

AT Banter PODCAST Episode 246 - Stephanie Cadieux

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SPEAKERS

Rob Mineault, Steve Barclay, Ryan Fleury, Stephanie Cadieux

-
-  **R** Rob Mineault 00:00
Hey, and welcome to another episode of AT Banter,
 -  **S** Steve Barclay 01:15
banter banter.
 -  **R** Rob Mineault 01:17
Okay, really like so you made me redo that and then Steve just goes "banter banter"
 -  **R** Ryan Fleury 01:22
that's as usual
 -  **R** Rob Mineault 01:26
I'm held to a different standard. I think.

- S** Steve Barclay 01:30
You want it you want to do that part again?
- R** Rob Mineault 01:36
This is the third time Okay, fine. Hey, well. Hey, and welcome to another episode of AT Banter.
- S** Steve Barclay 01:45
BANTER BANTER
- R** Rob Mineault 01:49
Actually, that was really good. Hey, my name is Rob Mineault and joining me today Mr. Ryan Fleury.
- R** Ryan Fleury 01:58
It's me again.
- R** Rob Mineault 02:00
And Axl Rose is here.
- S** Steve Barclay 02:04
Yeah, baby. AKA I have no idea what Axl Rose sounds like
- R** Rob Mineault 02:11
No, I think that was pretty good.
- R** Ryan Fleury 02:12
I gotta give Steve a South Park name.
- R** Rob Mineault 02:17

Man, we were what what are we doing? Hey, we're doing a podcast. Welcome, everybody.

S Steve Barclay 02:26
We were doing one of those. Yeah. How's it working out?

R Rob Mineault 02:30
Seems to be going okay. Let's do 245 episodes. So you know, 200 episodes? over 200 episodes. That still blows me away. 200 episodes What the hell is going on a Cray? You know, we should do? Which way we should rebrand?

R Ryan Fleury 02:48
Yeah, I think there's been mention of that.

S Steve Barclay 02:50
Yeah. Everybody knows us as AT Banter, we should change it to something that nobody knows. You know, you had some sort of deceptive name like everything awesome under the planet. Everybody will start listening to it and go. These guys are only talking about assistive technology. Geez.

R Rob Mineault 03:16
You had me for a little bit at this plan. But you've you've gone off to get into the weeds. But we'll talk we will discuss we'll take we'll talk about this off mic. But you might be onto something there. How are you guys doing? What's going on with over there in whatever land

S Steve Barclay 03:36
whatever land?

R Rob Mineault 03:37
I know, man, I'm telling you. I'm telling you. My antibodies on my brain is foggy

- S** Steve Barclay 03:46
And you don't you don't you actually do any exercise? So it's not it's not surprising that you'd have an antibody? Sooner or later. It's gonna turn on you.
- R** Rob Mineault 04:01
It may have the tide may have already turned. So how what's what's going on? What's new over there? what's what's happening?
- S** Steve Barclay 04:09
Oh, it's getting pretty quiet. Summertime. You know? Nice weather is here. School's out. People are wandering out of town to do all sorts of recreational things. So yeah, it's gotten a little quiet.
- R** Rob Mineault 04:22
You know, I want to do like a little bit of an update just for people who are outside of our area because this is I this is kind of interesting. It's completely very tragic. But it's it's still interesting, because last week, we were complaining about the heat dome and, and our big heat wave where we had gotten temperatures that we've never even dreamed of before. And we talked about the town of Lytton BC, and how it had it had gone up to like what 49?
- S** Steve Barclay 04:50
49.6 100 and what was 120 Fahrenheit
- R** Ryan Fleury 04:58
100
- R** Rob Mineault 05:00
So what might interest people who are outside the area that may not know this is that two days after that happened, of course, the entire town burned down and it is no longer in existence.



Ryan Fleury 05:12

Well, 90% of the town is burnt.



Steve Barclay 05:15

yeah. The vast majority of it just burned to the ground.



Rob Mineault 05:19

Yeah, so luckily I think did everybody got out right?



Ryan Fleury 05:24

No



Rob Mineault 05:26

No way. I didn't hear that. How many?



Ryan Fleury 05:29

I last I heard was only the two seniors I think in their homes. But I think there's been at least a couple more.



Steve Barclay 05:38

A family were escaping the flames and the flames just swooped in on them. So the son took shelter while tried to take shelter on I think some railroad tracks or something. And the parents got into a hole in the ground that had been dug for some some work that was being done on the property. And then a telephone pole fell over electricity wires and all on top of them and killed him dead.



Rob Mineault 06:05

Oh, geez. Are you serious? That's terrible.



Steve Barclay 06:08

Yeah. And the son saw them go. That was bad. Bad, bad,

- R** Rob Mineault 06:13
That's awful. Yeah. Awful. But yeah, so that's uh, that's, you know, climate change is kind of a thing everybody like I know there's been people out there that have been Pooh poohing it but let me tell you it's not good. It's not a good situation coming for you. I don't know. Is it still around?
- S** Steve Barclay 06:38
It's working its way East
- R** Rob Mineault 06:43
Yeah. So have fun with that.
- R** Ryan Fleury 06:46
Yeah, there was actually I think an article I saw on Google News today that I don't know if it was here in BC or somewhere else but literally possibly millions of creatures were killed because of that heat. Critters in their shells are being cooked to death
- S** Steve Barclay 07:04
Yeah, cuz it's low they were out at low tide and water can keep them cool and they just cooked
- R** Rob Mineault 07:08
Yeah, yep. Well, they also said some farms in in Abbotsford, some some like berry farms that were destroyed.
- S** Steve Barclay 07:16
Yeah, lots of crops have died. The rest the raspberry crop they usually have a massive raspberry crop out there. It was destroyed. Okanagan is reporting that their cherry crop got severely damaged. So yeah, all of the all of the famous bc fruit that we love and enjoy so much when it comes into season is having a hard time, man.
- R** Rob Mineault 07:39

Man, that sucks. Well, hopefully this is like to say a once in a lifetime event. I mean, as a result, like how many wildfires do they say are burning right now in the in the province?



Ryan Fleury 07:53

I think there's over 200 now.



Steve Barclay 07:55

Yeah, a couple 100 going now.



Rob Mineault 07:59

Yep. And that's a bummer. Yeah. And it's only you know, just just the first week of July. You know, we still got two months of hot weather. Man. Ah, hey, let's talk a little bit about what the heck we're doing today showing.



Ryan Fleury 08:19

What are we doing today, Steve?



Steve Barclay 08:22

Today we're going to talk to Stephanie Cadieux who is a Canadian politician. She is a member of the British Columbia Legislative Assembly and MLA. She represents the Liberal Party and she currently sits as the opposition critic for advanced education. And when her party was in government, she was the Minister of Children and Family Development. She is also a former director of the BC Paraplegic Association, and a wheelchair user since the age of 18. She was the manager of accessibility for the legacies now society.



Rob Mineault 09:12

Clearly overqualified to appear on this podcast.



Steve Barclay 09:16

And she is going to talk to us about the new legislation that's dropped in British Columbia for accessibility.

R Rob Mineault 09:26
This is awesome. I'm actually really excited that that we managed to get her as a guest. She wrote a great piece, which is where she first showed up on my radar for Accessibility News International opinion piece. It was actually titled In Anticipation of a BC Accessibility Act. She wrote it back in April. And it was great. So I'm really pleased that that we managed to get her so I think it's going to be a great conversation.

S Steve Barclay 09:56
Absolutely.

R Rob Mineault 09:57
Before we bring Stephanie on though, and speaking of the BC Accessibility Act. Did you guys see this this new this new bit of financial aid that the Act is actually offering to BC businesses?

S Steve Barclay 10:11
Yeah, I was a little underwhelmed by it, to be honest. It's it's a grant that the government is offering to help get more people with disabilities employed. And employers can apply for this grant. for up to Drumroll, please. \$1,000.

R Rob Mineault 10:33
And that's to what, buy equipment?

S Steve Barclay 10:35
Yeah, I guess.

R Ryan Fleury 10:36
Yeah, it says, equipment, modifications. So pretty much. It almost sounds like anything within that \$1,000 cap. Right. So good luck on your laptop.

S Steve Barclay 10:50
Yeah, what bothers me about it is just the, you know, it's utterly impractical and

insufficient. Now, granted, there are other programs such as well, here in BC, there's the work BC Assistive Technology program. So if somebody needed specifically assistive technology, they could they could go through through that as well. But in terms of, you know, say, say, for example, an employer wants to hire somebody in a wheelchair, but their building doesn't have wheelchair accessible bathrooms, that \$1,000 is a drop in the bucket is nowhere near enough to to do the kinds of modifications that you would want to see for proper accessible bathroom, for example,

R Rob Mineault 11:32
sure.

S Steve Barclay 11:34
I see it as being pretty insufficient.

R Rob Mineault 11:37
Yeah, I'm just reading it here. It says the grant can be used to improve working environments, training and policies, as well as purchase tech technology and communication documents, such as ASL or Braille versions of policies or documents. I don't like I mean, what, so what you can pay to have your company documentation brailled.

R Ryan Fleury 12:03
Your \$1,000, it's gonna run out very quickly.

R Rob Mineault 12:06
Well, you're not gonna be able to buy any sort of equipment. I mean, you might be able to buy I don't know, like a licensed Zoom Text or something. But you know, I guess this would cover some stuff, but I don't so I don't know. What do you guys feeling is is, is is better than nothing?

S Steve Barclay 12:22
Anything is always better than nothing. But still need some work? Yeah.



Ryan Fleury 12:30

Yeah, I still think there needs to be like, whether it's government or third party resource website, where people can go to find out what funding is available from who, you know, whether it's for making your washrooms wheelchair accessible, whether it's putting ramps in your building, whether it's putting, you know, whatever it is, you're looking for, what funding is available? For what and From who? is I have no idea.



Rob Mineault 12:58

Right



Ryan Fleury 12:59

You know, your small business owner that might be looking to hire somebody, possibly in a wheelchair, might want to make modifications may be willing to go that extra extra mile? Where do they start looking? Yeah, I don't know.



Rob Mineault 13:14

Yeah, I mean, I guess like reading it over. I mean, I guess it, I would chalk it up to better than nothing. But you're absolutely right. I mean, it's not really, it doesn't really go very far. And I don't know that it's going to be enough to really make a business case to small businesses to be like, Oh, hey, look, let's hire somebody with a disability because we can get like a grand to help mitigate some of the equipment that we might have to buy like, there's just been there's been there's been way better programs than this in the past.



Steve Barclay 13:50

I don't understand what gap this program is trying to fill, to be honest.



Rob Mineault 13:54

Yeah, I mean, they would have been better off doing something like along the lines of what was that was that program they had for a while and in BC, a few years back The EATI program, right? Like, that wasn't without its faults, I think that they were a little bit too loose. And they just bought anybody anything. But I mean, I think that, you know, some sort of a compromise between the two might have been a better idea than this.



Steve Barclay 14:23

Yeah, he he was it was an interesting experiment. And and I would say a very successful one.



Rob Mineault 14:33

Can you just explain what what it actually did?



Steve Barclay 14:37

So the EATI program. What does that stand for? I don't even remember what the acronym stood for now. It's been gone for a few years now. But basically, it was a program that made assistive technology accessible to anyone who self identified as having a disability of any kind, including cognitive disabilities. They could go through a self assessment process to determine what equipment they needed. They worked with a person who helped them narrow that down to, you know, what they could actually justify as being a specific need. And then the entire cost of it was paid for by the government, including delivery setup training. And, yeah, it got a lot of equipment into a lot of people's hands. Now, like I said that it was somewhat subject to abuse, because I think there were a few people who, you know, kind of, played it a little bit said they had, you know, obscure disabilities and tried to get all kinds of crazy stuff. And sometimes were successful. But for the most part, I would, I would say the program was, was very successful because it got gear into people's hands, you didn't have to have a job lined up to get the equipment, you just had to have a goal. And that, I think, is a better way of approaching it than saying you've got to have the job, because how do you learn the skills to get the job? If you don't have the equipment that you need to learn the skills?



Rob Mineault 16:17

Right, yeah, that makes totally makes sense. Well, there you go. I don't know. This grant is apparently it's, it's available until next year. And then it's it's up. I don't know if that means that maybe next year, they'll throw more money at it. And it that, that \$1,000 would be able to be increased? I don't know. I guess what we'll see. Right.



Ryan Fleury 16:43

We'll see how much our taxes go up next year.

- R** Rob Mineault 16:47
Oh, Ryan.
- R** Ryan Fleury 16:49
Hey, we got to pay for the pandemic somehow.
- S** Steve Barclay 16:51
That's right. Hey, if they don't go up, I will be surprised. And I think a little bit disappointed, you know, if if we are taxing, particularly the the wealthier to help cover some of these costs. Were we're doing something wrong.
- R** Rob Mineault 17:11
True.
- S** Steve Barclay 17:12
As a society, we're just doing something wrong.
- R** Rob Mineault 17:15
Should be an air conditioner tax.
- R** Ryan Fleury 17:20
Steve I need an air conditioner from my work environment.
- S** Steve Barclay 17:24
Apply for it.
- R** Rob Mineault 17:29
All right. Well, you know what, that's enough of that. You know, why don't we? Let's go ahead and bring Stephanie on. Let's do a segueway.

S Steve Barclay 17:41
Joining us now is Stephanie Cadieux.

R Ryan Fleury 17:44
Thank you so much for taking some time out of your busy schedule to join us today. I am Ryan Fleury. And joining me today is the host with the most Mr. Rob Mineault

R Rob Mineault 17:55
You keep saying that. It puts a lot of pressure on me. Whatever, we will have a post podcast meeting about that. But Hello.

S Stephanie Cadieux 18:02
Hello

R Ryan Fleury 18:04
Yeah, so Stephanie, we wanted to get you on because while there's been some movement in the news, as of late, Rob actually suggested you as a guest a month or two ago, when there was talk of an Accessible BC Act coming into play. And so that's what kind of drew our attention to you. And so here you are.

R Rob Mineault 18:26
All right. Well, why don't we get the ball rolling? I'm just curious to know a little bit about about your own background and a little bit about you. So why don't we kind of just start there.

S Stephanie Cadieux 18:37
Well, I was injured in that car crash, I was 18 I broke my neck, and I am an incomplete paraplegic or quadriplegic, depending on which language you like. And so I've used a wheelchair my entire adult life. Of course, being young still had to get education and, and that sort of thing. So I did all that and jumped around a bunch of things, trying to find what was right for me. Eventually, I ended up landing a job with SVIBC at the time that was called the BC Paraplegic Association. They were starting a program called the Peer Program, which is a support program for individuals who are recovering from injury. And

but my career there morphed over time, and I did a lot of a lot of other things. started doing work with other disability organizations as well on the board of the disability association of BC and and working with other disability organizations on advocacy issues, started to spend a lot of time talking to government at various levels provincially federally municipally. And and ultimately, I realized that I think I realized that as an advocate, I wasn't particularly effective because I was a bit too pragmatic. And I but I did want to see change I did have a passion for, for seeing programs and services and and the environment improved for people with disabilities, and thought maybe I can do more on the inside. So while I had never thought about politics, as a career, I was approached to run in an election, and, and I decided to leap and do that. So in 2009, I ran in my first election as an MLA got elected, and I have now spent 12 years in the BC legislature. I've been elected four times now. I spent seven years seven, seven years cabinet table with a variety of portfolios. And now, my party sits in opposition, and I have a role as the critic for Gender Equity Access and Inclusion.

R

Rob Mineault 21:03

It's interesting, it must have been a really, it's been a fascinating 12 years. Because there has been a lot of changes. Can you speak a little bit about about that? Is it a pretty exciting time right now, you know, given your spot on the inside in terms of like the the Accessible Canada act, And now we have the Accessible British Columbia Act, right? Just what what is it been like for you on the inside in that sense?

S

Stephanie Cadieux 21:33

Slow and painful? No. But yes, slow and painful. The reality is that changes is slow, it is slow to come. And, you know, when I got elected, I had to learn the ropes first. And, and started informing, I would say, my colleagues, largely broadly in the legislature, the staff at the legislature, and others about the challenges that people disabilities face, even just the little things at the legislature, the little things that one would think were, were obvious, but we didn't, the legislature didn't have an accessible front door. So people with disabilities who wanted to access the People's house came in through a not to code back door. Which is it just seemed so wrong. And then ultimately, we the legislature in the speaker at the time saw fit to to make plans to to adjust that. So there is now a a permanent, official, accessible front entrance to the legislature. Things like power doors inside the old building, big heavy doors had to be added so that I could get to everywhere that I needed to go and I legislature, accessible washrooms. There, there were only a couple. And they weren't necessarily particularly accessible in terms of where they were. So those sort of things have been improved. Since I've been there. And the legislature continues to make those improvements. The legislature had had an MLA he used a

wheelchair in Gosh, think it was that 80s dating myself, because I myself don't know the exact date. But since then, had always, always used when MLS want to speak, they stand to be recognized? Well, certainly I wasn't going to be an option for me. So they had to make changes technologically to allow for lights, buttons and lights and things for me to signal that I wish to speak since then, other two other MLS and now a fourth who use wheelchairs have have been elected and and serve in legislature. So it's there has been a lot of change just just in the legislature. But the but the bigger changes, like I say, and I'm sure you guys would understand this. It's it's helping people understand the things that need to happen on a regular basis that they just don't see because they don't have the experience. And over time, my colleagues certainly have learned a lot about accessibility and the need for us to make different arrangements and and to build an environment that is much more inclusive, but policy and legislation is slow to follow. Even with good intention and the belief or the will, it takes time. And so I was thrilled when my friend and a former boss of mine, Carla Qualtrough was elected to the Federal Parliament and and appointed a cabinet minister and moved the way able to move along the Accessible Canada Act and get that passed in the legislature. That was a huge day. That's a huge day for our country because it with our federal system, it really takes that kind of leadership at the federal level for for other things to follow behind, which is difficult for I think lots of people to, to accept to understand. Certainly people here had hoped that we would have an Accessible BC Act much sooner. But it really made sense to wait until the federal law had been passed. So we could build upon it. And not not not be working at cross purposes. So there has been a ton of change in the last few years specifically. And, and it's really exciting to see that, but we're still a long way from from that really impacting people in their daily lives, because it'll take a long time for those acts to, to build, build the kind of change in the system that we ultimately all need to see.

R

Rob Mineault 26:08

Yeah, because you know, and it's interesting to the the article that that I that I read that you you wrote, you talk about the attitudinal barriers. And I really feel like there's there's sort of two prongs of attack with this, there's sort of, they're sort of changed from the bottom up and the top down and the bottom up would be these, these attitudinal barriers that are, you know, just people don't don't know, what the lived experience of somebody with a disability is. And so they have these, they don't think of accessibility or inclusion necessarily naturally, so they need to be educated. But at the same time, we, you know, we have from the top down, we have things like legislation and policy in which which kind of do they do they sort of both work in conjunction or does one follow the other? How does How do you sort of see that that sort of fitting together and trickling down?

S

Stephanie Cadieux 27:07

Well, my personal belief is that the attitudinal barriers that they the the I don't know, barriers are bigger, and they're more pervasive. And ultimately, I think they prevent us doing the right thing in legislation and policy. The legend, inflation and policy, though, are essential as well, because ultimately, we also live in a world where people will do what they have to not necessarily what is right, right. And so on a regular basis when I'm out talking to businesses, whenever they'll say, Oh, well, I've done what I have to that's all the law tells me I have to do. So I'm fine. Right? And, you know, you would hope that through education and information people would, would learn that, that the law is just the base. It's not where we hope you'll be. It's, it's the absolute minimum. And in some cases, it's just not enough. And so I think what we're seeing now with the accessible Canada act, accessible bc act and others across the country, is a recognition that they're, the law needs to go further, if we're going to see the kind of change and for inclusion that we wish. And it's interesting, because I think suicidally, if you if you were to look at Caitlyn, sort of as a cohesive society, where do we sit? Yes, I believe we have accepted the idea of inclusion as a society, but individually, and on an on a case by case basis, when you look at websites, or you look at, you know, your local corner, store or restaurant, or even when you look at government policy, at a big level, we don't always get it right. So while we've accepted that everybody should have, everybody, regardless of their ability should be included and have the right to access our society to its fullest. We don't necessarily follow that through in practice. And so they do the dude, the two things work hand in hand, and I think we've got a long way to go on both.

R

Ryan Fleury 29:14

So I totally agree that education is key. But like, I'm totally blind myself. And like you if I'm out and about educating people about my stick or white cane and so on. We've been educating people for decades. And the message is getting across but still slowly. Would it not make more sense for a government to mandate have deadlines, have fines, and stand behind those fines and enforce what the law what the standards require of businesses, instead of being maybe afraid of losing the next election or, you know, pissing off the small business owner On the street, at some point, something has to give.

S

Stephanie Cadieux 30:03

Yeah, I don't disagree. I and I've actually said it a number of times, that that over 30 years, I really, I really changed my perspective. And originally, I as a person with a new disability, and as you know, I was learning myself, but I really felt like, you know, people would do the right thing, if only they understood, so we just have to explain it to them, and we just have to help them understand. I have, I have, I think, over time, beating my head against

that will enough times to know that that isn't enough. And that, you know, more or that, that, indeed, carrots aren't working, we need sticks. I do think that, that there are laws that that we put in place to be enforced. And, and we do need to make sure they cover the breadth and depth of things that that we need to feature. Therein lies another problem. And another challenge in that it will take a great deal of time for for governments at all levels, where they're where they have authority, where they have jurisdiction to put those things in place. And, and so when I say hits it being in deferment for 12 years, has been frustrating, it has been frustrating to see that we can't move faster. I am, I am hopeful that we are we are moving forward now that you know, both provincially and federally, there are x on the books. It will undoubtedly be frustrating for the for the community of people with various disabilities who of whom I am one who would really like to see it change tomorrow who've been waiting their entire lives for this change to come and don't understand why it has to take so long. Really, you know, I feel the same way. So it's interesting, because I always find I wear many hats. And I have to add, I have to sometimes take the emotion out of it and look pragmatically at Where Where are we? How do we how do we make this happen? And realistically, what can we expect over what timeframe? And at the same time, put on my advocacy hat and my individual hat and say, Come on, let's go. It's not that's let's get it done. So it's a it's certainly a challenge. And I think the other challenge is, is understanding and recognizing that the various, all the various things that require change or adaptation, so that people with all types of disabilities can be included. It's complex, it's, it's not simple. There are things that compete. And undoubtedly as as the National Standards Agency, and then the various governmental agencies that will be established or have been established to do the same. They will there will be challenges and arguments to be had, I think around what the standards need to look like. And then and then how do we enforce them? How do we educate first hadn't hadn't had a reinforced? So there's a lot of learning to be done at all levels as we go through this process. But but at least we're there at least it's on the books.

R

Rob Mineault 33:32

Yeah, and that must be really hard to navigate sometimes like I can see like having both the hats on. Like even even say the BC Accessibility Act, it's great that we've got a passed but yet it's it's gotten a little bit of pushback and a little bit of heat from different advocacy agencies about things like you know, the lack of any sort of timelines or no real enforcement mechanisms. It Like do you find yourself like really torn sometimes between two worlds?

S

Stephanie Cadieux 34:07

Definitely. All the time. And I and I do share a lot of the concerns about the act. Because it

leaves a lot to chance, it leaves a lot to trust me trust government, that what whoever's in government at the time, will continue to move these things forward and will work you know, with diligence to to make this this happen as quickly as possible. And you know, that's, that's tough as an individual with a disability and an advocate and as a member of the opposition to accept. So, I too want to see those timelines I, I am fearful as well that this will become a process that is long and drawn out and that people will lose faith in the process because of that. So you know, it's coming upon the government to continue to, to reinforce to the public, that they're committed to this, and their actions will, you know, will bear that out or not, as we move forward. Personally, definitely would have liked to see timelines, I would have liked to see an external independent complaints mechanism for enforce and enforcement. I am, I am not thrilled that it all resides within the Ministry of government. I think I think that that might be problematic. But again, we are moving forward. And now it'll be up to us to, to up to us as opposition up to the various advocacy groups, and we have a lot of very talented advocates across this country to really keep the pressure on and make sure that government doesn't lose focus.



R

Ryan Fleury 36:06

When the Accessible BC Act was, was being looked at, was the Ontario Disability Act, or even the accessible Canada act, taking into consideration in their current state? And you know, how we may be able to improve the BC act? Or, you know, are we going to have conflicts between provincial acts and federal acts?

S

Stephanie Cadieux 36:26

Yeah, I believe, yeah, I am told, and I do believe, because there were very good people working on this, that those other other pieces of legislation were, were considered fully as an end and the experience as well, especially from Ontario, of that of the rollout of the ADA, was considered and, and that learnings were incorporated. That said, we are we are to believe that the attempt is going to be made to align standards and things across the country. My own personal experience, in cabinet would suggest, however, government's government's really like to be different from each other. And, and and hold each other up, as you know, we're better because we set this. So so I am hopeful that doesn't happen with this, I am really hopeful that the advocates will win. And that and and that common sense will prevail, and that we will work towards sort of a common standard across the country. I think that's really important. I think it's important both for people with

disabilities to know what they can expect, wherever they go. And I think it's important from the perspective of the of the community that's going to be providing the access, whether that be the business community, the government, and individuals to be able to consistently understand what they need to do, and not be up against different standards in different municipalities are different, different provinces, because so much of what we do. And so many, so many of these companies and institutions work across borders. So I think that's really important. It's it is frustrating, I think, for these things to happen in stages, right? Each each province tap happens differently in the federal government, that they're on their timeline, because for for the user, for for you or I or a member of the community who who needs access to their to their place of employment or or the local grocery store. The the need is now. And the challenge is that learning from these other other processes is slow. What we hope is that we don't do any of it the same. But frankly, we're probably have a lot of of the same challenges as we roll out our legislation. I would I would think, just because I think part of that is is that the the whole thing is a learning experience and things change.



Ryan Fleury 39:20

I appreciate you taking the taking the time to answer that I didn't think we'd be throwing some of these hard balls at you. Appreciate it.



Rob Mineault 39:28

Well, you know what, let's let's switch gears a little bit and still talk about the Accessible British Columbia Act. Let's talk a little bit about the positives and what we're we're kind of happy with. This could be a short list.



Steve Barclay 39:43

If you have to think that hard about it...



Stephanie Cadieux 39:46

right now, all it is is enabling legislation, which means that everything will be will be borne out by regulation over time. So nothing yet is it Is it really the right answer? That said, it does learn from enlarge and take a similar approach to the Accessible Canada act, I think, largely the structures is good. The fact that the intent is that the Express intent is there for the standards to be developed, and all of the work that is to be done to be overseen by an advisory committee of people with disabilities and, or, and or people with expertise, technical committees, etc. I think you know, that's good, it's good to know that

it's not going to be one person in the in a, you know, in a tiny office somewhere, trying to figure this all out. So it's, you know, the community will be involved. We just, we don't yet know what that looks like they have and to the government's credit, immediately moved to accept applications from the public for those advisory board positions. So that is something I am really pleased with. We are moving forward.

R

Rob Mineault 41:09

So I guess, basically, what you're saying is it's a it's a decent enough framework, but we don't have any walls or roof or anything up yet.

S

Stephanie Cadieux 41:16

Yeah, absolutely. The framework is there. But everything will be done by regulation, including which standards will be built first, which areas of you know which jurisdictions will be will be dealt with under the Act. So it will be expressly stated they'll start with government, but then there are all the other aspects of life and and of jurisdiction, so municipalities, excuse me, the business sector, the private sector, that aren't yet expressly included, and will have to be added by regulation. So the timelines on these things is, is what will be challenging, I think, and potentially frustrating. But it does make sense to start with government for them to get their own house in order first, before demanding it of private enterprise. But But I think from the user perspective, the private enterprise pieces is probably even more important. I'm hopeful that things will move quickly.

R

Ryan Fleury 42:19

I suggest you do a mass media blitz and tell everybody they've got 720 days. That's it. society will be accessible. I don't think there's no choice, it will be accessible.

R

Rob Mineault 42:38

Well, you know, let's talk a little bit about that. And because, you know, there you when you look at the big picture, there is just so much work to be done to really to hit that goal to really make this province accessible across the board. I mean, you're talking about accessibility standards, and, and the build environments that need to be retrofitted new build environments, like really needs to be legislated, I think in new ways to really make them much more accessible than previously where it's just like, Well, you know, you have to have a wheelchair ramp and a couple accessible bathrooms. And that's really it. How are we doing in terms of, of, say, the built environment, because a lot of times accessibility is sort of an afterthought. It's it's something that we retrofit or we tack on, but we have

this opportunity going forward to say, Okay, well, any any new building that's going to be that's going to be built, has to meet this new set of, of accessibility guidelines. How are we doing with that? Or is there any movement there?

S

Stephanie Cadieux 43:45

You know, again, so frustrating. I think you're absolutely right. I think that's the piece that people sort of see, right? When we talk about accessibility, the thing that immediately pops to somebody's mind is a ramp or a power door opener, right? Or maybe, or maybe a larger washroom. And there's so much more than that, that we have to do. But we haven't even gotten that right yet. And, and that's the piece that everybody sort of understands. I think the challenge is that the codes have been slow to adapt and those codes in our country, there is a Fed in there sort of federal codes that through Canadian standards, that that is for some, then there's another there's other codes provincially. And then there's other codes municipally. And this is where I talk about Wouldn't it be nice to have one standard? Because it is it is challenging, and they all sort of try to outdo each other a little bit. But in all cases, I think we still don't have enough clarity around what has to be accessible. I think there are still too many exceptions to the rule, right? So you can build a two story For example, a two story warehouse type building in an industrial park, two stories, you don't have to have an elevator the second floor? Well, that means that for eternity, no one with a wheelchair will be able to work in that environment. There's sort of the I think there are still these beliefs that somehow there are things that people disabilities just won't do places they won't go. And and that's the mindset, we have to shift. And then that mind, once that mindset has shifted, hopefully, we shift the codes to match. Because it's difficult for people who are creating codes and deciding what applies to what if they have those unconscious biases hanging around? in their minds? They'll make poor decisions. And, you know, certainly, people like me won't know, necessarily all the right questions to ask around. around what's necessary for people who are blind or people who are deaf in these circumstances. And in the built environment, how do we do that? We do need the experts, we need that we need that panel of experts to create to create the standards, and then and then go by that and not not keep reinventing the wheel and missing out on one aspect. So so I think that's really important. I think over time, you know, we got to a place with with accessibility physically, you know, through the 90s, I would say, where we thought we were doing pretty well, because we were doing well compared to other places. And it took, for example, the ADA in the States, and it won. The implementation of that was a bumpy road. It wasn't easy. There was lots of animosity from businesses about things they had to do that were expensive. And, you know, it took time. But they over time, I think, probably largely moved ahead of Canada, in terms of the level of access in, in what we would consider public spaces. Nobody, anywhere seems to have moved forward in understanding that we need accessible housing. This doesn't seem to be

a priority at all. But I think it's it's crazy that it's not a priority, it seems to be one of the things we should be thinking about first, because everybody has to put their head down somewhere. So I think, you know, we've got a, we've got a long way to go even with just that basic, physical, physical access. See,



Ryan Fleury 47:41

We've circled back around to we need a bigger stick.



Rob Mineault 47:45

Yeah.



Ryan Fleury 47:49

Well, you know, and then thinking about the environment, you know, we still don't have audible pedestrian signals at every intersection, you know, an ongoing process as well. Right. So it's taking whatever, 40 years to get audible tropics, it was a we're still not there. Good luck with the build environment.



Exactly. And that's, and that's, I think, you know, the complexity, right? There's all these pieces. And we have infrastructure across our country that is aging and established, and it takes a long time to bring it all up to the current code, and then the code changes, and then we have to do that all again. So I think there is there is that complexity to it. But we, if we want to get all of the other pieces, right? web accessibility, communication, you know, ways two ways so that people can communicate, these are these are much more complex to actually implement in some ways, then they're not physical access. And yet, you can see from the experience with physical access, that that alone is complex. It doesn't mean we shouldn't do it, though. And we shouldn't throw our hands up in the air and say, Oh, that's too hard. Right? Or it's too expensive. We have to get our mind our mindset fixed. Again, back to the mindset issue. We have to get to that place where people just don't just accept Oh, yeah, of course, we should be accessible, but not then ask the question. What haven't I done? You know, what do I Where do I still have to go? What do I still have to do in my business or my, my, my place? We have to we still have to get? We've been working at both ends, again, of the spectrum, both the legislative and policy side, and the information education and mindset change side.

R Rob Mineault 49:41
You have your work cut out for you.

S Steve Barclay 49:44
Yep, that's still a long way to go.

R Rob Mineault 49:48
Wow, I'm getting overwhelmed just talking about it. Yeah, even when you even think about it, you think about, you know, the ADA down in the States, you know, it's been around since 91. That's 30 years, and even then, I mean, At that point, they were just talking about physical build spaces. There is the internet. And yet here along came the internet. And they still screwed that up too. It took them years to like, think about Okay, wait digital accessibility? Oh, yeah, we like, yeah, we have to we have to go back and retrofit that. And they are still, you know, like fighting that fight.

R Ryan Fleury 50:23
Yeah. Look at all the litigation regarding digital accessibility.

R Rob Mineault 50:28
For sure. So I think that you're right, I think that it is just this, this attitude that we need to change these these base attitudes that people think about accessibility at the start.

S Stephanie Cadieux 50:41
Yeah. And I think, you know, I think as, as we've gone through the pandemic, you know, it really highlighted inequities, for people with disabilities in a lot of cases, and cause some concern about people with disabilities not being considered, with things that were being done and changed in a hurry because of the pandemic, things around, you know, access to, to having their caregivers with them, it in circumstances, and so on, things that, that ultimately, you know, we're addressed. But it also, it also provided us an opportunity as a society to go, hey, look, we can change when we want to, we can, we can actually solve problems as a as a society when we want to. And I think we have to look at the experience of the pandemic, and, and some of the things that have happened, that have really been a benefit to people with disabilities, things like, like, more things being available, To order online and have delivered the ability to do curbside pickup at

businesses. Others might not think it's a big deal to jump out of the car and go grab something. But for personal disability, having the opportunity to just call and ask somebody to deliver something to their car makes a huge difference. And then again, from the perspective of being able to be included in public events, or, or, or the workforce, being able to, for the fact that society as a whole kind of recognize that while there are other ways of working, and we can be collaborative and productive using a tool like zoom, it's, I think, opened up, opened up a lot of people's eyes to the realities of technologies and things we can do that people with disabilities have been advocating for for years, and asking for, for years, but until the broader society needed it in a hurry. It was it was no Oh, no, that's too hard, or no, no, that won't work. Well, actually. Yeah, it does. And so we don't want to lose things games we've made through technology or through, you know, through necessity, this last year, as we go back to back to some kind of normal, you know, everybody, everybody is is hopeful for and longing for. But, but it's important that we don't lose the gains we've made. Because I think there there are gains for people with disabilities and things that we've learned through this last year that we can really apply to moving forward with accessibility and inclusion on a broader scale.

S

Steve Barclay 53:18

I think we just, you know, any any new building that gets built in British Columbia, we just get Rick Hansen to show up at the opening for it with a big stick. And if it's not right, building can open.

S

Stephanie Cadieux 53:31

It gets Yeah. And I mean, in some ways, it's not that hard, right? You're in it shouldn't be that hard. It should be that simple. It really should be well, we have inspect building inspectors and so on that that I think, I think don't know what they're looking for in some cases. And it's not to you know, it's not to shame anyone I just think there's a lot of people that without having had the lived experience will will make adjustments to something thinking I'll be fine. For example, a number of years ago, there was a shopping plaza being built in my constituency. And I was really excited about it was gonna eat all new is neat to watch it, watch it come up. And the day it opened, I looked at I went, you gotta be kidding me. They had they had not included curb cuts to get from one to get from one section to another and add the crosswalks. So you know, the easiest solution would have been to build crosswalks that were raised. Right so so that it said that you could go across at the same level. In the end, they took a different approach and the curb cuts and whatever, but it's really not ideal still to this day. Could I'm sure that on the plants, it was probably correct, but somebody in, in their wisdom when they decided to, you know, pour the sidewalk? Oh, we don't need it there. Right? And didn't think through Why are these? Why

is it being specced this way? And then, you know, for the, for a building inspector or whichever to to approve something for opening that clearly isn't to code is concerning, right? Because whatever what happens, nothing, and then it's up to you or I or someone else to, to bring a complaint and and it's it's time consuming, it's frustrating, it's demoralizing. There's got to be a better way. And I think the challenge there is that we have, we have all these steps, but not everybody who's involved in the steps understand why we're why we're doing things the way we're doing them, like doors that swing the wrong way into bathrooms. So that a person with a disability wants in it can no longer close at all it means all the big change necessary is to switch the hinges from one side to the other. But it's remarkable how often these mistakes are made.

R

Ryan Fleury 56:19

Like you said before Stephanie, it goes back to education.

S

Stephanie Cadieux 56:22

Yeah, I think I think it definitely needs to be a bigger part of the conversation at the, at the sort of at the beginning, right and at the beginning, not just from an architectural perspective, but also a design perspective, because of course, there's the physical space, and then there's what you put in the physical space that also can create those problems, whether it's colors or contrast, or lack of, or whether it's furniture, or garbage cans, planters, you know, some of some of my biggest frustrations have been garbage cans that are placed in the middle of sidewalks or, you know, blocking door openers or what have you. Yes, we need the garbage can. But if he put it two feet the other way, it would have been fine. But where it's placed completely event, you know, that blocks all of the access. So, again, it's it's so there's so many pieces, so many people have to be informed. It's really one of these things, we need to be doing a much broader education on SPARC BC - Social Planning and Research Council has just recently put out some PSA is on on accessible parking, you know, why are the faces the way they are? Why are those access aisles in the middle? Why is that necessary? And and they've done a really good job of it. So I think we just need we probably, as a society are doing a lot more of that. And I think that the responsibility for that education piece needs to needs to come from government, it can't be left to the advocates, it really has to come from from the governing bodies.

R

Rob Mineault 57:52

Yeah, that reminds me of a story that I remember seeing I think was a few years ago. But it was is a perfect example of that where a restaurant had an accessible, accessible washrooms that was all great. But the way that they had developed their floor plan floor

plan, they had put so many tables within the restaurant, there was literally no space to actually navigate a wheelchair, in between all the tables. And, you know, it, it only made the news because somebody in a wheelchair tried to try to go to the restaurant and was basically turned away, they offered to you know, get them takeout and bring the takeout out to them. But, you know, that was their solution, because they want to reduce the number of tables in the restaurant, because of course, that would impact their bottom line, etc, etc. You know, it made the news. And, you know, it sparked a little bit of a, you know, an outrage on Twitter, but then that's it, that's, that's the end of it. And things sort of settled back to normal, and nothing really ever gets done. And I think that that's part of the problem. It's really this, you know, we need to change these attitudes on the ground, and really make people understand what the lived experience of people are and how important it is to really think through the accessibility.

S

Stephanie Cadieux 59:10

Yeah, definitely. There are examples like that, you know, daily that I experienced, and others and I, I, through my networks now know so many people with so many different experiences of disability, for all sorts of reasons and, and disabilities and, and color thing conditions and all of the things you know, it's really it is complex and it is it is there is a lot to learn. And we have to be somewhat patient with those who have not experienced any of these things. as frustrating as it is for us to to have to explain over and over what we need. Isn't it is that is part of the experience. I mean, the it is part of the need that we all all understand Hadn't the broader goals and, and are a part of the solution in terms of sharing. But we also need to have a clear place to send people for information, right? This is, here's the standard, here's that, here's what you need to do. Let me let me give that to you. So that we also don't have a situation where businesses think they've done the right thing, because they've asked somebody with a disability. And that person has said, Yeah, you're great, you've done everything. But they've forgotten that. It's not just about a wheelchair user, or it's not just about somebody who's blind, but it's actually all of all of the things that we need to do. And that, you know, circles back to Universal Design, you know, it may not be best for every or best to the perfect for everyone, but it is best for everyone. Right. So I think I think that's really important. As we go through this, I think what we're what we've seen how with the movement from the various levels of government is, is an understanding that this is complex, and that we need to we need to do better. And, and a structure within which to do it. It's, it's now going to take time, but but that structure now exists. And and we have we have a place to start and and certainly the federal government spent a lot of work internally on that to sort of lead by example. And that I believe, is what the provincial government now now sees. sees their role as as well.

R Rob Mineault 1:01:32
See, I like that it's positive see ending on a positive note zactly we just need to get the walls up and the ceiling up and the wheelchair ramp and then we're okay.

S Steve Barclay 1:01:45
Don't forget plumbing.

R Rob Mineault 1:01:45
Okay. Sorry.

R Ryan Fleury 1:01:47
Plumbing, and the elevator.

S Stephanie Cadieux 1:01:53
So I appreciate the conversation today. And, and, and the work you guys do and we'll, we'll keep a play together. And that by step we're gonna get there.

R Rob Mineault 1:02:04
Yeah, sounds good. I was I mean, we'd love to have you back. And I feel like we could even just talk about housing for like an hour. Oh, yeah. I do really feel like that's, that's a real. Yeah, that's a big one. That is huge. All right. Well, we'll plan for that. We'll have you back on and it'll be all about housing.

S Stephanie Cadieux 1:02:25
Great. Nice to talk to you guys today.

R Rob Mineault 1:02:28
All right.

R Ryan Fleury 1:02:28
Thanks for your time.

S Steve Barclay 1:02:29
Thanks so much, Stephanie. Talk to you again.

S Stephanie Cadieux 1:02:31
Bye, bye.

R Rob Mineault 1:02:33
Oh, man, that was great. I love I love that it was so nice to talk to somebody who actually on the inside that can give us that overview of what the heck the BC Accessibility Act is. And I love though the way that she, she described it, as you know, basically the framework of a house.

R Ryan Fleury 1:02:52
Well, and I really appreciated how open and honest and forthcoming she was right? She didn't try to paint a pretty picture of the way things are. She was right upfront and honest with us and told us as things are as it is right now.

S Steve Barclay 1:03:08
Yeah. And you'll note that even though she's in opposition, she didn't bag on the governing party either, you know, she knows, very, very respectful through the whole thing. And, and, you know, a lot of times, politicians put in that position, they'll take that opportunity to sling some money, and she was straight up and straightforward and great. So I'd vote for Yeah, see, there you go. Me to listen to that. Sorry, voters I'll vote for her. She's good. All our listeners that don't tell the NDP is that I said that.

R Rob Mineault 1:03:43
I know that must be really difficult. When you're when you're wearing several hats. You've got one foot in the advocacy space, and you've got one foot in the you know, in the government space. And you've got to you've got to do this balancing act. It's got to be really difficult and really frustrating at times. So, you know, kudos to her.

S Steve Barclay 1:04:04
I couldn't do it. I don't know anybody who signs up to be a politician these days. Man, you

you've got to have thick skin. You know, I? There's no way I could do it.

R Rob Mineault 1:04:16
I know you can even stand Facebook. No. There's no way you could be a politician.

S Steve Barclay 1:04:23
No, I'd never survive. They are way tougher than I am.

R Rob Mineault 1:04:28
It's it you know, in a way, it's a little bit of a bummer to hear to hear her say like that. It's, it's a long haul, like it's going to take a long time to get to spin all these things up and to really get them going and to really see some change. And especially when you look at the Ontario Act and how long they've been added, and there's still you know, they're they're still cranking away at it and still trying to get that thing going. And I think they're gonna I mean, when did that Does anyone remember when that came into effect? Wasn't it around 20?

S Steve Barclay 1:05:05
Well, it's been it's been staged, right? They had different aspects of it that came into effect over a period of time.

R Rob Mineault 1:05:13
But wasn't it? I think it was a 10 year plan, right? I think it came into existence from 2015. And then they were like, by 2025, we're going to be an accessible province. But they're not even close. So there's no way they're going to hit that 20 1997. What 97 is when it became law? Da da,

S Steve Barclay 1:05:34
Really? The Ontario Disability Support Program act? 1997. provides Oh, no, that's a different one. Sorry, sorry, sorry. Ontarians with Disabilities Act .. 2001.

R Rob Mineault 1:05:44
Oh, my gosh, that's still terrible. 24 years, they gave themselves 24 years to become an

accessible province, and they're not even close.

S Steve Barclay 1:05:53
2001 is only 20 years,

R Rob Mineault 1:05:55
20 years. Now, whenever we're not in math, those antibodies again. That's right. Yeah, that's awful. That's Yeah. But I just mean, yeah, it's and but I guess it, you know, the process has to start somewhere, but it's a little bit of a bummer that, you know, it's, it's going to be a long, uphill battle, as usual.

S Steve Barclay 1:06:20
Well, unless, unless a government decides to accelerate it, which we should be pushing for.

R Rob Mineault 1:06:27
Yeah, you're right.

R Ryan Fleury 1:06:28
Well, that's what I was thinking about, after our conversation with her is, you know, she was talking about the government buildings and having to move bathrooms and make bathrooms accessible and, you know, make all these adaptations for her needs. And it's interesting that you never hear anybody pushing their accessibility movements, like, I had no idea the Parliament Buildings weren't accessible, or the changes that have been made, like, why are people talking about accessibility, and the enhancements are making, you know, if they made announcements like that, and advertised that, look, come to our public hearings, we have accessible washrooms, wheelchair ramps, whatever, you know, whatever the case may be, you know, start start telling people you're accessible. The dollars will come.

R Rob Mineault 1:07:22
By, you know, it's I found some funding that was really interesting to just because she's not the only one that's mentioned this. But talking about how COVID has really illuminated a lot of the holes in the system, which I thought was really interesting to hear her say that

too, because, you know, we we've heard multiple people from multiple different organizations say that. So hopefully, we can use that as momentum to fix some of those holes. And not just, you know, my worst fear with this whole post COVID thing is that we're just going to go right back to where we were. Just put everything back and not have learned anything. And I really hope that that's that's not the case, certainly in the disability field.

R

Ryan Fleury 1:08:07

Yeah, I think we will see some of that. But I think the flip side of that is, especially in a lot of employers have seen that, why do I need to be paying \$40,000 a month in rent for all this office space when my workers can work from home, and they're just as if not more productive?

R

Rob Mineault 1:08:25

Sure, you know, I think there's a flip side to that, that is going to carry on as well, sure, but if you also think back during the pandemic, too, there was all these other issues too, like, you know, caregivers, and how that whole system worked. The fact that, you know, the poverty in the disability community is so high and all the the extra funding that they had to sink into to that, I mean, that should really shine a light on the fact that there's there's a real problem with with poverty within the disability community that needs to be addressed housing, same things, like all these things, all these huge issues, really, really got driven to the forefront for a while. And I think that, you know, that's something else that we need to keep the momentum on, keep that spotlight on is that there needs to be addressed, and it needs to be something needs to be done about them.

R

Ryan Fleury 1:09:19

I think too early on booking your vaccines wasn't accessible. Yeah. That should have been like, day one.

R

Rob Mineault 1:09:27

This is a new digital accessibility, right. That's another great, you know, it drove home the the really importance of something like digital accessibility. And I was thinking about that, too, when she was talking about things like his, you know, COVID really allowed us to like order online and do a lot of things online. And I was like, Yeah, well, that's great and all but part of the problem is that if those if those services aren't accessible, in terms of like a screen reader or whatever app or website that you're you're logging in into, it's useless,

you're still locked out, you're still locked out. So, you know, we have a long ways to go in there too. So I don't know, man, I don't know if it's the vaccine, or if it's just to happen, man is making me tired.

R Ryan Fleury 1:10:15
That's a lot of work to be done.

S Steve Barclay 1:10:17
Yeah. You know, one thing that you mentioned, you suggested that we should have her back to talk about housing. And I think that would be a great idea. You know, there's a there's a guy I went to high school with, named Paul, who has he's been disabled for some time. And he he runs the individualised funding Resource Center Society. And I think he would be another great guy to have to come and talk about housing, because he had a battle for years to try and get housing where he could live and you know, function in a power chair and he was hindered at every turn in that effort.

R Ryan Fleury 1:11:05
Yeah, well, if you have somebody send them along, you know, in the past, we have spoken to Amy Hoffer from Inclusio, which was inclusive housing. I think they were in Alberta. Yeah. Yeah. I'm sure right across the country, that that's a huge issue that nobody's addressing.

R Rob Mineault 1:11:22
Yeah

S Steve Barclay 1:11:24
Yeah, we should try and get a bunch of people from different provinces and a minister like a Federal Minister.

R Rob Mineault 1:11:40
Have like a town hall or something on the podcast. Look at you guys. workshopping ideas.



Steve Barclay 1:11:45

I think that would be a great idea. I think that would be good.



Rob Mineault 1:11:47

I love it. Right? No, I do. I love it. I would love to I think we should should definitely see about talking to somebody about housing because I do feel like that and and you know, even the poverty issue, like talking to some some of the different advocacy agencies that that specialize in that. I think would be great.



Ryan Fleury 1:12:07

So write them down. Send me a note.



Rob Mineault 1:12:11

I will. Alright, well, Ryan?



Ryan Fleury 1:12:15

No, we're not done.



Rob Mineault 1:12:17

Okay. What what's what's,



Ryan Fleury 1:12:19

what's the rebranding the podcast?



Rob Mineault 1:12:21

Oh, dun, dun, dun, dun.



Ryan Fleury 1:12:24

That's right. We are seeking names potential names. For our rebranding of the AT Banter podcast.

- S** Steve Barclay 1:12:33
We're gonna go with my suggestion of rock and roll extravaganza.
- R** Rob Mineault 1:12:37
We considered for a while. It's gonna last.
- R** Ryan Fleury 1:12:41
We've had a couple emails come in. So thank you to those who have submitted their answers. Really? Yeah, I sent them to you and Steve, read your email. You did?
- R** Rob Mineault 1:12:53
Yep. Yep. I thought were they How was how Okay, well, I won't we won't talk about that on mic.
- S** Steve Barclay 1:12:59
None of the suggestions so far anywhere near as good as rock'n'roll.
- R** Ryan Fleury 1:13:08
Okay, that was it. That was about to say something so I stopped.
- R** Rob Mineault 1:13:11
No, I'm sorry. I think it's, it's the antibodies.
- R** Ryan Fleury 1:13:17
So yes, if you have suggestions for potential names for our podcast, please send them along to cowbell@atbanter.com.
- R** Rob Mineault 1:13:33
And I would just like to add if you are going to include curse words, please, please spell them correctly. Nothing worse than somebody who was cursing us out and picking on me to run it through spellcheck. Nothing has two K's Hey, Ryan, Rob. We're getting silly. Let's

let's get there. Let's get get out of here. Where can people find us?

R Ryan Fleury 1:14:10
They can find us online currently at atbanter.com

R Rob Mineault 1:14:14
They can also drop us an email at that email address that Ryan just told you at cowbell@atbanter.com

S Steve Barclay 1:14:23
That was you guys should actually just cut that bit right there and use it every time because that was perfect.

R Rob Mineault 1:14:29
I know. We're getting the one thing that we're good at now.

R Ryan Fleury 1:14:32
Rob should save himself so much time if you just cut paste cut.

R Rob Mineault 1:14:36
People love this part. I would never do that!

S Steve Barclay 1:14:46
Hey, we're also on Facebook, Instagram and Twitter. So you should use this ending for like the next seven episodes to be like our Groundhog Day episode.

R Rob Mineault 1:14:59
Audience members I would never do that. Lesser podcasts would just clip back and reuse it. No, you're getting fresh. Fresh AT Banterness every single episode. We're working hard. We're the work we're the hardest working podcast in the world. No, there we go. Boom. Name. Working podcast hardest working podcast in the world. There you go.



Steve Barclay 1:15:24

That's a pretty crappy acronym



Rob Mineault 1:15:48

Okay, well, we'll work on that. We'll workshop that. That is going to about do it for us this week. big thanks to everybody for listening in and we will see everybody next week.