet posts and so forth. We don't have the bench. And this time, I was supporting Tammy Duckworth for Defense Secretary. She would have been fabulous, perfect, and so forth. But not for some other job. Defense secretary. And she came in second on that. But that's great. That's great we have somebody like that that is up there. And she's fabulous and she's fabulous in the Senate. But I'd love to see her in the state department in a major role and so forth. But we need to build that bench. And so the appointments that are being made now in different parts of the federal government, we're building a bench. People now like Kim is now with this administration at a later time or another administration will be at the cabinet level. She's at that situation. And we have other people that we've gotten appointed that will move up and so forth. And I'm working on right now helping somebody become an assistant secretary for a

department. So I don't want to say the name at this point. But it would be the first person at that cabinet level that we've got with a disability. And so the thing is that we need to keep pushing, developing the bench for the courts as the Coelho Center is doing. But we need to do it also for jobs in government and getting people with disabilities elected governor, mayor of a city, on the commission in the city, in the state legislature. We've got to build our bench. We've got to build the bench so that we can then when a government needs to have somebody at the cabinet level, sub-cabinet level, we can say, Joe or Sue or whoever, they should be considered because they have the ability, and they have the credentials to do it.

Michael Murray:

Yeah. I know you and I are incredibly passionate about employment. Let's talk about what kind of changes we saw around employment for people with disabilities after the ADA and where are we headed.

Tony Coelho:

Well, one of the problems that people in the disability community always tell me, why isn't the ADA amended to require people with disabilities to be employed? Well, we're a civil rights act, and the Civil Rights Act, we had to have that, right? Or we can't do anything. We're a civil rights act. And basically, what it takes is enforcement. I go back to whoever's President, whoever's Attorney General and so forth. It has to be enforced. And if we have people who believe in the ADA, we can get it enforced. Employment, a lot of progress has been made. We have *Olmstead*, of course. But we can go on to other things where the justice department has taken on state and city governments and forced them to permit those of us with disabilities to play a role along with everybody else.

We also have a situation where the justice department can tell private companies that they can't discriminate and so forth and so forth. But employment, we're making great progress. Now, we're at low percentage, right? So there's a lot of progress that can be made here. But you need to have a justice department that's willing to enforce it, like you take going back to the internet. As soon as regulations are adopted, you're going to see companies making their websites accessible without a doubt. And I'm on the board of a company that that's what they do. Why did I get on the committee? Because I believe in what they're doing, right? And so the ability is there to make the internet accessible. We need the government to enforce it. We have companies that can do it. And we have, of course, people out there in the disability community who need it and want it. So it's all there, and it's stuff that we need to be pushing.

Michael Murray:

What have been the greatest successes in disability employment over the past 10 years that have demonstrated that when you invest in us, those of us with disabilities, when you make the commitment, we deliver? What would you say have you seen that's made you go, yes, that's it? It's taken us from you—I could ask you in your application if you have epilepsy and throw away your application to now I can't ask. But now we've gone even further, and we've got people making commitments. So what kinds of things have you seen that give you hope?

Tony Coelho:

Well, I go back to like disability. It started basically when I was chair of the president's committee to hire people with disabilities. We had a subcommittee on business or I can't remember what the title was. But then that moved into a different area. That group was chaired by the president of the chamber of commerce. And so business was accepting it. And now it's Disability:IN. Now what is happening there is that Disability:IN gives a good housekeeping seal of approval to companies who hire people with disabilities and deal with this. That is huge, and we've never had that before. And so you get something like that going. So major corporations now are willing to hire.

Take what Joyce Bender does with Bender Consulting. She places people in highly skilled, highly paid jobs. And that's not only in government. National security agency, she puts 200 people there and so forth. But corporations that she has worked with and that they hired people in high paying jobs, and it's great. For instance, we had a situation where a young man and a young lady both had severe disabilities. Joyce got them a place at Highmark. And they in effect started dating. They married. They then could afford a house. They could afford a car and they had two kids and so forth. Great story, right? I mean it's tremendous. But as a result of Highmark and their attitude about placing people with employment.

So if you look at it, all these little things are big, and they're happening all over. Is it fast enough? No. Is it something we need to keep pushing? Yes. And with a favorable administration, we can make it happen even more aggressively. So I look at these things and realize that geez, we are making progress. And if you look at the totality of what the ADA has done, it's been tremendous. My biggest concern is jobs because if we get a job, we then can participate in society like everybody else. For five of the last six Presidents, I have said, I do not know another group in society who wants to pay taxes. We do. Because if we pay taxes, that means we have a job. That means we can buy a house or rent a house or we can have a car or whatever. We can get married. We can provide for family. We can do all the things everybody else does. And that's what a job is. It is so important. And so getting progress there, which we've had, slow but with the right administration, we can make great progress there.

Michael Murray:

Yeah. Can you talk about the hiring that Obama did in the federal government and about the 100,000 initiative? We'd never seen anything like that. And then also maybe talk about your role in Section 503 of the Rehab Act.

Tony Coelho:

Well, I met with President Obama early on in his administration, and he wanted to know my story. And I told him my story and why I was so committed and so forth. And then it was interesting. This was prior to a big group that he was speaking to in the White House. So he goes from our meeting to the group, and he tells my story in front of everybody else. But he really—and people in his staff became so important for us, Valerie Jarrett who in my view deserves all the credit that the Obama Administration did in disabilities. And I met with, I don't know, Valerie, I don't know how many, hundreds of times. But she was really key to all this. And the 100,000 jobs, that had never been done before. And so now you have administrations that or you have an administration now who is following through on that. But one of the

things that I really felt that could make a huge difference was Section 503. And basically, what it does is it's Federal Contractors Act, and it applies to all federal contractors and subcontractors. And what do I mean by that? It's the people that supply the papers or the pencils or the airplanes or the whatever the federal government uses and people in government. Whatever they need in order to function. Whatever the government needs to function, there's a federal contractor or a subcontractor who provides that. And there are requirements that they must meet in order to be a federal contractor or subcontractor. So I felt strongly that what we needed to do was to get the administration to in effect say that you had to enforce it. Because when it was first adopted, it said that federal contractors/subcontractors had to hire people of color, had to hire women, and had to hire the disabled. But there was never any definition of what disability was. There wasn't any data, in other words, where do people live, how many people there are. And so none of that was done.

So under Bill Clinton, the task force he set up, when we went about, and I've worked on this for 25 years, and that was to get the definition through OMB, which was difficult. Number two was to get the Census Bureau to ask the question. They wanted to do it every 10 years, and I said, no, no, it has to be done every year because we're way behind everybody else. So we finally got that done. Then we got the Bureau of Labor Statistics to take all this stuff and provide the statistics. And then of course, we've got OMB to get the definition. After we did all that, then we had to get a President to go ahead and say that the Contract Act applies to people with disabilities, we have all the data now, and you have to do it. So President Obama with the help of Valerie and Tom Perez who was Secretary of Labor, we had a meeting in the White House. And Tom had just gotten there, Secretary of Labor, and Valerie was there and several of us from the community. And I made our pitch. And the President turns to Valerie and says, I don't understand why we can't do that. Do you? And she said, no, we can't. And Tom says, of course. So it was yes. After our meeting, Valerie and Tom meet in the White House and talk for an hour and a half or two hours, whatever it was. And bang, it's done. And we're talking about hundreds of thousands of contractors and subcontractors.

I am told, I don't know the facts here, but I'm told that in the first year, 460,000 people with disabilities were hired by federal contractors and subcontractors. And you know the details on that more than I do. And so every year, that keeps on going. That's huge. And so it's that type of thing that we have to keep looking at where can we make a difference for one of the things that I feel as strong is that. These contractors have to give a report after they get the contract is what they did in regards to disabilities. There's nothing that requires them to give a report. So a lot of them, they say they're going to do it, they do the contract, they never say what they did and didn't do. And so what I'm pushing for now is to say, what is your history in hiring people with disabilities before you get the contract. If you don't have a history, what's going on? And then secondly, you have to file a report afterwards or you can be penalized if you don't file a report. And we have to get that done. That's something that needs to be done now in order to make this thing really aggressive. But that will force even more jobs. And so that's another goal to get done.

Michael Murray:

One of the things that I love about how you just described this—and this is true of any change—is it started with a committee or it started smaller, and you had to build up all of these blocks. Everybody thinks that

it was just that meeting with Valerie and Tom and the President and you. But the reality is that you had to have the data. You had to have the statistics. It was a very, very long haul to get to there. But also, you had to have the success of Executive Order 13548. You had a hundred thousand people hired over five years. So they looked at those successes, and they said, okay, now we can build regulations around how we should do this for federal contractors because it's the largest segment of the U.S. population and made a 7% goal as a requirement. But what I love about this is it keeps snowballing. So now you've got governors. You worked with—why don't you talk about your work with governors in order to increase the employment of people with disabilities?

Tony Coelho:

Well, the governor of Delaware, Jack was a very good friend, and he was chair of the Governor's Association and he was a Democrat. He was a term for the Democrat. And then the vice chair was a Republican from I think it was Kansas, I'm not sure, who was also pro-disability. But they got through a provision to, in effect, say states had to do the same thing. And so if you take the federal government doing their thing, the states doing their thing, and some cities are doing it now as well. So the impact that all the way through as a result, the ADA had required it basically. Then they go ahead and do the Executive Order. Obama's then does requirement. And then now you have the governor's moving at the same time. Now cities are doing the same thing. The impact of that overall is tremendous. But it takes time. And those with disabilities who don't have jobs say, what's going on? Why am I not—? But it takes time, and that's the unfortunate part.

Holly Carmichael:

Well, and I think the transportation piece is huge too. Because you can have a job, but you got to be able to get there. You've got to have avenues and what you had mentioned, how Greyhound was against it. I'm sure a lot of infrastructure pieces come down to funding or money. I mean I hear that in my own advocacy for an ADA compliant playground.

Tony Coelho:

But there's been a decision on that.

Holly Carmichael:

Yeah, yeah.

Tony Coelho:

Playgrounds have to be accessible, right?

Holly Carmichael:

Well, it says that. But then it's—

Tony Coelho:

It's enforcement.

Holly Carmichael:

Yeah, that enforcement. But whenever I hear the money excuse, I get so frustrated because it's been 31 damn years. You can only use the money excuse so long.

Tony Coelho:

When we started on this with ADA, Greyhound said, well, we don't have the technology to do this and so forth. So we gave them, I don't know if it's 15 or 20 years, whatever it was, we gave them a bunch of years. And my point I made to them was that look, if we pass this law and you're required, there are going to be companies that want to make your buses dance.

Holly Carmichael:

Yes.

Michael Murray:

Yes, that's right.

Tony Coelho:

I said that then. But if the law doesn't pass, they're never going to do it. But if the law passes, they realize there's an opportunity here for business. And now if you see a bus, it bows down when people get in, then it lifts back up.

Michael Murray:

Which isn't just great for people with disabilities. If you've got a shopping cart or you've got you've got a bicycle, whatever it is—

Tony Coelho:

It's the same thing as curb cut.

Michael Murray:

Absolutely.

Tony Coelho:

Who uses a curb cut?

Michael Murray:

Everybody.

Tony Coelho:

Everybody. The elderly use it. Men and women who are delivering goods to stores, delivery men and women use it. Unfortunately, kids use it with their roller skates and everything else. But that's the way it is. That's what it's all about. But it's the same thing here.

Holly Carmichael:

Yeah. You have to have—I'm curious what your thoughts on planes? Air travel is kind of—

Tony Coelho:

Well, that's a big issue. Okay? The problem with their air travel is that people with power chairs in particular and other disabilities. But the real issue is power chair users. And you're required then to give up your chair, and they sit you in the plane somewhere and your chair goes into luggage.

Holly Carmichael:

Thrown in luggage.

Tony Coelho:

Yeah. And over 50% of them get damaged. All right? And when you get to your place where you're going to be, your chair's not there. Now, what people don't realize that a power chair is part of your body.

Holly Carmichael:

Yeah, yeah.

Tony Coelho:

Right?

Holly Carmichael:

Yes, especially users with power chairs.

Tony Coelho:

Yeah. And all wheelchair users, it's part of your body. But especially for power chairs. It's part of your body. So in effect, the airlines have damaged part of your body. People don't understand that. And so you get to your destination to do business or family or whatever it is, part of your body's not there. And so you have to try to get it fixed while you're not using that part of your body or you have to try to get someplace else to get that part back for you. It's awful what's going on. And now I've been helpful in this area is that we have a group that's really pushing this now, making some progress with some of the airlines that are willing to get engaged. The administration is doing it. And then we got Kelly Buckland who is a power chair user. We got Kelly Buckland appointed assistant to the transportation department on disability and particularly the use of chairs but all disabilities. But you Kelly's a power chair user. He has been appointed there. The first time that's ever happened. And so his job is to educate and convince people in the department that then force the airlines and others to provide the service. So I'm optimistic for the first time that something's going to be done. I don't know what. But something's going to be done. And Kelly's a bird dog. He's going to stay at it. And he believes it. And the administration knows what he believes and why he wants to be there, and they agreed to it which is significant. And I really I love Kelly. His wife had epilepsy. So I was very involved with both of them in so many cases. Kelly's the perfect example of somebody that should be in government to educate. You can have somebody who believes and understands and may have a doctorate in power chair use. But if they're not a user, they really don't

know what the problems are. And so Kelly being in that position, we're going to see changes now in airline industry, and I'm excited about it.

Holly Carmichael:

Yeah, yeah. Well, and it starts with that data just like it was with jobs or just now seeing where they have to report wheelchair damage where before they didn't have to do that. And so I'm excited for that change, having Maggie's wheelchair being damaged during our travel. Real, real experience and that lived experience, like you said. Having people in representation who actually have lived experience, and part of that involves being able to vote for those people.

Tony Coelho:

That's exactly right.

Michael Murray:

Something else that has been massively impacted for people with disabilities is one of our most fundamental rights as a democracy, the right to vote. And for so many of us with disabilities, before the ADA, we couldn't even elect the people that we wanted to elect because we didn't have access to voting. And the ADA had a huge impact. And Tony, we'd love to hear your thoughts on what impact did it have and what impact is still left to be had.

Tony Coelho:

Well, the interesting thing is that the disability community prior to the ADA didn't participate in voting because of the barriers to get into a facility. There wasn't the mail-in ballots. There wasn't all that stuff that you could do. And then gradually over the years, more and more access for those of us with disabilities to vote.

Holly Carmichael:

Yeah.

Michael Murray:

Yeah. And I think if our listeners could walk away with anything, it's the political process is not just about voting. We want you to vote. Go vote. But we want you to be involved long before. And if you think that you're one or two hours a week doing phone banking doesn't make a difference, you're wrong. It does because it's all of us coming together, doing what we can, donating, contributing, volunteering, being a part of the process in the broader sense that creates the movement, that creates the kind of action. And Tony has taught us that in the disability community. And those lessons have been learned, and I think people will continue to pick them up. I don't think that it will be unlearned. I don't think we can go—we could go back. I don't think we will go back. I think we will pick it up because we've learned this and we've seen the impact that it's had over the past two campaigns. And I'm excited to see where we go in the future.

Holly Carmichael:

I'm wondering if you can touch on just a little bit of the ADA's impact on ensuring the right to education for children with disabilities and its influence on other education legislation like IDEA?

Tony Coelho:

Well, IDEA and other legislation all comes together with the ADA. But basically, the fight is that if you're a public school, you can't be discriminated against somebody with a disability. They have a right to education just like anybody else. A quick story, I got a call one time from a parent who said that this school was kicking out her daughter because she took too much time of the teacher's day. And so we had to fight that to get that corrected.

Holly Carmichael:

Yeah. Well, I know for my own daughter, just being able to access her school building, be able to play on a playground, those things didn't exist. But I was able to advocate and cite the ADA. And so thank you so much for your work to make that possible so she can go to school, she can play with her peers just like everybody else.

Tony Coelho:

Yeah, that's right.

Michael Murray:

Tony, we're coming to the end of our time, and this has been such a robust and beautiful conversation. I wonder if you have any final thoughts for the Disability Garrison listeners and the army of civil rights advocates that you've been a general for years and years?

Tony Coelho:

Well, the one thing that I'd like to say is that be proud of who you are. Don't let people knock you down, deny you access, deny you your right to participate just like anybody else. But the most important thing is your self-pride. If you don't believe in yourself and what you should and can do, then people aren't going to give it to you. So you have to be proud of it. Look, I always say I thank God for my epilepsy because it made me a stronger, better person.

Michael Murray:

Tony, thank you so much. It has been an honor to interview you, and we're grateful for all that you've done. At the end of each episode, we always give our listeners three ways that they can make an impact in the world. We give you something that you can do as an individual, we tell you something that you can do that can have a systematic impact that could start to change things on a bigger level, and then we give you an organization that we recommend you donate to that's having an impact on the issue we talked about today. So as Tony, Holly, and I were just talking about, the Americans with Disabilities Act is incredible, but there are still parts of it that have not been fully realized either because it's not been fully implemented or because we need to remain vigilant to ensure that those of us with disabilities have the rights that we've already secured.

So our first action that you can do on an individual level is become aware of your own rights. You have rights under the Americans with Disabilities to life, liberty, and the pursuit of happiness. So learn what those rights are, share them with others, ensure that we understand what we deserve under the Americans with Disabilities Act, and know that this is something that you can fight to protect.

Second, and this is a more systematic approach that you can have, if you see a violation under the ADA, it's time to speak up and speak out and report it. It's important to know and to file a complaint with the U.S. Department of Justice. These complaints are investigated to ensure that the Americans with Disabilities Act is fully enforced. So again, if your rights have been violated or you see someone's rights being violated and there's a way that you can move towards filing an official complaint, that can have a systematic impact, we encourage you to do that. And you can learn exactly how to do that and the websites to follow and how that works on our website, GTindependence.com.

Lastly, we want to tell you about an organization that you can join us in supporting. Today we get to talk about the Coelho Center at Loyola Marymount University and the awesome work that they do there. They have a number of different programs that focus on preparing lawyers to enter into law and political careers, but it also brings marginalized voices into the conversation in a place where they can have a historical impact. They also have a really cool fellows program that looks to mentor students with disabilities to consider legal careers. And ultimately, we want to see more judges with disabilities because that's how we can see the Americans with Disabilities Act continue to be protected and fully enforced. So we encourage you to join us at GT Independence in donating to the Coelho Center. And so you can check out how to do that at GTindependence.com.

Again, thank you all for being a part of the Disability Garrison, thank you for joining us for this four-part series with Tony Coelho, and thank you for joining the I Can campaign. It's been a whole lot of fun to have that campaign going and to see how the Americans with Disabilities Act has had an impact on your lives. So from all of us here at the Disability Garrison to all of you out there in the Disability Garrison, thank you.

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