**“**[**If you look at how much has changed in the last 5 years, we’ve definitely made progress**](https://noncompliantpodcast.com/2021/08/10/talking-workplace-accessibility-autistic-hyperfocus-more-a-conversation-with-autistic-lawyer-haley-moss/)**”: A conversation with autistic lawyer Haley Moss**

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Transcribed by Julie-Ann Lee

(Theme song – soft piano music)

**Anne:** Welcome to the Noncompliant podcast. I’m your host, Anne Borden King. Today I’m speaking with Haley Moss. Haley is an openly autistic lawyer practicing in Florida. She was appointed to the Florida Bar Young Lawyers’ Division Board of Governors and the Florida Bar Journal Editorial Board. In addition to being a lawyer, Haley is a Neurodiversity Advocate and author. Her work has been published in the *Washington Post, the Huffington Post, Teen Vogue, Fast Company* and other media. Today we will be discussing her new book, Great Minds Think Differently: Neurodiversity for Lawyers and Other Professionals, as well as her upcoming book called The Young Autistic Adult’s Independence Handbook. I’m so glad to welcome Haley to the show. Welcome!

**Haley:** Thank you so much for having me! It’s an absolute honour to be here.

**Anne:** That’s so great. So, before we get to talking about your book, I just want to mention there was big news this week. The actor Wentworth Miller disclosed or ‘came out’ as autistic. He got a diagnosis recently, after a lifetime of like… you know how it goes, right? Like…

**Haley:** Yeah.

**Anne:** …and then everything kind of clicked in that moment as he indicated. And I’m just going to read a snippet of his statement on Instagram, because it’s really extraordinary, and I’d like to know, Haley, what you think about it. So, he says: “I’m re-examining five decades of lived experience thru a new lens. That will take time.” And he then acknowledges the power he has as a public figure and that he wants to learn from other autistics. He’s not trying to be THE representative, but he’s also quick to clarify that he is proud of being autistic and in his words: “It’s central to who I am, to everything I’ve achieved and articulated.”

**Haley:** Everything about this makes me so happy.

**Anne:** Mm-hmm.

**Haley:** And what made me really excited about the Wentworth Miller statement is that he did acknowledge that he’s not the spokesperson of the autistic community. No individual exactly could be. That he wanted to listen to and also pass the mic to the autistic community and I remember in his statement he also said that we’re often unheard and left out of our own conversation, which I think coming from someone in Hollywood is a really powerful thing to admit, especially since there is so much pressure and I’m sure he might feel this in the coming days and weeks to be that kind of official spokesperson. So, the fact that he’s openly rejecting that by telling us how he’s autistic and saying, “this is who I am, this is my experience. I’m re-evaluating a little bit of my life, but I’m celebrating it.” I think that is such a radical act to see from someone in Hollywood, whether they’re the top of the A-list or someone who’s been in Hollywood for a short while or a long time. I honestly had never seen Prison Break before, but now I’m thinking, “I want to support this person!”

**Anne:** Exactly, I’m like totally, where do I find this show and, yeah it’s amazing. And he was very so gracious about it, so gracious to the broader community and like really a role model for people that are in that position of being in a public position, but also he’s – it gives him a break too and it gives him time to kind of process and read and understand what’s going on too, which is probably good.

**Haley:** I hope that media gives him that break as well instead of just rushing to interview him about it right away.

**Anne:** Right, and I also hope that it’s not the *only* thing they want to talk to him about going forward because that can happen too and then you know one can be made to feel like almost a specimen in a way that’s really uncomfortable.

**Haley:** That is very true. I just hope that he gets the grace, the celebration and also seen as a complete person.

**Anne:** Yeah, I imagine you have a unique perspective on it, because you’re one of the first people to be really open about being an autistic lawyer, is that right?

**Haley:** At least down here. So, I think there’s a lot of folks who are autistic and who end up in this profession. But there’s a huge reason that people don’t open up and the more time that goes by, the more I understand why folks may not feel inclined to share that they’re neurodivergent in any way. That our profession has typically treated difference in general as a weakness rather than a strength. And you don’t want to be perceived as weak whether it’s by a more senior lawyer or your opposing counsel in a case.

It’s a very difficult thing to navigate. And, at least for me I feel that there have been times that I know I’ve been anointed in this spokesperson role, or have been asked questions about autism that might not have been appropriate for that time. So, for instance, if I’m in a job interview and the person interviewing me has autistic kids at home, it’s probably not the appropriate time to start asking me how to be a better parent to your 5-year-old.

[5:03]

**Anne:** Mm-hmm.

**Haley:** It might not be appropriate to ask me all sorts of invasive questions, so I do disclose that I’m autistic pretty early on- in professional settings, at least. So, it does open the door to questions, so they can ask me more than you could if I didn’t disclose under the ADA. So that’s a whole other kind of can of worms there.

**Anne:** Mm-hmm.

**Haley:** But, it always surprises me how people act, how people react, and also I think for a lot of lawyers, you don’t want to be seen as less, and also support systems that exist in our profession don’t address neurodivergence whatsoever, and if they do, they only focus on psychiatric disabilities that they see as possibly jeopardizing your fitness to practice law.

**Anne:** Right, right. So-- it sounds like you have a lot of balancing to do in terms also your own boundaries around the fact that you have disclosed.

**Haley:** I think setting boundaries is something that you have to do if you are public in any sort of way and you’re doing advocacy either online or in the real world or both is that you have to know *when to say when* and that’s not always an easy thing to do, especially when you’re in a work environment-- because you want to be respected, you want to be liked, and sometimes you’re scared: “if I violate my boundary, is that the thing that’s going to make me better liked? Or if I say this is not okay, are they going to hate me? Are they going to want me to not be here?”

I think that’s a whole other thing that autistic people think about, especially because as we know, our community has a pretty high unemployment rate or underemployment rate, and a lot of the times we are sold this message that we should be grateful to be anywhere and stay there no matter what. Something that doesn’t get discussed as much with law is that law is kind of like a dinosaur of a profession, so we’re slow to adapt to technology – I remember when I was in law school, I was reading ethics opinions on how to handle clients, and lawyers and jurors who might be using Myspace. I was in law school 3–5 years ago,…

**Anne:** (Laughter)

**Haley:** So that should give you a nice little snapshot of where we are and where we’ve been. And when I was in law school was the first time that people were majority women and not just these typical cis-men that we typically think of who enters law school and who becomes lawyers. But there’s still different disparities especially by gender in our profession, so who’s making partner, who’s able to get time off with parental leave, all sorts of different mechanisms and even pay differences. It’s really scary to see how much it still exists and our profession is still dealing with gender bias, let alone racial bias and disability bias and all other forms of diversity, equity, inclusion and belonging. So, I think that legal has a lot of work to do to catch up.

**Anne:** Yeah, so it’s really understandable why someone would want to pass in any number of ways…in the many, many ways that people pass, right? We’re talking specifically about autistic passing, and you mentioned something called ‘the passing model of disability’. What does that term mean?

**Haley:** I think passing means different things to different folks but it’s this idea of minimizing disability whenever you can, and I think that what’s also really interesting about passing is it does come with this code-switching, and I believe that it was mentioned by a Black man in the context of Crip Camp and all sorts of other things – at least I remember seeing it on Twitter the first time – as referred to as a passing model and I couldn’t unsee it. And I thought, yeah, this idea of minimization of disability that even goes back to some folks like Harriet Tubman and if you minimize your struggle, even if you’re open in some way, shape or form, that it’s somehow more palatable to the neurotypical and non-disabled person.   
  
A lot of my experiences and even how I try to talk about it, I try to bridge that gap for neurotypicals. I realize a lot of it does feed into that passing model. A lot of young people my age struggle with keeping their homes clean, or wanting to do their laundry. So for me a lot of the stuff is very difficult from an executive functioning standpoint which isn’t really the case for most 20-somethings. But, if I just say ‘ha ha, I don’t want to clean my house, or I don’t want to do my laundry…’ and minimize the fact I struggle with the executive functioning of getting out the different cleaners, of figuring out the most important place to start, of making and budgeting the time to do this, etc. etc. It seems it’s not that bad. It’s seen as my autism is somehow so indistinguishable or so relatable that it gives me more passing privilege…

Passing privilege is something that at least in certain professional settings is hard to navigate because you want to be seen as your full self, and even when you’re very open like I am, you still have passing privilege because you’re using this passing model at times, that somehow your disability is seen as not that bad, which I don’t agree with, because I think, that again, disability is a spectrum and humanity is a spectrum that you shouldn’t have to give me conditional acceptance based on how I am portraying things that are difficult for me, or people like me. I think it’s a very hard thing to navigate.

[10:08]

**Anne:** I mean, some would see that the perfect solution would be for everyone to stop passing and proclaim that they’re autistic, but obviously there’s compelling reasons why some people don’t.

**Haley:** Mm-hmm.

**Anne:** Like you’re mentioning, they could get fired, they could get discriminated against and of course some people *don’t know* that they’re autistic. What would your advice be to someone working in law who can’t disclose that they’re autistic but who does need to be better understood?

**Haley:** First off, you’re valid, and your decision to disclose does not hinge on what you can receive as far as support, or make you more or less autistic, or less deserving of support. So, for folks who feel that they can’t disclose, or don’t know how to disclose or they might be self-diagnosed or suspect, they might not be able to get accommodations or access service [as] easily someone who is very comfortable and has a formal diagnosis and can really back that up if they have to… I always like to do the soft disclosure. I think it’s a really great way to enter that conversation, in the most non-judgemental way. It’s also a signal to somebody more senior in a company or a firm that you need support.   
  
When I say soft disclosure, sometimes I like to use a script of like, complete this sentence of: “**I work best when…**” So, I work best when you give me clear instructions. That is a very simple way for me to say to an employer that when you give me firm deadlines, I’m able to do my job better and it helps you help me do my job better. They don’t have to have this whole conversation about executive functioning and routine and autism and they just know, *okay this person works best if we make sure that they get clear instructions* and then we can have this discussion that lawyers tend to do about what does ‘clear instructions’ mean? Does that mean that I send you a calendar invite every time something is due? Does that mean that we write out what you need to be doing for each legal assignment perhaps? Like, what that means is different for every person and it helps ensure that those access needs are met in a way that empowers everyone at the table.

Chances are you’re reporting to someone who is likely neurotypical and/or non-disabled, so kind of opening that conversation in a way that is very non-judgemental and just very assertive and proactive also stops it from becoming a problem later on, because what happens--at least in law—is people don’t disclose, they might not even do a soft disclosure and then they are forced to disclose when they don’t want to, because there’s a problem, whether it’s billing somebody’s doing, things aren’t getting done on time or there’s a time management issue and then they get referred to something like a Lawyers’ Assistance Program or an employee assistance program or what not, and it doesn’t always answer their questions or of course, they’re on some kind of probation or afraid to lose their job.   
  
So, I think we have to know how to be proactive and it’s difficult that this burden does fall on disabled and neurodivergent people to be proactive….

**Anne:** Mm-hmm.

**Haley:** But, we have to be proactive in a way that’s safe for each of us, and sometimes that soft disclosure is the safest thing to do because it might not just say “I’m neurodivergent,” it might just be saying this is something that helps me and you can do this very easily without making any formal modification or accommodation that needs to be going through HR or some other third party. That it’s not that difficult to be given clear instructions or less ambiguity in what you want me to do. If you tell me to go write a motion in response to X, I’m just going to sit there and stare at a wall. If you tell me, “okay, you need to do the intro, you need to do this, and you need to research this specific issue that they are saying, like basically say they are wrong,” that makes total sense. That maybe took you an extra 30 seconds to figure out.

**Anne:** Right, right. Exactly…and that can work for anyone, really.

**Haley:** Exactly. That’s the cool thing about when we do accessibility and universal design type strategies like that, and that’s really something I push for in all professions. Cause it doesn’t just benefit neurodivergent people. **Everybody can benefit from sharing how they work best** or what their strengths are in a professional setting.

**Anne:** Right, exactly. So, just like all universal design, it ends up lifting – like the tide that lifts everyone, right?

**Haley:** Exactly!

**Anne:** Since you were talking about managing various aspects of the job, I was interested in what you wrote about hyperfocus, and maybe we should first define a little bit what autistic hyperfocus is, or if you could give an example of it in your field.

**Haley:** I think it might be fun to throw this back and ask what hyperfocus might look like to you because it looks different for every single person. So, what it looks like for me might not be what it looks like for you and I think it might help listeners to have that kind of illustration…

**Anne:** Okay. Do you want me to start?

**Haley:** Sure.

[14:58]

**Anne:** I can start…Okay, so [I talked a little bit about it with Damian Milton](https://noncompliantpodcast.com/2020/01/04/we-need-much-better-standards-of-research-in-autism-intervention-an-interview-with-dr-damian-milton/) and he writes about it in a really interesting way because he talks about this concept of ‘flow state’. Flow state is kind of a- it can be a really *comfortable* place and I think you can really regulate that flow space when you are really into something, right? Being in that groove with something that you love, or just really concentrated on it and then, you know when you hit that flow state, it can feel really good…  
  
But then of course there’s the flip side to it, which is when I get in the flow state with the topic that I’m writing about, then I have to figure out when it’s time to *stop* because other things need my attention. So, that challenge is always part of my workflow. I think some people, they have to battle their urges to stop – they want to *stop* working, right? I think the opposite almost kind of thing happens with me where it’s just like I have to stop working, and I have to go get lunch, or I have to… file my taxes or whatever it is – invoice my client, and things that may feel trivial when I’m in sort of a hyperfocus state. So, for me the hyperfocus can be very beneficial, and it can be really, really helpful, and I imagine in your field as well, for getting things done. But in terms of multi-tasking, then I have to create systems to make sure that I do all of the other tasks. Does that make sense?

**Haley:** It makes a lot of sense, and I’ve never heard it described as a flow state and now that I am thinking about it, that’s exactly what I would describe...kind of falling down that I can’t get out of it, that you lose track of time. It sometimes goes the other way that I don’t realize that I need to eat or drink because I get so excited about something and I need to do it now.

**Anne:** Mm-hmm.

**Haley:** And then you realize, oh my gosh, hours just went by, and what makes that kind of a double edged sword in law is that you might know your topic that you’re researching or writing a memo or getting ready to argue really, really well, but you might not be able to keep track of the hours that it’s taking or you realize something that should have taken a certain amount of time takes way too much time. So, I would get really excited about research, and I know this happens a lot to our neuro-siblings with ADHD as well and they’ll research some topic that they think is fascinating, fall down that rabbit hole and be super focussed on it because it’s so interesting and all of a sudden what’s supposed to take an hour or two took the entire day. And, that sometimes upsets the firm because you bill a client about six hours of work on a research assignment…

**Anne:** Right.

**Haley:** … that should have taken you two hours. And, what happens a lot is then you have this overbilling-underbilling problem, at least in private practice.

So, private law practice has a lot of focus on how many hours you bill. I have lots of feelings about that. But for neurodivergent lawyers, there this problem of either overbilling because you’re so hyperfocused and don’t know when to set boundaries, or you’re underbilling, because they have to adjust your billing to the fact that you’re doing that hyperfocus on a two hour thing that you suddenly may take eight, because then it’s an ethical concern about how much you’re over-billing your client and all sorts of other stuff in that kind of vein. So, it’s “how do I know when to say when?” I think that is very difficult…and at the same time our clients appreciate how thorough we are and so do the people we work for.   
  
But, at least for me, I will try to ask around if I can of how long is this supposed to be taking. And I’ll find someone I trust or I’ll ask the person who assigned it “how long do you want me to spend on this?” That’s always what I used to do. And I think this isn’t just helpful for neurodivergent people but this is really helpful for new attorneys and law students especially, because, as we know, education doesn’t always prepare you to do a job.

**Anne:** Mm-hmm.

**Haley:** So having that kind of frame of reference is really helpful again, for anybody. It’s now, “okay, this research thing should hypothetically take two hours. If it’s taking me more than that two hours, and of course not accounting for being distracted and things like that, then maybe I should talk to someone else and say… Should I move on? Why is this not going right? What’s happening here?” And I think about that especially as a younger attorney, knowing that kind of frame of reference is really helpful and if it’s something I know that has a potential to get rabbit hole-y like that, I will always try to save it towards the end of the day, when I know it’s time to go home, or I’d save it before like another meeting or something because then I have a hard stop which says ‘you must switch tasks now!’

And if I knew that I had a 3pm meeting or something and I knew there’s something that can get really rabbit hole-y for me, I might not start it until 2:00 or 2:30, knowing that there is a hard stop at 3:00.

**Anne:** Mm-hmm.

**Haley:** So, there’s just like little things like that I can do, and if I really want to revisit it later, or I do need more time, I can build that into my schedule later or I can talk to somebody more senior about it: “Hey, where should I keep going on this, or should I even keep going?”

[20:01]

**Anne:** Right. Right, that’s so interesting. Everything that you’ve said, and its also in your book, it really applies to people in so many other fields as well. It’s really, really interesting. I wanted to talk about accessibility…

**Haley:** I really wanted it to be accessible to anybody who wanted it, because I think so many things that are geared towards lawyers are very much written in legalese, and also extremely inaccessible. So, my job I think is to try to break things down, because you shouldn’t need a law degree to be inclusive and accessible.

**Anne:** Right, right. And I love how you opened your book with a glossary; basically you took time to explain the terms used in the book which was really, really helpful in starting out with the book and understanding everything you were talking about.

I want us to talk about accessibility with neurodivergent clients as well. So, the education in law school about neurodiversity and making courtrooms accessible to neurodivergent clients, that’s pretty limited would you say at this point?

**Haley:** Limited is an understatement (laughing). I’m pretty sure that the only folks who I went to law school with, with any background on neurodiversity were former special education teachers who went to law school, neurodivergent disabled people themselves, or folks who worked in a law clinic in their second or third year who might have been in a family law clinic or disability law clinic purposely representing people who were underrepresented, people of lower socio-economic statuses--typically people of colour, immigrants and other folks who are multiply marginalized, and oftentimes they’d get disabled kids in foster care. And I know this from a lot of my friends who were in clinic: their clinic supervisors didn’t always prepare them whenever they had to go to something like an IEP meeting. So by default, I would be the person they would go to, and go ‘I have a client who is in special education or receiving special education services, what do I do? What should I know?’ And, I’m thinking, ‘your supervisor didn’t explain this in the class before you guys are going to this hearing or meeting with the teachers?’ Like, it was so baffling to me…

**Anne:** Mm-hmm.

**Haley:** … that whenever there was an autistic or neurodivergent person who was coming through the system, even though I might not know the details of their case, I was sometimes thrust into this role of educating peers about neurodiversity or even autism as a whole just so they had enough background to help the client. So, that’s kind of a quick illustration of how little they teach us in law school.

**Anne:** Yeah, yeah. Right, and you mentioned that course in Pennsylvania where the guest speakers were just like parents of autistic people and there’s not necessarily consultation.

**Haley:** No. Even that course in Pennsylvania is a huge step forward as much as its – I know that you and I can be critical all day long, like there’s no autistic people involved, but, in legal at least, that things move so slow that that’s progress, because before that might not even have been on their radar.   
  
I think also when it comes to judicial training especially there’s so much privilege involved in getting in front of a judge to have an educational course or to talk to about an issue, because oftentimes the only people…that they’ll listen to are other attorneys or other judges. So, unless an attorney that they have a good relationship with, that might not be arguing a case in front of them or they do or another judge or colleague does, they might not have any background on something like neurodiversity. I realize as an autistic attorney, there’s so much privilege to be held just in being able to get in front of a judge and have them take me seriously, simply because of my educational background. I wish it wasn’t that way, but I realize that my law degree, and having an active Bar license gives me so much privilege in certain areas that I feel like it shouldn’t.

**Anne:** Yeah, so you’re obviously doing a lot. You can do a lot, and you can consult in this sort of ad hoc way that you’re describing and also, through your book and through your education outreach. What do you think about in the law schools themselves and in continuing education, what steps do they need to take to educate themselves and build a better system so that it’s just baked in all across the world so they don’t always have to be like, calling in an autistic lawyer trying to just figure it out at the last second?

**Haley:** I think there needs to be huge reform in how we do education even just how we do continuing education. So, Florida actually makes you take certain types of credits now, so while I was in law school…you had to take something about technology every three years so you had some confidence in technology. And I know now that you have to take different elimination of bias credits and usually that is mental health or diversity issues and things like that, but I wish that of course it was a little bit more standardized. I do think there is a lack of neurodiversity education either formally or informally within legal culture. And how do we get that to change? And of course a lot of it has been through grassroots organizing.

[25:00]

**Haley:** So, if you’ve been following how much disability has changed for law students and lawyers in the last few years, it’s really astounding. So much has changed since I’ve graduated in the last three years, and today’s law student recent grads often complain that change doesn’t happen fast enough and I laugh at them, because all the change that they have made has been monumental in the last three years. So, three years ago, there was no National Organization for Disabled Law Students. There is right now. There’s programs to recruit the next generation of disabled law students. There’s different internship programs and resources for law students with disabilities – all sorts of stuff that didn’t exist three years ago, let alone five years ago or six years ago when I was entering law school. If you’re looking at it as if change doesn’t happen fast enough period, you’re going to be disappointed, but if you look at it [considering] how much has changed in the last year or five years, three years, 10 years, 25 years, you realize that we’ve definitely made progress.

**Anne:** Why do you suppose it’s only now that these kinds of things are starting to change?

**Haley:** I think they’re starting to change because we honestly have a new generation of lawyers and we also have a higher rate identification of neurodivergence, which is good! I think that my generation, in particular sub-millennials and Gen Z are far more open about smashing stigmas than our predecessors were. I think that the way even looking at how my parent’s generation talks about mental health and neurodivergence is very different than how younger folks talk about it. And I see this even with the generation behind me so I am a younger millennial but I see how Gen Z is also very much more open than my generation was. So, I think seeing that generational shift is a huge part of it, and also just how connected we all are with the internet, with social media, with much more access to information.

**Anne:** That kind of brings us to your new book, The Young Autistic Adult’s Independence Handbook. Can you talk about that project?

**Haley:** Absolutely! So, I have a new book coming in November with Jessica Kingsley Publishers, titled The Young Autistic Adult’s Independence Handbook, and really what made me excited to write this project is I think that as people with disabilities, we’re told that independence is this really big goal. That you *must* be able to do everything by yourself and that’s the biggest myth, I think, that we’ve ever been told. It’s an unrealistic expectation that falls upon disabled people and people in general. … We’re very interdependent society – we need each other. And also, there’s just so many adult skills more generally when you transition to college, once you transition to the workforce, or even just living on your own that we’re just not taught. …I live in Florida. And we have a lot of very bad storms here, so whether it’s hurricanes or just a bad rain storm that causes the power to go out for sometimes hours if not more than one day. Nobody taught me how to survive something like that or what to do if the power goes out, or to think if this thing is plugged in, or not plugged in, it could possibly like burn down your house.

Like there’s all sorts of random life skills that I feel like need to be spelled out better that often aren’t, so I really wanted to try to break a lot of that down and also speak to neurodivergent experts as well as folks who work with us to make sure that we’re affirming of neurodiversity while we are also able to teach adult and independent living skills at the same time.

**Anne:** Yeah, I like that distinction that you’re making too…and it’s made also within the housing rights movement of independent supported living, so that the idea of *inter*dependence doesn’t get lost when we talk about *in*dependence.

**Haley:** Mm-hmm. It shouldn’t, because there’s things that no matter how independent I am… I mean I live on my own, but there things I’m never going to do by myself. I don’t trust myself to do my own taxes; that’s why I hire an accountant. Does that make me ‘less independent’?

**Anne:** Right.

**Haley:** I think one of the biggest things with independence is realizing when you need help, and being self aware enough to ask for it. So, hey I don’t think I’m the best person to do my own taxes because they might be kind of complicated, maybe I should hire an accountant… That’s sometimes the smartest and most independent thing you can do, realize that people are on your team. So, your family is on your team, hopefully, if you have a supportive family or supportive partner or supportive friends, supportive professionals in your life. I think it’s a team sport. Life is a team sport.

**Anne:** Hmm.

**Haley:** So, I think having a good team is paramount to that.

**Anne:** Well, I’m really excited. Everyone should pick up Haley’s book. It’s so good, and the new book is coming out – do you have a date?

**Haley:** November 18.

**Anne:** November 18. All right, we’ll put a link to that book. We’ll put a link to your current book…

**Haley:** You can pre-order…

**Anne:** We’ll put a link to the guide that you referenced as well. The guide to plain language and communication in law. This has been such an interesting conversation! Thanks for coming on the show.

**Haley:** Absolutely! Thanks so much for having me.

**Anne:** I was speaking with autistic lawyer and neurodiversity advocate Haley Moss. She spoke to us from Florida.

(Theme song – soft piano music.)

You’ve been listening to Noncompliant, the podcast. I’m your host Anne Borden King. Noncompliant is recorded at MCS Studios, engineered by Nathan Greavette. It is transcribed by Julie-Ann Lee and transcripts can be found at [Noncompliantpodcast.com](https://noncompliantpodcast.com/).