Episode 30: An Interview with the Boston University Research Team on Disclosure

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Speakers: Alex Schiwal, Alix, Ariel Schwartz, Jenna, Jessa, Tatiana Perilla

Alex Schiwal 00:00

Music Hi, and welcome to the Mental Health Crossroads podcast where we explore the intersection of mental health and developmental disabilities. In this episode, we talk to the Boston University Research Group. We've spoken to them in an episode before which is linked below if you'd like to listen to it. As a housekeeping item, this is the last episode in our season of the MHDD Crossroads podcast. If you're looking for something new to listen to, we want to direct you to the link in our show notes for the Developmental Disabilities Network Journal podcast. Please watch for this new podcast coming out in the next six months. We hope you enjoy it as we finish up the MHDD Crossroads podcast season two. *Music*

Tatiana Perilla 00:53

Hello everyone, and thanks for tuning in to the Mental Health Crossroads podcast. Today I'm joined by a lovely team from Boston University. To start off, can everyone go around and introduce themselves? You can talk about work, hobbies, interests, or whatever you want to share.

Alix 01:09

Hi, my name is Alex and I work on a team at Boston University helping people with disabilities.

Tatiana Perilla 01:16

Thanks, Alix. Jessie, do you want to go next?

Jesse 01:19

Hello, my name is Jessie Cory. I am 21 years old, and I am an individual at Boston University who helps Ariel with a project on people with disabilities.

Tatiana Perilla 01:34

Thanks, Jessie. Jenna?

Jenna 01:37

Hi, my name is Jenna. I've worked on this project with Ariel and others about helping people with disabilities, and I'm a part-time student at Mass Bay.

Tatiana Perilla 01:50

Thank you. Ariel, did you want to introduce yourself also and maybe give an overview of the project?

Ariel Schwartz 01:55

Sure. I'm Ariel Schwartz. I am a researcher at Boston University. I have the pleasure of working with Jenna, Alix, and Jesse on a research project, where we're trying to learn more about disclosure for young adults who have intellectual or developmental disabilities and co-occurring mental health conditions. We know that disclosure of disabilities in the workplace can help people get accommodations, but it can also be a tricky process that maybe not everyone wants to do or they might not be sure how. So we wanted to learn more about how people specifically talk about their mental health conditions, and you'll be hearing from Jesse, Jenna and Alix more about how we worked as a team to do that and what we learned.

Tatiana Perilla 02:41

Thank you, I'm going to go ahead and jump into the questions. First off, I think Alix you're gonna take most of this one. Can you give us a summary of how your research team works, and why this method research is used?

Alix 02:55

We met every other week. We practiced what we would say to people and reviewed the questions and we organized it. We made the questions and then we analyzed the data. When we analyzed the data, we included everyone's take on what was relevant and important to the data, coming from their own experiences. Each individual had a few interviews with different people from all around the United States. We had discussions as a group and would generally agree on how to organize the data.

Tatiana Perilla 03:32

Thank you. I'm going to jump into this next question here. I'm wondering, why do you do research as a team? And why would you say it's important to do it that way? Jesse, do you want to help answer this question?

Jesse 03:45

We are working as a team to find out what helps people with disabilities and what doesn't. It's easier for people with disabilities to relate to each other. We're looking for similarities and differences. Some people get nervous working with people with disabilities, and people with disabilities have strengths. We could really relate because we are going through those same things in our personal lives. But people without disabilities can't relate. Members of the team who have their own disabilities and their own work experiences bring in their experiences to make the questions and view the data. It helps to understand it from a unique perspective. We learned a lot from hearing other people's stories and could really relate to them.

Tatiana Perilla 04:35

Thank you. I'm just gonna ask a question I was wondering. Did you guys work as a team also altogether to come up with the questions that you want to ask?

Alix 04:46

Yes, we did. We would meet every couple weeks, I think.

Tatiana Perilla 04:52

Okay, so you were a team for basically almost every step of the project then.

Alix 04:57

Yes, we were.

Tatiana Perilla 04:59

Thanks. Jenna, can you tell us what the research topic is?

Jenna 05:04

Our research topic is about disclosing mental health conditions for work.

Tatiana Perilla 05:09

And why did you guys choose this topic to study?

Jenna 05:13

We chose to study this topic to know who discloses and how they do that, and whether or not it's scary for them. By doing so, we were learning about what happens when people disclose in the interview process, and if companies and organizations are following through to help people. We found out how familiar or not familiar companies are with people with disabilities. We also wanted to know how people ask for accommodations, and the accommodations they got. We wanted to hear examples that these people had when working. We also wanted to learn how companies supported people with mental health conditions during their experiences.

Ariel Schwartz 05:50

But why is this topic important to you guys, personally?

Jenna 05:54

I think accommodations are really beneficial for people with disabilities or mental health conditions. When I was working, I had a few that I used in the beginning and as I got more comfortable I found I didn't need some and some I kept. I think for everyone personally, to have a company that supports them and can accommodate them so they can be successful in the workplace is really important.

Alix 06:21

I wanted to add that I think that going into a job interview, and practicing like all the questions and knowing if you need an accommodation to tell them up front. Because then they can make the job better for you instead of waiting till six months in and then not having the accommodation. And then yeah...

Jesse 06:41

I chose this because I think that this is an important topic, especially since it's been discussed at Community Connections.

Tatiana Perilla 06:51

Can I ask you what Community Connections is?

Jesse 06:53

It's a post high school graduation program for students in the Newton Public Schools Program which have disabilities, and people in the program actually did not receive their diploma at high school. People can stay in that program from their high school graduation until they turn 22.

Tatiana Perilla 07:22

Okay, thank you.

Jesse 07:24

You're welcome.

Tatiana Perilla 07:26

This is something I was wondering when you guys shared with us the topic that you're talking about is, if you can give some examples of some ways that a person's mental health can affect their work?

Alix 07:40

Some of the most common ways that mental health affects people at work were coping with changes as in inconsistent or changing work schedules, and sensory and information overload. Several people told us they need to take a lot of breaks or that it was hard to get to work because of their mental health. Sometimes it was hard to get to work because it was so hard to get out of bed. Some people struggled with controlling their emotions at work. Other people mentioned communication issues. We talked to a few people who had OCD. Some of them had struggles such as a lot of hand washing. But some people said there were benefits, such as having good organization skills.

Tatiana Perilla 08:34

I like that you guys talked about how there's strengths as well as challenges associated with some of these. You mentioned sensory and information overload. Can someone maybe talk about that a little bit more, maybe explain it? If someone's listening to this, and they're not really sure what that means.

Jesse 08:49

I think that sensory and information overload means being given too much instructions at once.

Ariel Schwartz 08:58

That's a great example, Jesse. That might be an example of when people have too much verbal information and it's overwhelming. What were some other examples of sensory information overload from some of the interviews?

Alix 09:13

Maybe it was too loud in the environment and they needed to take a break, or maybe they needed to fidget or something.

Ariel Schwartz 09:21

Those are great examples from the research. Yeah.

Tatiana Perilla 09:23

Another one I want to ask about is communication issues. I know there's a lot of different ways that can look from person to person. Do you guys remember some specific examples that you heard when you were doing this?

Alix 09:35

A lot of people told us that they communicated with their managers and supervisors, because they told them up front that they had a disability, and they were very, very accommodating to them.

Ariel Schwartz 09:47

What were some of the challenges with communication that we heard from people?

Jenna 09:51

I would think some examples were coworkers, who they hadn't disclosed to, not really understanding how to support people with any parts of their disabilities, like the hand washing or needing extra breaks or having instructions written down. There were also some talking about their schedule, so who to call if they needed to call in, who to talk to when they needed changes in their schedule, different things like that.

Tatiana Perilla 10:29

Thank you, that's what I was thinking. It sounds like it can show up in a number of different ways, whether it's maybe not knowing how to communicate something, or if there's something you need an accommodation with, or also just not knowing who to go to. I think all those things affect communication. Moving on, Jenna, can you tell me about some examples of mental health accommodations at work?

Jenna 10:55

Sure. These were generally the more common ones that we found. Some of them were having breaks frequently, having a job coach on site, having a specific shift time and flexible attendance. Some people needed a specific or more flexible schedule, but other people need shorter work hours than their coworkers, having individualized tasks, getting to work in a preferred space at work, having a social support system which involves knowing specifically who to contact when issues arise at work, creating a buddy system where you have a coworker that you work with more frequently or who you can go to instead of just your manager, and having a support person from outside of work. Some of the less common ones that we had were being allowed to listen to music or having a reference or checklist at work.

Tatiana Perilla 11:56

For those accommodations, can it change over time? Or do they have to ask for all them at the beginning? Does that make sense?

Jenna 12:05

Yeah, I mean, I think if you're initially disclosing, you can maybe work out some accommodations that you think would work best. Then, as you're on the job, and you're learning and you're working, you can communicate with a manager or whatever kind of boss you have to get more combinations, or maybe say, 'Oh, I don't think I need this accommodation, but this accommodation would work instead.'

Tatiana Perilla 12:30

Okay, perfect. I know getting to know yourself over time, we might not always know what works best for us, and I would hope that there would be some flexibility on the job to be able to change it as time goes on. Does anyone else want to add to this?

Ariel Schwartz 12:47

I know one that we talked about that folks were kind of I think surprised about was being able to listen to music. Does anyone want to talk about when we heard about that and how it helps people?

Alix 13:01

I think when some people got to listen to music, like for me personally, listening to music really calms me down. I think it really helps most people maybe to listen to like a calming song or whatever they listen to. I think that that's a really good accommodation to give someone, if they need that.

Ariel Schwartz 13:19

Yeah, so some people had permission to have their phones out maybe at jobs where phones weren't usually allowed. I think this was kind of a surprising accommodation for some of us to learn about.

Tatiana Perilla 13:30

Jesse, can you tell me about some benefits of disclosing mental health conditions at work?

Jesse 13:37

Some benefits involving disclosing mental health conditions at work involved... Getting accommodations was the biggest positive outcome. Getting help at work or outside of work, such as having a buddy system or support from a supervisor, employees were more patient and understanding and were more respectful if and when an issue arose.

Tatiana Perilla 14:07

Were there also some disadvantages with disclosing it? Alix, can you tell me about some disadvantages?

Alix 14:14

The main disadvantage was being bullied or discriminated against. We hope that no bullying policies will change that. Some people were afraid of getting fired.

Tatiana Perilla 14:28

Did anyone talk about their jobs not having no bullying policies in place?

Alix 14:32

I think that all jobs have a bullying policy in place.

Tatiana Perilla 14:36

Okay. Yeah. It's a form of discrimination. I know that there are laws that are supposed to help protect people against that, but I know it's difficult because sometimes people say things without even realizing that they're being offensive towards someone and I think that can affect you when you're at your job. I like that you guys covered the benefits as well as the disadvantages.

Ariel Schwartz 15:02

Do any of you guys remember some of the stories we heard about bullying? Because even though people are not supposed to, we actually did hear some stories about it. Does anybody remember any of them or want to share?

Jenna 15:14

One of the people that I interviewed with Ariel, they were bullied pretty significantly at their work, and it was very stressful. That person found that it was too harsh of an environment for them to work, and they ended up, I believe, leaving even though they were enjoying the work.

Ariel Schwartz 15:37

Was anyone surprised by any of the advantages or disadvantages? Or does anybody else want to add something?

Alix 15:45

With the disadvantages, I think that because it says, 'we hope that no bullying policy will change that', I think that in all jobs there should be a no bullying thing. I think that's right.

Ariel Schwartz 16:00

Jesse, Jenna, did you want to add anything about the advantages or disadvantages?

Jenna 16:06

I would say one of the advantages is... I think a more common thing is... To definitely disclose to your boss during an interview or after you have gotten the job. But it's not as common, at least in the interviews from what I was doing, to disclose to your coworkers. But I found that in my job, they were much more patient and understanding for some of the accommodations that I had, so I think that disclosing can be a real positive. If you feel comfortable enough to do that to your coworkers.

Tatiana Perilla 16:43

Thank you, I think that's a really good point. Jesse, is there an example that you want to share?

Jesse 16:49

No, thanks.

Tatiana Perilla 16:51

Okay. I just wanted to give you the chance in case there was.

Ariel Schwartz 16:54

I think what Jenna was saying is really interesting, because sometimes there are recommendations to not disclose to coworkers but we really do hear about how sometimes it was helpful. Maybe some of that advice that people are getting to never disclose to coworkers maybe isn't the advice that people in our study benefited from.

Tatiana Perilla 17:18

Did you find that... Do most people know that they can request like accommodations for mental health conditions?

Alix 17:27

Most people that we talked to have disclosed. I only interviewed a couple people, I'm not sure about Jessie or Jenna. I don't know if they had anyone that did not disclose, but most people yes.

Jesse 17:42

I think I had at least three interviews, and I had to cancel one of them.

Ariel Schwartz 17:50

Did anyone in the interviews you did, not disclose or not know that they could ask for accommodations?

Jenna 17:59

I believe in one of the interviews that I did, I think she had minimally disclose to her boss, but she did not disclose to any of her coworkers. I don't believe she had asked for any accommodations, and she really didn't know about any accommodations she could have asked for.

Tatiana Perilla 18:17

Thank you. I could see it being really common that people aren't aware that they can ask for accommodations, or I do think the general attitude is that that's just something you don't talk about, and you wouldn't tell anybody, and that you're supposed to feel embarrassed about it. Whereas, I don't think that's the case and I think we should be talking about it more to get rid of that stigma. But I can see how that would affect people at their jobs a lot, because you're

worried that, at least I know I've had my own experiences, where you think you look weak if you end up like sharing that information. Whereas, I don't think that's the case.

Ariel Schwartz 18:52

Yeah, does anybody remember any people sharing about that? Like how they felt about... We had some people talk about how disclosing a mental health condition might be different from disclosing autism or another disability. I don't know if you guys remember the differences that people were talking about. I remember being surprised that one or two people told us that they felt like there was more stigma around mental health than autism or another developmental disability or intellectual disability.

Tatiana Perilla 19:24

What does disclosure look like? What can people do to make sure that it goes well? I'm curious, are there steps that someone is supposed to take when they're disclosing? Or can it look different for everyone? Sorry, that was a lot of different questions. Just to begin with, Jesse, can you just describe what disclosure looks like?

Jesse 19:44

Disclosing your mental health condition and/or disability means to speak about your conditions, whether or not you are happy or reluctant to do so. Some people talked about being honest and upfront about their disability at the beginning. It could be helpful to have a positive spin, for example, sharing your disability but also talking about your strengths and not being ashamed. A lot of people disclosed to help their job performance, for example, to get accommodations. When disclosing in an interview, be direct and only discuss what will impact job performance. With disclosing to coworkers, be direct and don't overshare your past.

Tatiana Perilla 20:31

Those last two points that you made I think are very interesting. I feel like you're sharing it for a reason, so I'm wondering, has there been examples of cases where it came back and it sort of affected someone negatively that they overshared their past? Or maybe they share things that didn't affect their job performance.

Alix 20:54

I know that a couple people in my interviews said, in the past they didn't like their job and they were thinking about that on the job, and it was a little hard for them to get back on track.

Tatiana Perilla 21:07

What can happen if someone isn't direct, and they talk about things that don't impact their job performance?

Jesse 21:17

If they're not direct, they might do poorly during the job.

Ariel Schwartz 21:23

Jesse, what do you mean by that? What do you mean by do poorly?

Jesse 21:27

What I think this means is that they are having more trouble, or having way too much trouble, unnecessary trouble, that they wouldn't have if they were direct with disclosing.

Tatiana Perilla 21:41

That makes sense, because I think if you're not direct with your employer or your boss then they might not know how they can accommodate you. If you're not expressing that to them clearly, then how are they going to know either? Were there people that didn't disclose at the beginning, but then later on they did?

Alix 22:04

Not anybody that I interviewed, but I don't know about Jesse or Jenna.

Jesse 22:10

I think that during at least one of my interviews, this was the case. But I don't remember for sure.

Jenna 22:18

I believe one person. They didn't disclose much in their interview, and they had some issues with communication with their manager and their coworkers later on, and then they disclosed but they were more reluctant to do so then.

Tatiana Perilla 22:39

Is it recommended to always disclose during the interview as opposed to waiting until you do get hired?

Jenna 22:45

In some of the data that we looked at, job coaches would usually recommend that. In some of the interviews, I think that they said their job coaches or other professionals had told them to wait. But I think it really depends on what the person is comfortable with.

Jesse 23:08

During at least one of my interviews, I found out that he disclosed immediately. I thought that was great, and I would recommend that.

Tatiana Perilla 23:20

What are the advantages of disclosing it right away? Jesse, you said you like that. Why do you think it's a good idea to do that from the very beginning?

Jesse 23:29

I think it's a good idea to do it from the very beginning, because then you'll have the most positive work experience that is available.

Tatiana Perilla 23:40

This next question I think it would be great to hear from everybody. If you are talking to a young adult about disclosure and maybe they're having some hesitation, what advice would you give them about disclosure? Jessie, do you want to go first?

Jesse 23:57

Be direct and honest about the information you disclose.

Alix 24:04

My personal preference is to tell people upfront, but it's up to them. For me, disclosing is helpful to get accommodations. I've been through so many job trainings and the one thing that I practiced a lot was interview questions. I could never understand why we had to keep practicing them, but it helped me when I went to an interview and actually answered the questions. Don't be ashamed to tell someone you have a disability.

Jenna 24:35

Discuss what you're going to disclose with someone beforehand, via a job coach, your therapist, a parent or guardian, someone that you trust who can help you understand what will make the most positive impact with you disclosing. And like Alex said, doing mock interviews is really helpful.

Tatiana Perilla 24:58

I think it is too. Doing those practice interview questions beforehand whether or not they end up actually asking you those, I feel like helps you to feel prepared and maybe you're a little bit more confident when you walk into the interview. Did you guys learn anything new yourself while doing this research? A thing that could be helpful for you that maybe you hadn't done before.

Jesse 25:19

I think that disclosing right away thing is something new I learned.

Alix 25:23

I learned that disclosing is really important. Because if you don't disclose that you need an accommodation, you're not going to get one. You should be really upfront with them. You don't have to say I have disability, but you could say it in other ways for you to get some help.

Tatiana Perilla 25:40

Do you mind talking about that a little bit more? When you say, to say in other ways...

Alix 25:46

Say it in other ways, for example, 'some things are harder for me.' Like 'writing something down on a piece of paper or reading something might be a little harder for me to understand', and telling them to do it in a different way.

Tatiana Perilla 26:07

Okay, I feel like they would appreciate that direction as well. Because I feel like it's gonna benefit you as well as them, if they know what works best for you. A question that I've been asked before, and I've also asked people, is whether or not you're able to ask questions if you don't understand something, or if you want to do something a different way are you comfortable in letting us know? I actually think it looks really good to talk about that from the beginning, it shows that you have good communication. Were you guys surprised by anything that you learn from the data?

Alix 26:43

I was surprised that a lot of people in the interviews had similar things happen to them that also happened to me. For example, when somebody said they disclosed that they had a disability in their interview, I could relate to that because I had to do that in many of my interviews. Or if they had a job coach, I could relate. I had a job coach as well.

Tatiana Perilla 27:09

Did they have the same concerns or maybe any fears that you also felt?

Alix 27:15

Some of it was the same, like if they had trouble going to work sometimes. I could relate to the mental health part of it, so yes, and no. I'm kind of in the middle, like I could relate to some it a little bit and some of it not.

Tatiana Perilla 27:32

Thank you. Jenna, was there something that you were surprised by?

Jenna 27:38

I thought it was rather surprising to learn that people could get an accommodation of flexible scheduling. Prior to my job, even during it, I really didn't know that you could get that accommodation. I had always thought you were told to go to work, and when you're supposed to, and then you're there, and then you go home.

Tatiana Perilla 27:56

Yeah, I appreciate when jobs have that option, too. Jesse, what about you?

Jesse 28:02

It's surprising to me that some people can get a lot of breaks, during their days at work.

Tatiana Perilla 28:07

Did you guys find that it was helpful or not helpful to be able to relate to the people you were talking to?

Alix 28:14

It was really helpful to talk to people that could relate to us, because I felt like they're the young adults that could actually understand where we're coming from, and we could help them. They could help us learn new skills or new things to say to people.

Jenna 28:29

I think it was helpful just to find someone else you can relate to, for either person. A lot of the people that we interviewed were younger than their 20s or 30s. I know in the future, I'll have to go and do another interview and find another job and kind of hearing that other people went through similar experiences that I did during my first job kind of makes me feel a little bit more prepared that hopefully I'll find another supporting workplace.

Tatiana Perilla 29:03

Were there ever times that people talked about, from the very beginning not feeling supported when they disclosed? Did people respond negatively to them?

Alix 29:14

A lot of the people I interviewed, a lot of it was positive. There wasn't really any negativity in any of my interviews.

Tatiana Perilla 29:23

I feel like that's really reassuring to hear, because I feel like there is that fear. But knowing that other people have done this before and it did go well and it ended up benefitting them, can make people feel more likely to want to do it themselves. I appreciate you guys talking a little bit about some of your own experiences too.

Ariel Schwartz 29:43

Jenna and Jesse, most people said that they had pretty good experiences, but we also did have some examples of some not so great experiences. I don't know if, Jesse or Jenna, you wanted to share anything that you remember from the interviews that you did.

Jenna 30:02

I believe I had one person who, when they did disclose whoever they were disclosing to at the interview didn't really handle it very professionally. They were a little uncomfortable or they were a little bit... Not demeaning, but they didn't really know how to be like, 'what accommodations do you need?" They were more like, 'will this affect you there?' And so in some of the interviews, I think this person ended up feeling like the workplace wouldn't be supportive so they didn't continue with the job application, or they just were not asked back.

Ariel Schwartz 30:50

Something that I really loved hearing was people, like that specific young adult, who essentially said, 'If the workplace isn't supportive, you don't have to stay with them. You deserve to be somewhere where they're going to support you and respect you and value you, no matter what.' And I like that I heard a few young adults feeling that way and feeling empowered to make those sorts of choices.

Tatiana Perilla 31:18

When you said that, Ariel, it made me think about how... We talked about how our mental health can affect our jobs, but it is important to have that supportive environment because it can work both ways. You might want to put up with something at a job where you think that you can just get over if they're not being supportive, but over time, I think it's going to get to you. Like I've had my own instances where you have bad communication or struggles at work and it ends up affecting your mental health. It's not always just something, you can leave at the job, you go home, and it's still affecting you.

Ariel Schwartz 31:51

Jesse, if you were going to do this research all over again, is there something that you would do differently?

Jesse 31:58

I would include people from different countries to do this research, although it might be hard for them to use Zoom but we could try. I would like to interview two people at once instead of just one, Ariel, so we can incorporate the perspective of more people when asking questions.

Ariel Schwartz 32:23

Jesse, do you want to explain that again? Because I think it was everyone felt it would be better if it was two of like Jesse and Alex, or Jenna and Jesse, doing the interview instead of just one of you and one of me?

Jesse 32:36

Yes, so have two of us, of me, Alex, and/or Jenna to do the interviews. In order to incorporate the perspectives of more people when asking questions. If I could do the research all over, I would like to take a survey with more people about the topics we studied. For example, asking companies to give the survey to their employees, so we could learn from more people.

Tatiana Perilla 33:10

Do you guys know how many people you talked to altogether?

Ariel Schwartz 33:14

We talked to 12 people. Also another component of the research that we haven't talked about as much, and you don't need to include this, is that I did focus groups with 17 transition specialists, vocational rehabilitation people, and asked them similar questions about the advice they give. Then this group also analyzed that data, so they got to see the data from 29 people.

Tatiana Perilla 33:40

You were doing that research I'm assuming in person, and this one was online. What were some challenges that you faced because this was all done online?

Alix 33:52

We couldn't actually interview people face-to-face. I mean we did, I mean like in-person. It would be nice to meet them, but we didn't get to actually like meet them in-person.

Tatiana Perilla 34:06

Out of curiosity, was it hard to find people for the study, to recruit to ask questions to?

Jenna 34:14

I can say that Ariel shifted through a lot of emails and stuff. She sent out some digital posters, or she contacted different colleagues and was trying to get the word out. She would go through different times where she'd be getting a lot of emails asking about it, and then a lot of times when she was not so it was kind of difficult getting people to interview.

Tatiana Perilla 34:40

Alix, I saw it looked like you were laughing. Is there a reason why? Did you-

Alix 34:44

Because... The only reason why I was laughing a little bit is because I was trying to help Ariel find people and it just wasn't working. It just took a while to find people, so that's why I started laughing. I remember I was Zoom-ing with Ariel one day, and she just started emailing like hundreds and hundreds. Not hundreds, but like a lot of people and it was just kind of funny.

Tatiana Perilla 35:08

It is hard. I've had a similar struggle before trying to find people, which it's interesting because it goes both ways. It's hard to find people to interview to get information, but another challenge is you have all this really good information. Now, how do you get it out for more people to learn about it? Which kind of leads a little bit into my next question, how can people learn more about your research?

Alix 35:32

We do have a Facebook page, I forget what it's called. Ariel, what's it called?

Ariel Schwartz 35:36

It's called Disability Research, and we've done a lot of recruitment.

Tatiana Perilla 35:41

To find out about your research and data from this study, we can go on to Facebook and look at Disability Research team, and is it available on the page?

Ariel Schwartz 35:50

We have not posted any information about the research on this page, but we'll probably post the link to this podcast when we're ready. We wrote a paper and we just submitted it to Disability and Rehabilitation, which is a research journal. Everybody on the team worked to make sure we agreed with everything in the paper, and then they gave their feedback. Then Jesse and Alex decided that they wanted to write a little bit, so their voices are also in the paper. We'll post that paper when it's published, and we can maybe think about as a team if we want to post any little tidbits on this page about what we learned.

Tatiana Perilla 36:34

I appreciate you guys talking with me today.

Alex Schiwal 36:40

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