Speaker 1 ([00:00](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=0.09)):

For the same jobs, just slightly different times. So we'll both be coming back from different jobs and see each other on train platforms. It's glamorous,

Speaker 2 ([00:08](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=8.46)):

it's glamorous. No one do. You're missing that glamorous life.

Speaker 1 ([00:14](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=14.69)):

You clearly don't spend enough time on British rail. It's not glamorous,

Speaker 2 ([00:18](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=18.72)):

not I, it's terrible. Well, are you ready to do this?

Speaker 1 ([00:23](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=23.83)):

Yes. Okay. Why these, those wins? When's it coming out and all we mentioned in the current crisis.

Speaker 2 ([00:30](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=30.82)):

Mmm. Yeah. So, um, I didn't think it would come out till June, right. Because I've, I've done so many in the last week and I'm wanting to write some stuff to go with this about talking about diagnosis. So, um, I can, we'll come at Jane H but yes, I recommend you can talk about the crisis and um, because the crisis is still going to be going Dean.

Speaker 1 ([00:58](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=58.35)):

Yeah. Well the crisis is just our new normal, isn't it? This is how it is going to be forever.

Speaker 2 ([01:03](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=63.24)):

Exactly. But I think, yeah, I mean I think a little people are a little bit sick of hearing about it in Australia, but I think we can touch on a bit. Does that make sense? Sorry. Yep. Um, cause I was doing like just Corona virus blogs and at first everyone was opening and then I think everyone didn't want to think about it. It's terrible.

Speaker 1 ([01:25](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=85.39)):

I saw a term loss, not a new term I hadn't heard before. It is for people that haven't been sticking to the lockdown rules and we're calling them Covidien yet.

Speaker 2 ([01:38](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=98.55)):

I'm going to steal that co Vidiots write that down so I didn't forget it. I'm finding two things I'm finding with this lockdown cause we had eight weeks of straight blocked down where we, well more than you were allowed out to exercise whenever, which you've only just had but limit like just one other person you couldn't go to. It's like more than that. But um, okay. I'm going to write down co Vidiots I've just found Dane, like even the email I sent you, I rave raid. That's crap. It's like my brain isn't quite connecting in the white new stage. Do you know what I mean? Well, I've

Speaker 1 ([02:17](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=137.52)):

only just bits and pieces. So in eight prior to the couple of video is for people that they paid me to do. Um, but apart from that work wise, any work requests on email or any even the site is thing I just couldn't process for weeks, but the email would pop in and I realized that I just hadn't, I haven't got through the trauma of what was going on enough to be able to take any demands on. And it's only really been in the last week or so that I've been able to sort of go full throttle with things and get some things done. Mmm. I'm just feeling like I'm finding my favorite now. It's free for the week and then it was disbelief. Then it was mixed with panic, then it moved on to health things, IOT. So every little twinge is this the end.

Speaker 2 ([03:08](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=188.55)):

Okay.

Speaker 1 ([03:09](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=189.24)):

And then it sort of settled into just to, and exhaustion. And then the last two weeks or so, I'm starting to remember who I was before at all. Um, but there's that fear isn't there. Oh my God, I haven't done my job in eight weeks. Can I still do my job? Have I forgot every information?

Speaker 2 ([03:29](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=209.24)):

No, no. I feel like I've been on a roller coaster of like I went through, they closed the borders to Adelaide, which meant I couldn't go and see my mom even if she was dying. And that just, unless I went into a hotel for two weeks, like even if I wanted to go and visit her and that sent me into a spin, like literally in bed crying, you know, at the sense that was just like, what do you mean I can't because it my own mom who would have thought I can't come visit my mom. That's just crazy. So I went through that angry, crazy. And then I went into this, like I'd have a day where I'd feel like I'm good, I know my shit, I can write an email and then the next day I'd be like, Oh, this is fucking horrible. I can't do anything. I'm really, really, really like, Whoa. But I feel like I'm like my level now. Like I'm just sorta, yeah.

Speaker 1 ([04:17](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=257.33)):

How's your mum coping with without going on and we'll cruises.

Speaker 2 ([04:20](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=260.73)):

Well that is a problem. But luckily she had a big glass hurrah two years ago because she's developed emphysema. She's, yeah, that's why I don't think we'll get her out of the house cause she's so scared. She's already been in hospital with pneumonia and water on her lungs and his smoking's caught up with our Dean.

Speaker 1 ([04:44](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=284.81)):

Well it has a habit of doing that. Did you hear that the Paris university did some of the Paris hospital are doing some research because they're noticing that very few of their COBIT patients are smokers?

Speaker 2 ([04:59](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=299.06)):

No, I hadn't heard that.

Speaker 1 ([05:01](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=301.15)):

So to begin with, I thought so we give everybody nicotine patches to see if that boosts their immune system against it. But they're now realizing it isn't the nicotine, it's the fact that the lungs are so full of tar that the virus can't get in

Speaker 2 ([05:15](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=315.7)):

still. But still, if I read it, if we do another podcast and you've got nicotine patches all over your head, Dean beetle,

Speaker 1 ([05:24](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=324.93)):

and I said, but we're not recommending that people take up smoking because the different from smoking is still higher than the virus.

Speaker 2 ([05:36](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=336.74)):

Oh, I love it. I love it. Okay, well let's do this now. I'm going to do that formal introduction a bit, which I don't enjoy, but you know, the listeners do need to know who you are.

Speaker 1 ([05:46](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=346.96)):

Who are all those roughly? Is there anybody?

Speaker 2 ([05:49](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=349.73)):

None. I'd like, I would say yes, you'll get 2000 teachers. They listened to this all over world. Um, probably 5,000. Yeah. Tater assistance and like I enjoyed, you know, AIDS and then about 5,000 parents, but it's super, super popular. Um, and yeah, and I did 19. It's surprising like I was, I didn't really want to do a podcast, but I'm so glad I have. And um, yeah, people come up to me now at conferences, like they're my long lost friends because they've listened to me so much in the podcast. So it does build a relationship with them, but this still mainly teachers. Um, and a lot more dads listen to this. Okay. You know, they won't come to a conference and sit

Speaker 1 ([06:45](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=405.19)):

[inaudible]

Speaker 2 ([06:45](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=405.3)):

yeah. Isn't that interesting? Bye.

Speaker 1 ([06:49](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=409.57)):

Do we not have, get very many autistic people listening?

Speaker 2 ([06:54](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=414.86)):

It's this whole weird thing happening out there. At the moment, Dane, with this, I get a lot of hate online cause I don't have autism. Have you seen all those trolls?

Speaker 1 ([07:04](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=424.14)):

Yeah, I still do that. It's very much the case in the UK now. The, it's going the way that the only trusted advocates in the UK now are the autistic ones, which is a shame because there are so many non autistic folk who are really good allies and you know, autistic people make up 1%. We need our allies to get it to get anywhere. Um, and it's about working together. So it's a shame, but it seems like the, um,

Speaker 2 ([07:32](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=452.36)):

yeah,

Speaker 1 ([07:33](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=453.15)):

politically the only voices I've got any way in the UK now, the autistic violence,

Speaker 2 ([07:38](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=458.01)):

yeah, I think depends on, hopefully the pendulum often has to swing and it'll come back. But the way I look at it, I'm an, I've had a lived experience of being a teacher of a child on the spectrum and you know, like I consider you one of my good friends. I have many friends who I love and you know, I don't think we have to say I'm autistic. You're not autistic real humans like

Speaker 1 ([08:02](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=482.54)):

and also I think we will have something to bring to the table. But I think for so long the autistic voice wasn't given any room at all. I think you're right. That pendulum has to swing in order to find the middle research is already just starting to think maybe we should ask the autistic people what they think about being autistic only just started.

Speaker 2 ([08:22](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=502.31)):

Yeah. But I mean if you think about it, for years I've done that. I've talked with people like you and when Lawson and always included temple Grandin in my, you know, I've always included that voice and videos of kids telling their stories. So I think for me

Speaker 1 ([08:40](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=520.72)):

the emails, like if people saying we have such a commitment to the causes of autism that we want to put on a whole day or speak about autism and you look at the thing and they say, we've got room for sad to have 15 minutes, you feel me? Cause you realize you're the only autistic there. Yeah. Unless the sr in this house, seven hour chunk, 15 minutes, that's not a commitment at all.

Speaker 2 ([09:01](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=541.99)):

Yeah. That's a token. Yeah. No, not good. Okay. Let's get this party started. Last cough, last skull, not vodka.

Speaker 1 ([09:17](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=557.62)):

Jim,

Speaker 2 ([09:19](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=559.05)):

how did you know? Welcome everybody. I am thrilled today to have Dean beetle on the podcast with me. Dane baito has toured the UK and internationally for 15 years as an autistic speaker and trainer. He speaks at conferences, events, university courses, and seminars about being autistic. I've had the privilege of having spoken with Dean in Australia and New Zealand, which has lots of fun and we have so many fabulous memories of our road trips. We might get into some of those later, Dean, maybe if you spend the stories. Well, maybe that's a whole podcast on its own. It might be X-rated one, but anyway. Um, welcome Dane.

Speaker 1 ([10:02](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=602.93)):

It's a pleasure to be here. It's so nice to see you.

Speaker 2 ([10:05](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=605.25)):

It is so lovely. Now, Dean, one of Dean's absolute talents is he's a singer and he frequently sings at charity balls and I highly recommend you watch some of his fabulous singing on his Facebook page and they always lift my spirits and lots of fabulous 80 songs. Just saying ADC is the best decade of songs. Dean just say

Speaker 1 ([10:25](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=625.4)):

absolutely. It's the last time you used it. Kind of tune out there.

Speaker 2 ([10:30](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=630.94)):

I even, my kids still listen to eighties so it's amazing. Like they, they're the ones they're happy to listen to even though they weren't alive then. So do you have a favorite people should start with, which is your favorite on your Facebook? Oh,

Speaker 1 ([10:45](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=645.84)):

ah, well actually my favorite is one I haven't quite done yet, but I'll tell you about that later.

Speaker 2 ([10:52](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=652.01)):

Oh, okay. So keep sign up to Dean's Facebook page. So you will be the first to see this coming soon. That sounds good. Um, Dana's a proud promoter of the autistic voice, encouraging and empowering other autistic people to share their experiences and insight too, which is our topic for today, autistic identity. Jane, can you share what that means to you?

Speaker 1 ([11:16](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=676.6)):

I think for me, and I can only talk about my own experience, I don't claim to be a voice for anybody else except myself. I did an event last year where all woman said to me, I love what you've shared and I love what you say, but you do not speak for my daughter. You are not my daughter. And I was polite to her cause I'm paid to be. But in my head I was screaming, funnily enough, I'm not like your daughter because I'm not your daughter. No. I've never claims to be a voice for the community. I share my experiences. And so for me, autistic identity is that moment. I think it begins in that when you give yourself permission to be who you already are, I think there is such colossal pressure from society to be everything. But Mmm. The messages I got as a child in school certainly were, wouldn't it be wonderful if you could be more like the others?

Speaker 1 ([12:07](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=727.02)):

Yeah. But it was only when I sort of dismissed all of that. Mmm. And accepted who I already was and gave myself permission to be an autistic person. Like then felt that I'd develop my artistic identity. Mmm. I was looking through some old photographs recently from primary school and somebody had written underneath, I'll never forget Dane Bedo. Oh, isn't that nice? You know when you only read something once and you go back and read it again and you realize you've missed the meaning. I read it again and it said, I'll never forget Dean beetle. He was a bad boy. He bit me on the shoulder.

Speaker 1 ([12:43](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=763.77)):

Clearly she does second comment. Mmm. Our rep redeem Bedo he used to try and break my hand and I thought this is becoming some kind of sort of therapy group for survivors of Dean Beadle. And so I'd read it and I laughed and I thought nothing of it went back to find that picture again. And there was a comment I'd missed and the comment said, I went to secondary school high school with Dean Badal and he's changed big time. He's a good boy now. And that really upset me because the assumption there is that once I wasn't good, you know, you realize how much of people's identity is skewed by this sort of behaviorist approach. There's often their arm was defined by behavior. And people overlooked that that behavior was as a result of a need? No, I always think behavior is a sign of anxiety or distress isn't aggression or anger. It's, it's, it's the side of the child's struggling. And so I realized a lot of my identity, um, was about reclaiming how I saw myself away from that negative narrative. I suppose

Speaker 2 ([13:47](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=827.8)):

it's so important Dean, and I think this is why so many of my children end up with trauma and no one did. They don't want to go to school and highly anxious because how could that end up being written about you in words? People must've seen paper wrote that down about you or children felt it was okay to write that. It breaks my heart, but at the same time it's such a good little list, you know, less than for my listeners to hear you sharing that because sometimes it's words. My kids here, it's not always written down and yeah, they just hear those things from people. And I always say, you know, often to teachers, we'll be talking about a child in front of them or he's having a bad day in front of the child. Like that's terrible. Yeah. Yeah.

Speaker 1 ([14:33](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=873.7)):

I entered a job, um, in Scotland. I did a little tour of Scotland about a year ago and uh, and had a lovely time, but a lot of wonderful people. Um, very, very appreciative that I've made the journey up as well. But there was one lady I met who come up to me and she's with her daughter and she said, Mmm, my daughter got her diagnosis two years ago, Dean and she won't be as successful as you. She's, it's crushed her. Look, it's completely taken away as self esteem. So the goal was stood there and I was watching her and thinking, it isn't a diagnosis, it's crushed yourself esteem. It's hearing all this negativity. There might be even said, you know, in front of a daughter, I knew there was something wrong with her. Dean. And I looked at a little girl and I said, I want you to know now, there is lots.

Speaker 1 ([15:19](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=919.58)):

That's very right about you. Thank you very well. People don't realize that this the negative narrative that they're pumping out, that their children are hearing. And what strikes me, I was looking through some old paperwork from those days from my childhood, which listened to is some time ago now. Um, I was looking through all this paperwork and was amazed that how negative even staff that liked me seemingly. How negative that the narrative was that they were writing. Mmm. I'm thinking you're running a fat child. How can, how can anybody be as negative as this about a child? I did a job in a school and then a friend of mine who's the autism lead in this course. Let's, we can you look at this report about which child? Because at this school they have um, quick written profiles of each child on the wall for new staff to see, um, if I've got a change of staff and somewhat a TA had written this, um, this report of this child and it said child X is always urinating in the corridor.

Speaker 1 ([16:27](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=987.75)):

Child X urinates in cupboards, child X urinates in the playground, child X urinates in the staff room. Child X gets violent if you call it urinate child X manipulates situations so he can hear it. And on and on it went and the autism lead passed it to me completely, you know, exasperated and said, look at this data. I'm staring at this. This is making me so angry because that isn't the child. I know. Would you rewrite it for us as well? I've never met Michelle but I'll do my best. And I sat staring at this paragraph thinking you call it, improve this. And so the only thing I could think to do was to completely wipe the locks and just say it is important to child X. They urinate regularly. Perfect. They've done is that focused on the what they were seeing and not why it was happening.

Speaker 1 ([17:16](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1036.07)):

You know, and there's a lot of behaviorism coming back up again in the UK. I don't know about Australia, but there's lots of what they call warm strict and zero tolerance and all this stuff in schools, which basically gives schools carte blanche to not meet needs at all. Mmm. Or to not go into any it not be interested in looking over needs might be, you know, for me it's about looking at what the need is and then at that tingly environment and what we're seeing in a lot of these pavers practices is looking at what the need is and then trying to adapt and modify the child. I know, I think that leads to the trauma that you were talking about because it teaches kids that the way they are isn't valid and that they're right to say no is it valid? And I think that's incredibly dangerous.

Speaker 2 ([18:01](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1081.44)):

It's so dangerous. Gosh, Dane, you've covered a lot of things there, but I'm just thinking, I've just done a podcast with Jed Baker who's a psychologist and I'm sad to hear the behavioralists stuff's coming up in the UK because what Jed Baker said that I've never thought of before. All those behavioralist models, which I learned at uni as well, are all based on animal studies. Yeah. And I mean have wrong is that they're not based on human studies. They're based on dogs and monkeys and pet loves dogs and yeah, how can we apply that to humans? That's just

Speaker 1 ([18:39](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1119.45)):

when you look at the, the beginnings of some of those behaviorist approaches and you read about how autistic people were referred to, I mean in some of the research were referred to as subhuman. You may be able to domesticate them with time. You know, how could anybody in 2020 we basing anything, all, all that stuff that's clearly just beyond disgusting and yet some from somewhere, this sort of behaviorist approach is coming back up. Um, and it's probably because it's easier to punish behavior than it is to dramatize someone into complying that is to try and understand why the person is distressed in the first place. Well that's probably because it involves the professional accepting that maybe they've got something wrong somewhere along the line in that child. It's easier to put it all on the kid, isn't it?

Speaker 2 ([19:32](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1172.47)):

It so is Dean. And that's why I love when we've spoken together. When you talk about giving the kids the tools and empowering them to manage their own behavior instead, like when you were younger and you felt you were just giving cards and being told you're naughty but didn't know how you could be part of the solution, which is always what I think your message about helping the child feel like they're part of the solution is, and

Speaker 1 ([19:59](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1199.55)):

the sentence I always use with teachers is I say if you point a finger any, any behavior, you have to remember that four of your fingers are coming back your way. There are four things you could have done differently and that isn't saying behaviors. Anybody's fault is to say that we all have an impact on each other all the time and I think too often everything is put on the child and what's missed is people realizing that actually maybe they raised their voice so that distress the child, maybe the sensory environment wasn't right maybe, which I was anxious about. All sorts of possible outcomes. We all have a part to play. They're all things we could do. The stop situations escalating. So I think a huge part of being part of a solution, it's being supported in working out what the need is in the first place. And I think very often that gets ignored. You know, schools are very good at having behavior policies, but whether enough time is spent on looking at why the child's in distress in the first place, I'm not sure that's happening even still and enough anyway.

Speaker 2 ([20:59](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1259.24)):

Yeah, I mean I see some great examples, but I always think as a teacher we do a full fingers pointing back. It's so much easier to be proactive than reactive actually being reactive. So exhausting. But putting in place positive strategies and building, you know, maybe giving a child a job to build their self esteem or distract them or whatever's required. Isn't that better than sending them to Nicola? Like there's so many things you can do that actually give the child the break in a positive way rather than then and half the time. I think most of my students have no idea they're in trouble because most of the kids that I work with don't like getting in trouble. So they'd never do it if there wasn't a reason for that to happen.

Speaker 1 ([21:43](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1303.99)):

It's true. And I think if you were to ask most people in the street what is autism, I think a huge number of them would use the word behavior in that description. Yeah. And it's always important to say that autism has never grade and will never be considered a behavioral thing. There are no, no such thing as autistic behaviors. You know, I do the same things under distress. I'm sure you do. It's just that we know that our autistic folk have probably got much higher anxiety based. So they're not autistic people too. The behavior is not one definitive thing. I was doing an event, um, in Hartfordshire just North of London and this little girl, she was nine years old, she's got her autism diagnosis two weeks before. I know I was the first speaker that she'd ever heard talking about autism. And the first question that anybody else in the room was, has now had hand shot up and she said,

Speaker 1 ([22:37](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1357.06)):

am I more likely to be a criminal when I grow up because I'm autistic. It was only a year or two ago. So these are still the messages that are coming through. You know, autistic people are only reading in the paper about negative behavior approach, negative stuff. I don't have great pleasure in saying to that girl that time and time again, the statistics show, the autistic people are much more likely to either be victims of crime or witnesses of crime. Some perpetrators of it, autistic people are far more likely to want to adhere to the rules and to deliberately break them. Mmm. But numbers just out there and yet the newspapers, I only tend to report the one time a year that an autistic person finds their way into the criminal justice system. Yeah. I buy one time a year. I mean in total, not each.

Speaker 2 ([23:23](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1403.88)):

Yeah.

Speaker 1 ([23:26](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1406.03)):

But they'll report on that. The only thing that the child is seeing, it's that negative headline and it proved it on that evening that, that that poor girl, her only understanding of what her identity was was about behavior. Totally. Totally missed the point. Um, and it's, it's that around autism we think things are changing. Um, but still in the UK, I don't know about Australia. Anytime there's any kind of unusual crime within minutes, the newspapers the same, but could they have been? Yeah, it's not helpful. It's not accurate?

Speaker 2 ([24:00](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1440.75)):

No. No. It's not helpful or accurate. Yeah, no, I mean we get mixings in Australia, I get more upset where someone commits a crime and then they, um, sort of backwards diagnose the person. Do you know, like, like that where they then sort of go and get a diagnosis and then sort of use autism as a blame and that isn't what it should be at all. But I guess that's an whole nother thing. What age did you find out you're on the spectrum, Dane?

Speaker 1 ([24:28](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1468.88)):

I was, uh, it was 1998, so I'd have been knowing, and people often say to me, you know what, what, when did you find out, did your mother tell you all the top of a mountain with the wind blowing in your hair? Or did you go on a nice long train ride and she broke the news? No, her friends told me accidentally in burger King. That's the tone of the tone of glamour in my life. I started there and dropped. Um, and a friend told me accidentally, Mmm. My friend thought I knew. It's actually just mentioned it and I'd been for the assessment probably about three to six months before. Mmm. And Robert got the, the outcome. She got the paperwork but wasn't quite sure how to broach the subject as so many parents that the million dollar question I get asked all the time is, how do I tell my child?

Speaker 1 ([25:18](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1518.61)):

Mmm. Someone wasn't sure how to tell me and sorry, a friend told me by X. So I found out knowing. But again, my ugly understanding of myself at that point is it took me much longer. So to build a sense of self. My only understanding at that time was this must be the reason why I've been in trouble so much. That's how I internalized it. And I think a lot of kids do. I think that because of that sort of very behavioral approach that we're still in, I think that's how to begin with a lot of iron paper ended up defining themselves. Um, and it's a shame, you know, I hadn't realized they had done any damage, uh, that sort of negative narrative that was around me from professionals and in school until I met my partner and he said, I love you and I just didn't believe him.

Speaker 1 ([26:08](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1568.1)):

And it took a good couple of years to believe that it could be the truth. And I realized that my self esteem has started to be built in amongst all of that criticism. Wow. You know, so many of our autistic youngsters feel a pressure to mosque to conceal that they're autistic. Pretend to be not autistic. Mmm. If the message that's coming across to our youngsters is you'll be successful if you pretend to not be you. That's really worrying. Um, and dangerous. And so many autistic folks find themselves in burnout because of that, because they've spent their life acting pretending to be somebody else pretending to not be anxious. Um, so my understanding of myself to begin with was very entrenched in that behaviorism because it's what I was hearing. Um, and then it probably took me another 10 years at least I'd say to, to, to reframe that narrative and see myself in a positive way.

Speaker 1 ([27:06](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1626.47)):

Um, but parents often say to me, how do I tell my child that they're autistic? Let's say there isn't, you know, the correct day, the correct age. What is important is how you frame it. So I think it's important here to talk about that there are different models of disability. So you've got the medical model and that's where I've diagnosed. This comes from the medical model is very much talking about disorder and deficit and things they've perceived. The child is lacking the search and, and, and, and it puts the, the medical model puts the focus on there being something deficit in the child. So if we worked really hard to change the child, maybe the child will learn to be like his, his or her peers. And then you've got the social model of disability that says the individual is unique, is wonderful, has their own skills and talents.

Speaker 1 ([27:56](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1676.22)):

The problem is that the world isn't very well designed for them. So we changed the world. You know, if a child needs a wheelchair, we put a ramp in. We need to do that for our autistic folks. You know, we don't try and teach the person the wheelchair, not to need a wheelchair. We modify the environment. So a social model says it isn't the person that's the problem. It's the fact that the environment doesn't meet the needs. That is the disabling factor. I do. I go with that. So I think for parents it's about saying to our children, your fabulous as you are, the world doesn't understand you as well as I could. So that's what we need to work on. We need to educate people. We need to, to change the environment. Are the things that you find difficult because the world isn't very well designed for you. But these are the strengths that you have because you're autistic and not despite it. It has to be that positive message from the beginning. It isn't dismissing what the needs are, it's just not writing the child off because of the, it's the crucial point.

Speaker 2 ([28:55](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1735.01)):

I agree. And I do think that's a bit of a challenge because with some of my students that as you say with the behavioral model, often two parents are sort of taking the children to a psychologist for there's a problem. Like the child senses, they're there for problem not to understand and get insights. And I always say, you know, you're going there so I know how to teach you best. That's what I say to make the students. I say, I've taught lots of children and I want you to have the best time in my classroom and what I need to know is how I can make learning perfect for you and best for you. And so we can work together. And that's what I said my parents. But the reason I don't want to label kids, but it tells me, well, this student really struggles with executive and other might have massive sensory issues. So how do I accommodate those in that social construct? Mmm, okay. The, that's all this evaluation's doing for me and I, I sort of half read that and then observe and what I know best of the child. And I think for many of my families,

Speaker 2 ([30:01](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1801.87)):

I think they in their gut know that they should be going the way you're going. Saying, but again, they get all this pressure from their, you know, in-laws or other people going, you know, what's your child's problem? So they start to hear that problem even though their gut says their child is just different. Not a problem.

Speaker 1 ([30:21](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1821.12)):

Yeah. Well I was, I was, I mentioned at the beginning about, Mmm, you asked me what my favorite song to do was and I said, I haven't put it up yet. I've written a song, hello as we speak, as we record, it's currently may. Mmm. Oh, I've written the lyrics and I've written the topline melody. I've sent it across to my guy that does accompaniments for me and he's putting the music around it. So hopefully within the next couple of weeks that will be out on all my, all my social media and YouTube and things. But what surprised me when I started to write, cause that was my goal for this year, was to write some souls that I could perform was what was coming out of me. It was all of this anger.

Speaker 2 ([31:00](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1860.33)):

Wow.

Speaker 1 ([31:01](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1861.81)):

The song that's going to be coming out in a couple of weeks, hopefully that the main point of it is it saying to the non autistic community, how dare you have the arrogance to think that you're the gold standard. Yeah. How dare you tell me that I'm less because I'm not you. Yeah. It doesn't take long to look at that attitude and think, actually that's really disgusting. And it's that medical model saying 90% of people who've got it right, you autistics need to work harder at being like us. And the social model says, actually you've got a right to be yourself. And so the song I've written is all about that. Um, so some research came out last year that I think is really interesting. It was by the, um, department of autism research and technology ed. And we're a university to Google that, especially for you.

Speaker 2 ([31:52](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1912.69)):

Oh, thank you Dane. You always look after me. Dally.

Speaker 1 ([31:55](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1915.99)):

I talk about this research all the time, but I never know where it's come from. It's looking out for you. And they observed groups of autistic people interacting and groups of not autistic people interacting and they watched them interact with each other. And what they found was that the not autistics were very good interacting with non autistics. The autistics were excellent at interacting with autistics. The problem it was when the two groups tried to interact. And so the outcome of the research wasn't the autistic people are socially deficit. It was the autistic people have a separate set of social skills that just happened to be different. The non autistic ones. Um, and that bears out a theory that an autistic academic easy to say who Damien Milton, uh, has been writing about for the last five years. And he calls it a double empathy problem.

Speaker 1 ([32:45](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=1965.86)):

And he says, you must remember if you're not autistic, that if you're struggling to understand autistic people, you have to remember all of the time that they are having just the same problem making sense of you. You know, the narrative for so long has been all autistics hard to understand. But what the world's forgotten is that at the same time autistics are sitting there thinking what on earth is I made it. Why, why are they doing that? Mmm. So it's just a case of two different kinds of brain trying to make sense of each other. Yeah, it, it, it's leveling that playing field for too long. The blame has been apportioned on autistic people struggle to understand us actually both ways. You were struggling with us too, but it's, it's finding that gap in the middle. And what was lovely about that research, and it's nice we can tell our kids is you're not lacking. You just have different abilities and skills then they're not autistic people do. That's it.

Speaker 2 ([33:41](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2021.59)):

Exactly. And you know, I love the term diffability not disability and you know, it is just a different way of thinking and engaging and learning. And if we can just understand that difference. But I know, you know I have three so called neurotypical kids. My three kids are very different in their learning style too. And I think, you know, there were all different learners, but just back on your goal, Dean of writing a song this year, one of the things I've always loved about you, you always set yourself goals. When I first met you, you first started just singing lessons, remember and then you did your big white loss and um, you know, and now writing a song, do you spend a lot of time thinking I should set a goal or do they sort of come to you? Like you were saying, I love for parents listening, you know, they often have trouble motivating their kids. Where does your motivation come from?

Speaker 1 ([34:35](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2075.27)):

Funnily enough, during this process of lockdown and this, this, this ticks in with, um, what we've been talking about, about identity as well is I found that there are some days where I have all this energy to do things I can, I can get through the processes to do stuff. I can do the whole executive functioning thing just about I can get myself in the bath, I can get myself out, I can get through my to do list, are there, there are big chunks of the weight. Roy just cold and during this lockdown I've had to realize the, during the periods where I can't to remember those days where I can have coming.

Speaker 2 ([35:12](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2112.6)):

Yeah.

Speaker 1 ([35:14](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2114.1)):

To and also to give myself permission to have those days where I can't, there are some days where I'm laying there thinking, processing and processing the steps that need to be taken to get into the bath and lay there for hours thinking it through and through and through and just thinking it's too many mountains to climb. I can't do that today. And realizing that that is okay, I'll do it on a day when I can do it. And giving myself, realizing that I have fat, spiky profile, there are days where I can do things and there are days when I can't. Um, so the inspiration takes hold. It often comes from nowhere. I'll record something, I'll write something, I'll do whatever. And then I know that there'll be days coming in the rest of the week where I just won't be able to. Mmm. And during lock down, I'll have to learn to forgive myself for that. I put, I used to put so much pressure on myself. You should be doing this, you should be out doing that. You should be maximizing every minute. Not realizing that I needed those moments of recovery in order to do the other stuff.

Speaker 2 ([36:12](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2172.05)):

Yeah. And, and having traveled with you, I know you just get talked out and, and needed downtime where you just Dean time and, and I need my time too, but I know, you know, just getting up and presenting, that takes a huge amount of energy for you, Dean.

Speaker 1 ([36:28](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2188.55)):

Yeah.

Speaker 2 ([36:29](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2189.31)):

And then you know, when we'd be traveling for quite a while where you just need that downtime. But I think, I'm hoping with this lockdown and more and more paperworking from home, actually some of my young people are going to have more work options where they can do 40 hours across the week. That works for them. Not have to go in the standard hours of everyone else.

Speaker 1 ([36:50](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2210.81)):

Yeah. Well this is the big change that I'm hoping for the UK as well as for so long. Mmm. People have all kinds of disabilities and we're reclaiming the word disability. It's been seen as a negative words. Why isn't it, why should it be a negative word? You know, if we go by the social model of disability, it's not a criticism at all. It's just a word that describes that you're different and that you have your needs. So I'd say three really big movement to reclaim the word disability, which is interesting. Mmm. But the employers for so long have said to, to disabled applicants, well, we love you, but we can't have you working for us because we need you to be in the office and now they've fallen on their own sword, haven't they? They're encouraging everyone to work from home. And so we're hoping that as a result of that, as you said, many, many more people have been excluded from the workplace. I'm fairly, employees won't have an excuse to do that anymore. Um, and too, right, because they're missing so much talent and ability. Oh, I think our workplace is neat.

Speaker 2 ([37:56](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2276.76)):

Absolutely. No, I'm really hoping it'll be a positive outcome for, for everybody, as you say, with even, you know, for families having more of a flexible workplace. Yeah. Everyone's needs. I mean, I hope that's a good outcome for all of us.

Speaker 1 ([38:10](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2290.95)):

I also say that there's an argument to say, and, and don't get me wrong, I'm not reveling in this, but there's an argument to say that suddenly most of the population have experienced the level of anxiety. The, our autistic students are experiencing [inaudible] locked down times. And I'm hoping that that might lead to a little bit of understanding.

Speaker 2 ([38:32](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2312.42)):

I couldn't even,

Speaker 1 ([38:33](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2313.08)):

well, I have a bit more empathy.

Speaker 2 ([38:34](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2314.95)):

Yeah, no, I couldn't agree

Speaker 1 ([38:36](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2316.09)):

more. I couldn't agree more. And you know, I think that some, it, I've always said the key is to put yourself in a charged shoes that maybe now people can really put themselves in a child's shoes and understand that, you know, look at your own behavior. Like I've had friends who've gone into a Netflix void where they've just binge Netflix for days because they've lost their job or can't put their head out from under the doona. Well, maybe a kid has been at school all day going goes into that Netflix void for exactly the same reason today. And hopefully people can reflect on, on those experience if they've had from lockdown and how that anxiety shows up differently for everyone too. Yeah. And I'm realizing that I did a job recently where a teacher said to me, Mmm, you're talking about anxiety and worrying about all possible outcomes.

Speaker 1 ([39:31](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2371.81)):

You said, what happens if you're anxious about something that's real? You said, what happens if you're anxious about something was actually happening. But I said to him, I think you'll find that every single anxiety that our children feel is real. Yeah. It may not seem to be over anything rational to you, but if they're feeling it, it's real. Yeah. I know. I think maybe people start to realize now the level of anxiety, but their children, so they teach or that their parents have Mmm experience every day over things that they don't notice. And I'm hoping, as I've said, that maybe this period of time will help people to realize that. And then they're not dealing with behavior. They're dealing with distress. Absolutely. And you know, I always say if you can't, you can't get engagement and participation up until you get anxiety down. That's the number one thing.

Speaker 1 ([40:22](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2422.89)):

Get the anxiety down. Because as I know with you, that once your anxiety is down, your sense of humor, you know, they say, once you get to know a person on the spectrum, you see their sense of humor. Well, when you're highly anxious, the Jags don't come out right. But when to relax. Or sometimes you use humor as a decoy. But for many of my kids, until you get the anxieties and you get, don't get to see the beautiful person they are. Cause how can they show that? Yeah. Aye. Aye. Aye. I'll tell you this. I don't think I've told you this before. It's a story that involves you actually. Did I make the anxious Dean? Oh no, no you didn't. No. In that instance, you alluded to it earlier on and it was something, it touched on what I said about permission to have your needs.

Speaker 1 ([41:09](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2469.39)):

Um, do you remember where were in the hotel in Jalong? Oh yes. And there was a spider in the corner of the room in your room. You came and dealt with it. You went all Indiana Jones about it. You're going round the room with a coat hanger, um, or Amazon like in, in your sparkly top. And um, once you left the room with SWAT rooms and stuff and it was all sorted once you left the room and I shut the door and it was all resolved. I sat down and had a bit of a week and I thought, why am I upset? And it dawned on me that I was upset because somebody had seen my anxiety. Oh, I talk about it all the time and I verbalize it in front of audiences all the time, but I don't actually let people see it. I'd spent my entire life putting a mask in front of it, pretending I wasn't overwhelmed and someone had seen my anxiety. And in that moment I felt that I was lessened by it. And I have to think why it's, what does this mean? Why am I telling myself that I can talk about my needs publicly, but I can't actually have them and display them.

Speaker 2 ([42:19](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2539.91)):

You might, Dean, cause I never ever, I didn't look on it. You as being anxious. So Nate, I didn't even see,

Speaker 1 ([42:28](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2548.59)):

yeah, it wasn't new at all. It was how I was viewing that situation and the shame I was feeling about it. I'm thinking, why are you thinking that? How can you advocate for other people to have their needs and then not give yourself permission to have your own? Why do you think of yourself as weaker? Because someone's seen it. Yeah. And I realized that it was quite a moment actually. I realized that I still put that pressure on myself to conceal what we're needs are, to not let people see them, to do them in private. Mmm. Another big thing that happened a few years after that, I was doing a conference in Ireland and a friend of mine who I've worked with, a lovely woman called Emmerdale Maine, who does a lot of work as an autistic advocate, campaigning against all of the abuses the autistic people are subjected to.

Speaker 1 ([43:18](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2598.58)):

And she's wonderful and she manages to get criminal convictions as well. She's great. Um, we discovered at this conference in Ireland that we live really close to each other. That's what she said, seeing us, we live close to each other. We can share a cab home from the trip, from the airport. So we did all the journey from Ireland back to Southeast London together, unless she got out of the taxi. She said to me, now I know you live around the corner. We'll have to be out for a Curry. I know I'd spent my entire life saying, yeah, that will be great. Knowing the, even if I adore the person as I do her knowing there was no way I'd be able to do that, that social commitment, you know, I socialize a handful of times a year and that's enough. Mmm. Knowing I'd find a way out of it, knowing I'd have to come up with an excuse.

Speaker 1 ([44:05](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2645.33)):

I felt anxiety building and I thought, I'm not going to say that anymore. I've had enough. And so I said to her, that's a lovely offer and I'd love to see you, but the reality is my chances are I won't have the energy or the given day and chances are I'll be really flaky about it so I won't commit if that's all right. And she looked back and she said, well, that makes perfect sense. That's fine. Because of course, as a fellow autistic, she totally got, and then she got out of the cab. I said to us, I was 29 at the time. I said to myself, you can say no date. Yeah. You don't have to commit to stuff that you don't want to do. You have the right to say, that's lovely idea, but I'm not going to do that because I haven't got the energy for it.

Speaker 1 ([44:47](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2687.52)):

That's not me. Yeah. Two 29 to be able to, to give myself permission, full permission. Just say that's lovely, but I don't think I want to do that at the moment. Oh. And again, it's because society pressures you to keep up with everybody else. Be more like we're not autistics kind of a big bit of advice. I would give autistic people, parents, autistic people, um, teachers is never encourage autistic people to fill up. They're in a race or they're competing with not autistic. No, it's comparing cats to dogs. We have different skills and abilities and it was only when I stopped putting that pressure on myself to compete, to do all the things. What are typical friends could do? Who wins? I could force myself through all of that. But who wins? It's certainly not me. And now I realized that I spent a lot of my twenties in burnout where, you know, I do the tours that we did four tours together. I do those, I'd be touring constantly in the UK as well, doing about 80 80 events a year. But when I wasn't doing that, I was laying flat in a dark room somewhere.

Speaker 2 ([45:50](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2750.48)):

Yeah,

Speaker 1 ([45:51](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2751.49)):

absolutely. Energy lists exhausted. And I hadn't realized at the time that that was what was happening. It was just what was happening. And it was only when, about a year ago where I started to find out how this energy again, and, and this, this, I was just getting through every day, no, th let's get this thing done. Let's get this thing done. Even things that I love to enjoy it. Let's get it done, let's get it done. And then about a year ago, I started to find myself really keen to do stuff again and energized and I thought, Oh, this is what it's supposed to be like. I realized that my twenties were a period of recovery from all of the anxiety and all of that. All of those years of concealing were needs, I suppose. Yeah. So it's only really been in the last year that I've said, actually, you're allowed to have your needs. You're allowed to say, actually I need this accommodation and that that is a sign of weakness or, or falling behind, not autistic people. It's acknowledging that you are different than an autistic people and that that is your right.

Speaker 2 ([46:49](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2809.08)):

I love it. And advocating for that. And it sounds like now you can self-advocate, which is what I say with my kids and to their parents. When the child knows about their diagnosis, they can actually advocate much more effectively. So one of my little boys, when he had a relief teacher one day, he could say to her, hi, I'm Adrian. I have Aspergers. I don't like having different teachers in the room, so I'm going to sit up the back and do my work. Isn't that better then in doing behavior, which is what he used to do to get removed, you know, so he was okay.

Speaker 1 ([47:24](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2844.73)):

Effective governing that moment when you're stressed and you, the people very often will take you out the room. Yeah. That works. That's the quickest way to get out of that situation that I call it deal with. It would make sense why you would do that again. Yeah. And people then start to talk about that as manipulative and challenging. Oh no. It's a personally distressed in whatever it takes to get out of that difficult situation. And as you say, it will be sidestepped by just listening to what the child's needs are

Speaker 2 ([47:56](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2876.89)):

and letting them know they can communicate their needs, which I think, yeah. Is that a good way to finish off? Because I must say typical Astine we've gone well over the 30 minutes, but

Speaker 1 ([48:06](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2886.88)):

I, there's one more thing.

Speaker 2 ([48:08](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2888.14)):

Oh yeah. That's why I was going to check. Yeah.

Speaker 1 ([48:10](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2890.95)):

Mmm. Because it sums up this whole thing entirely. I was doing a conference for school principals had teachers a couple of years ago and a head teacher put her hand up and she said, if you have, Mmm, if we live in a world of diversity and acceptance now, and I thought, that's news to me. And she said, if we live in a world of diversity and acceptance, then why do you need a label, Dean? Surely we can meet your needs without you having this label. And I will. It's a tough, I found it out. So even though I was raging, I found it out and then I went home and wrote a thousand words on it and popped it on social media as a proper response. I was so angry. And the response I came to was, I do not have a label. Label implies it's removable liable employees.

Speaker 1 ([48:55](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2935.48)):

It's been given to me. All the diagnosis is, is a professional opinion. A confirmation, you know, I was autistic before I had the word, you know? Mmm. It's who I am. I don't have a label. I have an identity. And so I met a lot of parents who are nervous because they don't want to label their children. We don't avoid finding out what your child's identity is. What we do is we avoid society thinking that that's a label. It's changing the narrative and it's why the language is changing. You know, we used to be told, you have to say person with autism, with employees that it's removable. It implies that I can leave it in the car. Okay. Autistic people again and again and again in research. Tell us that autistic is the word that we prefer. It's who we are. You wouldn't say man with gay.

Speaker 1 ([49:46](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=2986.1)):

Yeah. You'd say gay man. And it's exactly the same principle. Always medical tells like have autism got autism. Um, I met a parent the other day whose child was told they had patches of autism like well under the Arbor between the sides. Ridiculous. Um, it's, it's moving away from it being this sort of Mmm. I suppose magical is problematic thing and realizing it's a descriptor to describe how the person experiences life and what skills and abilities they have. It's shifting away from the medical model across to the social and it's about changing that language as well.

Speaker 2 ([50:25](https://www.temi.com/editor/t/y5tZ7Lt0fl3myrIt13zMPNIbcYsfqwTopkJOmzenghfGCLDODPYkRIoLG0T3jRcBGKBtzRNlEUwjwuglZcrjOB4TFA0?loadFrom=DocumentDeeplink&ts=3025.09)):

I love it and that's a great way to finish it. And I will link to that. Um, right. That I think it's that on a blog somewhere. I remember I read it at the time. How about language? About the label when you had that running with the kit. That would be great cause I'll put it in the show nights for people to rate. So Dean, absolute pleasure. I'm sure people are going to take so much away from this and um, stay safe and thank you for joining us. Yeah, well I hope you've got some amazing insights and understanding and ready to embrace your child's autistic identity and help them embrace it too. I will make sure I put lots of great tips and ideas and link to some of Dane's amazing things in the podcast notes. So make sure you have a look at that. And I highly recommend that you find some autism mentors for your young people with autism spectrum. There's lots out online and Dean Badal would be one of the people that many of your kids would enjoy watching. And he's written some great poems and I often put these things in my newsletter with his permission. So really keep an eye on people like Dean and temple Grandon and yen Perkins. And there's so many wonderful people with a lived experience who can give your child the mentoring that they need to embrace their, um, autism identity.