

[“Often, autistic people are seen as inspiring for overcoming ‘autism,’ not for overcoming the obstacles that the world puts around them”](#): Interview with journalist Eric Garcia

Transcript by Julie-Ann Lee

December 21, 2020

(Theme song - soft piano music)

Anne: Eric Garcia is a journalist based in Washington, DC. His first book, ***We’re Not Broken: Changing the Autism Conversation*** is due out in August 2021. Eric previously worked at the *Washington Post*, *The Hill*, *Roll Call*, *National Journal* and *MarketWatch*. His new book uses his life as a springboard to discuss the social and policy gaps that exist in supporting autistic people. It looks at politics, education, employment, independent living, relationships, sexuality, gender, race, and the future of the neurodiversity movement. We’ll be talking about the book today.

Welcome to the show, Eric!

Eric: Hi, Anne, great to be here.

Anne: Thanks! You frame your book in part around your experiences, so I thought we’d start with that. I was wondering when writing the book, how did you feel about opening up with the personal, and then how did you mediate that with the rest of your message?

Eric: I should go back to the beginning... This was in 2015, I was at a party in Washington, DC and a guy by the name of Tim Mack offered me a drink and I said I don’t drink because I’m on the autism spectrum, and he said, ‘Oh, there’s a lot of autistic people in DC, you should write a story about that.’

Anne: Mm-hmm.

Eric: And I was 24 at the time. Then I thought, ‘Okay, yeah, sure, maybe in the future, but I’m not good enough for that right now.’ I was working at *National Journal* at the time and then they announced that the print edition of the journal was going to shut down at the end of the year. This was in 2015.

Anne: Mm-hmm.

Eric: And then I pitched to Richard Just who was the editor of the magazine at the time. He said, ‘I want to have these go-for-broke stories,’ and I pitched the idea to him because I figured why not, you know? And, initially it was going to be a really chatty, I guess you could say *front-of-the-book* piece about ‘life of autistic people in DC’, you know what I mean?

Anne: Yeah.

Eric: (laughing) And then Richard, God bless him, said, ‘Well, what’s the point of this?’ and I kind of in a mix of hubris said, ‘Well, I think **there’s too much focus on trying to cure autistic people and not enough on trying to help autistic people live fulfilling lives.**’ He’s like ‘There’s your piece: go!’

Anne: Right!

Eric: I wrote this piece basically using my life experiences and my general feeling on this was I respect people who've written memoirs, but I don't think I have anything interesting to say to write a memoir. I just don't. I'm 29 years old, I turn 30 next week, you know. I don't think I have anything that would be worth it to discuss at this moment as somebody in my late 20s. Second of all, I think that there are plenty of other people who've written really excellent memoirs and personal stories about it – about being autistic, but I kind of felt like well then- that's one phase, I feel like the next phase is to talk *about* our stories.

I think that when you talk about stories sometimes it can go one of two ways, particularly if you're disabled. One way is [to] kind of individualize your experience and talk about 'Wow this person's really inspiring, this is a really exceptional story' or B. what you could do is you could kind of collectivize and universalize your story.

Anne: Right.

Eric: And I think that by using my story as a springboard to discuss larger policy discussions.... I mean I'm a political journalist at heart – I'm a political reporter at heart....

Anne: Right.

Eric: ...I think that what was to me more interesting was finding out what are some common threads about autistic people, and then that led to me realizing that the generation of autistic people I have been a part of – I was born in 1990 – was really at this kind of cusp in the United States. I was born in the year that the **Americans with Disabilities Act** was passed, the year that the reauthorization of what was then the Every Handicapped Children Education Act, which later became **the Individuals with Disabilities Education Act**.

Anne: Mm-hmm.

Eric: And that generation is now growing up and then [as] I researched was my success story it just wasn't about me and my family and working hard but it was also about these very deliberate policy choices that America made that allowed me to succeed, and at the same token, I thought that well, the opposite of this must be true that - nearly every other autistic person who doesn't succeed as a result is a product of the fact that American society as a whole has chosen *not* to accommodate them.

Anne: Yeah.

Eric: So I think that's why I decided to look beyond more than just my individual story. I don't know if that's an answer to your question.

Anne: Yep, that makes sense. ...You've become successful as a journalist and so you have that kind of personal experience and why that happened, right? How you were able to be in the place that you were and basically everybody's trajectory is kind of written in policy to some extent.

Eric: Certainly, I think that that's what a lot of people don't recognize is that --again I go back to the ADA and the Individuals of Disabilities Education Act -- these kind of dual policies were in many ways things that allowed me to live a fulfilling life- and they are things that enabled a lot of other people to live fulfilling lives ...you know **Rebecca Cokley** who's a Disability Rights Activist here in the United States calls this generation a little bit older than mine (but I guess I'm on the tail end of it) 'the ADA generation.' And

it's really interesting because I think that my generation is the first- much like my generation also remembers what it was like to live without an internet and not without an internet, you know? ...The same way my generation also knows what it was like to have some accommodations but not a lot of accommodations, so we're kind of in that sandwiched part, and I think of the same way the fact that you know if you have clean water in the United States, *that's* a deliberate policy choice.

Anne: Right.

Eric: If you had special education or if you had any education at all, if you went to a public school, that's a policy choice. I went to a state university, the University of North Carolina, which likes to pride itself on being called the first public university in America, and that's true. And that led to a lot of people going to college who otherwise wouldn't have gone to college but in the same respect it also meant a lot of people couldn't go to college, particularly the descendants of *people who built the university-*

Anne: Right.

Eric: Slaves, that would be enslaved people, you know, so. ...I think that our lives are written in policy. Our lives, even though yes, individual choices are important and individual choices matter, *the ability to make those choices or the choices that you're allowed to make* are often shaped by the policies and the collective decisions that people before you make.

Anne: That's right- that's right, and there's still so much more policy to be written – regulation, and then there's also the issue of *enforcing* the policies and how selectively they are enforced and how bias impacts the way that they get enforced, and that determines again people's course of their life, right?

Eric: Certainly, yeah. I mean, I think a perfect example of that is- there's a lot of talk right now especially in the United States a lot of talk about **Police Reform** after the killing of **George Floyd** and the killing of **Breonna Taylor** and **Jacob Blake** and **Elij McClain** and I can go on. But one of the other parts of it that a lot of other people talk about is what is how to train police around autism. ... The thing that's important to recognize though is that a lot of times it doesn't matter *how much* you train police, if they still are [conditioned] in the heat of the moment... if you're going through 50 hours of police training versus 4 hours of training with autism- a lot of times that training can't necessarily get implemented.

There was a big piece in *Spectrum News* earlier this week or sometime last week saying that a lot of times these trainings are mandatory. So, it's not just a matter of- what does that do, I mean an example is **Stefon Watts** in 2012, a Black teenager in a Chicago suburb shot and killed by police. The police who shot and killed him were trained in how to handle autism, you know? So, it's not just a matter of disability policy, and what kind of policies pass, but how it's *implemented*, what the mandates are, what are the kind of ways to ensure that it's enforced. Another example is--you know I hate to go back to the IDEA example as much--but the Federal Government is supposed to fund a large part of it. The [US] Federal Government has never fully funded it so that means a lot of times that that responsibility falls to the States.

Anne: Right.

[10:00]

Eric: And, on top of that you know there was a big thing when President Trump's nominee- then nominee for Education Secretary – Betsy DeVos didn't seem to understand what IDEA was during her confirmation hearing in 2017. So it's not just a matter of these laws being on...you know having more policies is fine, having more policies is fun, I'd love to see more policy but also *enforcing* the ones that are already on the books.

Anne: That's right, and fairly enforcing them as well because...

Eric: Yeah.

Anne: ...so many biases come into play in terms of how they get enforced or whether they get enforced whether it's based on racialized identity, whether it's based on any kind of ethnicity or gender and disability as well. So true.

Eric: Absolutely.

Anne: Let's talk about media's coverage of autism because I understand that's one of the motivators for writing your book. You know that dominant portrayal of autism, a kind of white-washed tragicized approach to it. Let's talk about that a little bit and how you're pushing back against that.

Eric: Yeah. Remember when I begin writing this- that initial magazine piece was interesting – that was in 2015 once again, giving you context. That was really when Donald Trump was starting to run for president and in the second Republican Presidential Primary Debate, he was asked about it by Jake Tapper about his views on vaccines, and he said 'autism is an epidemic' and basically blamed vaccines. And the thing about it is that 'Trump is Trump', you know?

Anne: Yeah.

Eric: And I think a lot of people were willing to say 'that's just Donald Trump being Donald Trump' but he touched on something that a lot of other people felt which is that for many years especially after you saw more and more people getting diagnosed, there was this kind of fear about autism. There was this kind of tragedy about autism or-or this kind of tragedization of it...

Anne: Mm-hmm.

Eric: ...and what happened is you basically have one or two of these kind of things where autism is seen as a source of pity, or individual autistic people are inspiring but they're seen as inspiring because they somehow 'overcame the obstacles of autism', but not [because of] overcoming the obstacles that the world puts around them. The proverbial example that we always see are autistic people graduating from college...at least in the United States, or graduating from high school. That's great. Anybody graduating from college is a good thing, but a lot of times what it does is it frames it around *individual* triumph. Well, why do they have to triumph over things, you know?

Anne: Right, right.

Eric: , They have to triumph over things because the school system isn't built for them. ...A lot of times these inspiring stories are asking someone to the prom or asking an autistic person to the prom--they're meant for daytime television.

Anne: Mm-hmm.

Eric: And what's the point of daytime television? The point of daytime television is a pick-you-up because the world- and I'll be honest, the world kind of sucks right now. The world sucks a lot of times even *not* right now, so these stories are meant to make you feel good- or to make viewers feel good. But why is it a good thing? Why is it? Why does it make you feel good? It's because we're taught that autism is a tragedy, or it's a terrible thing for a person to be autistic. So, when a quarterback or a cheerleader asks someone to the prom, 'oh my God, they're such a wonderful person because they dealt with this autistic person'...

Anne: Right. And who *is speaking*? Who is the authority on autism? Or who is even the authority on the person? It's their Mom. Like 90 per cent of the time they're interviewing *their Mom* which is just...

Eric: Ugggghhh...

Anne: You know. And I think that kind of brings in this idea of the ethos that gets represented around autism...

Eric: Yeah.

Anne: ...in media. Who gets to speak about it, and for it? And 99 percent of the time it's some sort of "expert" or it's a parent, or a teacher, or somebody besides actually the person and the people who should be the subject of the story.

Eric: I think you know there was a whole study showing about how often self-advocates are quoted, a study I cite in my book about how the *Washington Post* framed and changed discussions about autism over the years as **neurodiversity** becomes more prominent. But, I think one of the things- if I'm speaking solely as a journalist- I think your point about ethos is really important because (sigh) it's funny about journalism that as much as we like to see ourselves as the kids in the back of the class throwing the spitballs at the teacher, we kind of rely on authority.

[15:08]

Eric: Because a lot of the times we're covering things [where] we don't really know the whole story, or if we're going through government documents or reports or new peer-reviewed journals or whatever, we kind of need to defer to experts, especially if we're new to a subject. So, a lot of times you [journalist] go on Google and you look for people, and who are the people you know when you type in *autism*: what are some of the top results? It's groups like Autism Speaks or it's clinicians or it's the Yale Child Study Center, or it's parent advocates because a lot of these groups have the infrastructure that has been set up for a long time. So for example a lot of researchers are connected to a university so they have a definitive, authoritative source where people can go, and because they have a clinician or a PhD beside their name or something like that, that gives them authority. With a group like Autism Speaks, they were founded by the former head of NBC Universal, Bob Wright...

Anne: Right.

Eric: ...and Suzanne Wright, and for better or for worse they have a lot of money. They had *a whole television network* of people who could give them a platform, so that helped. And having a lot of capital and being friendly...you know, Bob Wright was really good friends with Donald Trump too.

Anne: Right.

Eric: You know The Apprentice started airing when Bob Wright was head of NBC. It's a lot harder I think for Neurodiversity advocates, for autistic self-advocates, because even though it's changing somewhat- I mean you have groups like the **Autistic Self Advocacy Network**, you have people like yourself, **Thinking Person's Guide to Autism**, the **Autistic Women & Nonbinary Network**, groups like that. They aren't often connected to a university, they aren't often connected to a larger non-profit, they often don't have as much money or much of that kind of *capital* in a way that I think that other groups do, so it makes it a lot harder for journalists, unless you already know where to go.

Anne: Yeah.

Eric: That makes it a lot more difficult and a lot of times I think that's why they get shut out. You know I think we should talk about the 300-pound gorilla in the room which is the Sia movie.

Anne: Right, right.

Eric: You know, Sia doing that movie, *Music*, having Maddie Ziegler play a non-speaking autistic person when she's not. That was ignorant, make no mistake, but on top of that, I think that the bigger problem – I'm so blaming that Sia for this, even though I'm a fan of her music – is that the people around her...

Anne: Mm-hmm.

Eric: ...framed autism that way so that they were affirming that 'this is the right way to go about it'. She said that Autism Speaks came in later I believe, and [said]she didn't have the tools or the resources to defer to the right people to say, 'no, *this* is the right way to go about it'. Whereas if you look at the example of a movie like *Loop*...

Anne: Yeah.

Eric: **Erica Milsom** (who I interview for my book) consulted with people like with groups like ASAN.

Anne: Right.

Eric: So, she knew and she could defer ...and she was in the Bay area which is kind of known as the hub for one of the capitals of the Disability Rights Movement in the US. So, she had that access to it. And I think a lot of times what happens is a lot of journalists don't necessarily know that those are the right ways to access. It's getting better, It's getting a lot better.

Anne: Right.

Eric: One good thing that I can say is that regularly now sometimes some really great journalists will DM me on Twitter and say 'Hey can we talk about [this], can you direct me to the right way to talk to this person.' I think that's a great thing. I'm always glad to help and I think that you're starting to see some people more willing to talk to people like yourself or **Ari Ne'eman**, or **Julia Bascom**, or **Sam Crane**, or parents who are doing it the "right" way who listen and platform autism rights, like **Shannon Des Roches Rosa**, like **Carol Greenberg**, she's autistic herself, or **John Marble** or **Sara Luterman** now gets to write for places like *The Nation* and *The American Prospect*. So it's changing, but it still takes time.

[20:00]

Eric: And I think that the bigger thing is that **trusting autistic people as their own authority** is really, really difficult for a lot of journalists – myself included, I think. All of these criticisms I have, I’m including myself on.

Anne: Right, right, right. Well, I think some of what has helped is that autistic people have started going into autism research. Especially in the UK it’s relatively more common than it is here in North America, [in the UK] people like **Damian Milton**, and some [autistic] people have become autism scholars so they’re able to be seen as an authority because they have the education and the degrees and everything, but they also have the lived experience and they also have that common thread that can connect them to the rest of the community and to be able to understand and interpret a lot of the complexities that just can’t necessarily be interpreted or typically be interpreted by the average expert, right?

Eric: ...I think a lot of times you see I think, you’re seeing that in a different way in the US which is you see a lot of autistic people becoming lawyers...

Anne: Mm-hmm.

Eric: ...or getting into law so I think **Lydia Brown**, they’re a lawyer, **Sam Crane** of the Autistic Self Advocacy Network, and the reason they do it is because A. having a law degree gives you some kind of authority and B. The way they see it is that they see that our lives are shaped by not just by research but by the law.

Anne: Right.

Eric: So it kind of makes sense, and respect that a lot.

Anne: Right, you also have in like politics, like State Legislatures now...

Eric: Yeah!

Anne: **Jessica Benham**, right?

Eric: Jessica Benham....**Y-Line Niou**, in New York. Jessica Benham who I interviewed twice when she was running her primary. I went up to Pittsburgh to interview her for my book and then I interviewed her for a column I did after she won her election. And then **Briscoe Cain**, who’s a Republican in Texas.

Anne: Right.

Eric: And it makes sense because State Legislatures...State Legislatures handle a lot of things! They handle, for example, the big example is Medicaid. Medicaid is a federal program in the US – Medicaid which handles disability, disabled people, and elderly, and poor people. Medicaid is largely handled by states. It’s largely managed by states –how money is spent. Education budgets, states mostly handle disability education. So, it makes sense.

Anne: Right.

Eric: And so, I think you’re seeing some improvement on research. But I think that it’s a matter of autistic people depending on what their circumstances are, where they first face kind of those inequities determines whether you get into policy or whether you get into law, or whether you get into research. Or you know if you live in the Bay area a lot of autistic people are now working on helping autistic

people find employment. Why? Cause that's the really important thing. It really comes down to how you choose to deal with these as we were exposed to. Talking a little bit about myself – I don't see myself as an advocate, I see myself as a journalist who covers the autistic advocacy movement and autism as a whole. The reason why is because I grew up following politics. My Dad is a Republican. My Mom used to be pretty Conservative but now is a moderate Democrat. My Stepdad is a Democrat...and I grew up, you know, oddly enough some of my most formative experiences were watching Fox News with my Dad: right-wing media. Oddly enough A. it gives me a perspective of how conservatives function in right-wing media and I like to think that it gives me a lot of grace when dealing with them, and dealing with people who voted for Donald Trump that some Liberals don't necessarily have – or that some people in the media don't necessarily have. But B., you know news media can change how people react to things. You know, I write about this in the book and now I'm giving too much away, I'm sorry my agent in my editor are gonna kill me...

Anne: (laughter)

[24:58]

Eric: But the first time I heard about anti-vaccine theories...I think it was 2007 or 2008. It was Jenny McCarthy on Larry King on CNN, she talked about vaccines. And I remember afterward asking my Mom, I was like 'Hey, Mom did I get diagnosed after I got my shots?' And then my Mom was kind of a confused because she was like, she hadn't heard of this thing before. Thank God she never heard of it before!

Anne: Yeah.

Eric: That was the first time I was exposed to this idea and my feeling was that if it's on CNN it has to be authoritative. It has to be true.

Anne: Right, yeah.

Eric: Conversely, the first time I saw an autistic person on media was also on CNN when **Sanjay Gupta** profiled **Mel Baggs**, the late Mel Baggs. That was the first time I saw an autistic person in media – in news media. And, even though Mel couldn't speak and I could speak, I saw so many parallels.

Anne: Yeah.

Eric: So, my feeling was news media could change narratives and could change people's thoughts and opinions on things and ...obviously that wasn't why I wanted to get into journalism initially. I wanted to cover campaigns and politics, but I think is indicative of my beliefs that media can change things – can change people's attitudes or change people's opinions. How media is framed. So, there right there are two examples of media having a really groundbreaking and interesting portrayal of the way autism was discussed in a way it hadn't ever been discussed before. And in another there was just a really irresponsible way of discussing autism- really *grossly irresponsible* and I don't think we can really fathom how much damage CNN and Oprah Winfrey have done...

Anne: Yeah.

Eric: ...in giving a platform to someone like Jenny McCarthy-

Anne: for the anti-vaxxers.

Eric: Yeah.

Anne: Right. We have to remember the connection again, the media connection with Bob Wright and with Autism Speaks where they spent many years trying to test to “whether vaccines cause autism” and of course they had the family connection with the daughter who believes...

Eric: Yeah, Katie Wright.

Anne: ... and then Bernie Marcus who was one of the early funders of Autism Speaks.

Eric: Yeah.

Anne: Now from what I hear, he’s going to be funding Trump TV.

Eric: Yeah. I need to go back and check that. But, yeah. A lot of times when Trump would mention on *Fox and Friends* or in interviews whenever he would mention autism, he would talk about Bob and Suzanne Wright. And that makes sense because like, they were writing his cheques.

Anne: Right.

Eric: Trump and Bob Wright were both high society men in New York. Even if there never was an *Apprentice*, there was a likelihood even though my guess is that Bob Wright actually has more money than Donald Trump, that they would have run into each other and they would have met each other at these philanthropic things. So, it was like you said, that whole kind of pipeline and how things were framed and it absolutely matters.

Anne: So, how did we get....I mean when you look at the sort of behemoth forces pushing one sort of autism narrative, which I always kind of break it down into a binary, there’s the ‘tragedy and cure’ type story that gets told. ‘We hope for a cure, we want a cure,’ that was all the lingo of Autism Speaks for a long time (until it wasn’t politically correct). There’s that sort of cure camp, and then there is the **Autism Acceptance** [approach] of ‘hey, let’s work towards quality of life’ which is real stories and real people and it’s a much more complex kind of approach which sometimes people don’t have time for if they’ve got 15 minutes to pull a story together before it goes on the news and they might just call Autism Speaks because it’s a household name, it’s easy to understand.

And actually when you look at it that way, it’s incredible what the Neurodiversity movement has done with the help of allies to even be able to have a voice in a really short period of time to the media.

[29:48]

Eric: It’s great now like I can read the *New York Times*, or the *Washington Post*, and I can read you know things that you’ve written in the *New York Times* about when Trump was saying that nonsense about bleach, you know that’s really awesome. And then it’s also great that people will like, you know you have these stories from NBC of all places...NBC News **Ben Collins** and **Brandy Zadrozny** have probably done some of the best reporting on Miracle Mineral Solution- in giving kids bleach, and that’s on NBC! Bob Wright is no longer head NBC but like that’s phenomenal, and they quote autistic people and autistic self-advocates, and it’s cool that the *Washington Times*, and *New York Post* can quote Ari Ne’eman or Julia Bascom or Sam Crane or Shannon Rosa or any of them, or **Haley Moss**.

It's phenomenal that I think that given the kind of the David versus Goliath, the amount of capital, the amount of money... and let's also not forget academia, the authority it has. There still is a lot of ableism in academia. It really is kind of remarkable how much these organizers have done to really reframe the conversation.

Anne: Right. Right. What do you think the role is of social media in that reframing? Because social media is also just such a hub for these conversations between parents and even providers actually autistic people being seen as authorities and being able to exchange experiences and talk about their experiences in a way that we have not yet seen in mainstream media.

Eric: I don't think you would have a lot of these positive changes without social media. First off, let's state the obvious. The fact that autistic people who can't speak can now have a platform on Twitter-

Anne: Mm-hmm.

Eric: It is in and of itself a real big pioneering thing because all of a sudden, now you can't ignore these people.

Anne: Yes.

Eric: Now, if they can dictate something on text, you have to listen to them. So, that's the obvious thing. The other thing is, you know that now you can have people from all across the country, all across the world. The fact that you and I met on Twitter I think...

Anne: Yeah.

Eric: ...or were introduced on Twitter is a miracle in and of itself. It is a testament to that. I think what it does is that once you have that common thread and those common connections, then it allows for people to take action. I don't think if you had a bunch of autistic people in front of a Hollywood studio with Sia, I don't think it would have the same impact as it did on Twitter. And, that's not to diminish the people who stand in front of a Hollywood Studio, but...I don't think we can because of COVID right now-

Anne: Yeah.

Eric: -which is a shame, but that would have been an important part at any other time, but the fact that autistic people were able to raise as much hell about it, to the point that Sia couldn't ignore it.

Anne: Right, right. And I mean **Greta** actually, Greta is great on social media too...

Eric: She's phenomenal.

Anne: ...you can see her – I mean she's such a symbol of this persistent autistic spirit.

Eric: Yes.

Anne: Her persistence is and her focus is like incredible and determination and absolute just focus on what's right and what's *there* and speaking truth to power and on another scale you can really see that throughout the entire community, although she might be the most visible example of that. And I think that she really changed the discussion in media on autism as well, because she was open about it which was pretty incredible as well for her to make that choice to actually talk about it because it's part of her identity and part of her. It's part of why she is the way she is and why she works the way that she works.

Eric: Let's also discuss the fact that I think it's fair to say she's the most famous autistic person in the world and is a girl, right? That is a big reason why people misunderstood Greta or were able to mock her is because we don't know what autism looks like in girls still.

Anne: Mm-hmm.

Eric: The common stereotype is of a shy boy, typically mostly white, so the fact that the most prominent autistic person in the world is a girl, I think it's really interesting. It's very fascinating to see how that has changed.

[35:11]

Anne: Right, and she's speaking for herself, so it's also one of the first children I have ever seen- she was a child at the time (now she's a young woman) who spoke for herself, because usually the parent is speaking for the child *in almost every media representation that you see of autism the parent speaks for the child.*

Eric: Right. One of the things I've noticed with about how Greta is with her parents is that it's like they almost are like they're supporting actors so to speak.

Anne: Right, right. So now you're finished your book which is huge and you're getting ready for the book launch and what else are you working on?

Eric: I'm still freelancing, I'm still writing. I left the *Washington Post* about two months ago. Now I'm basically freelancing, writing other pieces (because you know I was editor over there and missed writing and reporting), so I'm writing and reporting.

Anne: For anyone who wants to pre-order the book or learn more in general about Eric's work, we'll put it all up on the blog with links. This has been such an interesting conversation, Eric, and so much to think about. Thank you so much for coming on the show.

Eric: Thank you very much, this was fun.

(Theme song – soft piano music)

Anne: You've been listening to *Noncompliant: The Podcast*. I'm your host **Anne Borden King**. *Noncompliant* is recorded at MCS Recording Studios, engineered by TJ Liebgott and Nathan Greavette.