



The Think Inclusive Podcast

Season 9, Episode 19

Matt (With Rolls & No Luck) + Shirene Hays (Super MEro)

Audio Transcript

Tim Villegas:

Who is ready for a double episode? Today on the pod, we have two fantastic guests. First is Matt from the, With Rolls and No Luck podcast. We discuss what it is like to generate income all while being on Medicaid. Our second guest is Shirene Hayes, the creator of Super MEro and The Code, a resource for educators to utilize in their classroom. My name is Tim Villegas and you are listening to the Think Inclusive Podcast presented by MCIE.

Tim Villegas:

This podcast exists to build bridges between families, educators, and disability rights advocates to create a shared understanding of inclusive education and what inclusion looks like in the real world to find out more about who we are and what we do. Check us out at thinkinclusive.us, or on the socials, Facebook, Instagram, or Twitter. A couple of quick announcements before we get into our interviews. First join Dan and Samuel Habib for a virtual screening of their current film project, My Disability Roadmap on Thursday, May 26th at 3:00 PM Eastern Time. Following the film, we are holding a Q and A session with Dan and Samuel facilitated by me. Then MCIE will announce the start of a new audio documentary project, which will feature interviews with change makers from inclusive schools around the United States and families of children with complex support and communication needs on their journey to inclusion register at tiny dot O N E slash my disability roadmap.

Tim Villegas:

Second, for everyone in the Metro Atlanta area, Think Inclusive will be holding our first ever in person meetup at Independent Grounds in Kennesaw, Georgia at 11:00 AM, Eastern Wednesday, June 15th. If you are an advocate for authentic inclusive education or want to be, join us to discuss what inclusive schools are doing to support each and every learner and what to do to start an inclusion conversation with your school or district. Our meeting will be informal and you are highly encouraged to purchase drinks and treats from the Independent Grands Cafe before, during, and after the event. Please feel free to drop by any time between 11:00 AM and 1:00 PM on Wednesday, June 15th. I am so glad you're here. Thanks for listening, subscribing and rating us on Apple Podcasts or Spotify. And now our interview with Matt from, With Rolls and No Luck and Shirene Hayes directly afterward.

Tim Villegas:

Today on the podcast, we have Matt...

Matt:

Yo!

Tim Villegas:

Who is insert bio here. <Laugh>

Matt:

Yeah, I, I'm a man of many of many hats. So

Tim Villegas:

Excellent. And well, let's get right to it. Matt, why don't you why don't you just introduce yourself to our audience of educators?

Matt:

Sure. So I'm Matt. My last name will be redacted for, for reasons that will be explained a little bit later. I also go by the internet alias, Samurai Fooks, and I am a disability advocate in my real life with my full legal name. I am a podcaster. I am a graduate of Wake Forest University. Oh. And I should probably mention, I am a man with a disability. I have cerebral palsy to be specific for those who are curious. And I like to think that I'm kind of a poster child for the effectiveness of inclusive education, but you'd have to ask other people, but confirm that one way or the other.

Tim Villegas:

We had a short chat before you coming on and you told me a little bit about that. So why don't, why don't you tell our audience, how did you get your start with disability rights?

Matt:

So it was basically an organic thing. I've always been a very outspoken individual. The initials of both my first and middle name are M so my parents used to say that the Ms stood for motor mouth because I never stopped talking. And honestly being a person with a disability you know, anybody with a disability who listens to this will probably understand this. If you have the ability to communicate verbally and you need assistance from people for things, then you basically just verbalize things like literally for survival reasons, pretty much as early as you can. And so it's a very natural thing to just voice your opinion, voice, you know, what you think is important, voice, what you need, et cetera. And it really just started when I was, it started in earnest probably when I was in like late middle school, maybe when a teacher made a group for students with disabilities to help educate other students in the school about what life with the disability is like, and try to, you know, reduce some of the stigma and all that kind of thing.

Matt:

And it was off to the races from there and I've literally never stopped doing it. I turned 35 a little over a week ago. And so.

Tim Villegas:
Happy birthday.

Matt:
Thank you. Thank you. And so I've been doing this nonstop for over half my life at this point, basically. So yeah, I don't know if that answers the question thoroughly enough or not.

Tim Villegas:
That's great. So let me ask you a question about, about that experience, that first experience. Sure. Because you know, some people, or some educators want to educate people on disabilities by like simulating them or, you know, show <laugh> or, or like have experiences that that show what it's like for people to have a disability. Right. what was it like for you to be able to share, you know, about you?

Matt:
Well, I appreciate you asking that. And honestly, this is something that we'll get into a little bit later with what I believe we are planning on discussing, but I don't have a problem with like simulated experiences like that. I do think that they have some value to people, for sure. But the things that you're able to simulate are, you know, doors, or, you know, a lack of curb cuts or, you know, mostly physical stuff, you know, mostly physical barriers. Occasionally, if somebody is doing the simulated experience of being in a wheelchair, they might understand over the course of that afternoon, the way that people treat you differently, just because, you know, you're in a wheelchair, but to me, and this is with, you know, the benefit of years and years and years of, of experience and of trying to advocate and doing everything that I do.

Matt:
But for me personally I've realized over, you know, this long period of time that the worst parts are the parts that people don't really see, that they don't really talk about and that people sort of just ignore, or if they're not outright ignoring it, then when people with disabilities do bring them up, they kind of go in one ear and at the other. So it's, I guess what I'm getting at is ableism is a lot more subtle and insidious than I think a lot of people tend to think or realize it is. And so those simulated, you know, disability experiences are great and well, and good, but you know, that's coming at a problem with a hatchet or a chainsaw where you probably need to use a scalpel.

Tim Villegas:
Yeah. Well I forget who I was talking to about these simulated experiences. And it was like in order for, I'm probably gonna get this wrong, but in order for like an able-bodied person or just an abled person to experience what it's like to have a disability, the, like the whole society would have to change to be like inaccessible to you yes. To really experience that.

Matt:

A hundred percent. Yep. Yep. There, there are so many things that are so ingrained in our society that are the absolute opposite of accessibility, that it is literally impossible. And I do mean literally impossible. The closest thing that I can think of is, you know, what a lot of people of color go through on a regular basis, or even, you know, people on the LGBT spectrum, like nothing but love and respect for all those people. I feel like we're, you know, all in the struggle together not to get off the plot too much, but the point is that, you know, that's the level of a lot of the, you know, ableism that goes on. And I think a lot of people sort of soothes themselves and say, you know, well, Willowbrook isn't open anymore. So, and we have the ADA, so go us, you know what I mean? And it's like, it's like, okay, like it's better. That, that stuff is true. And that stuff doesn't suck, but there's a lot of stuff that does. So like, can we like hold off on giving people medals here because there's a lot going on. That's very, very bad, but anyway,

Tim Villegas:

Yeah, yeah. You're right. Well, yeah, we don't wanna lose the plot here. You're right. You're right. Yeah. but so the big reason why we want, what we wanted you on is to talk about employment, right. And like disability benefits. So this is not a topic that we normally talk about on Think Inclusive, just because we're mostly focused on school. But I think that understanding the, the process of, you know, people with disabilities graduate from high school. And then they get a job and sometimes it's really hard to get a job, or sometimes you get a job and you don't get paid. You know, even minimum wage. So what are some really important things for non-disabled people to understand about employment for people with disabilities?

Matt:

Yeah. So this is why the tangent that I just went on, wasn't entirely me losing the plot. I would say, I would say that the biggest thing that able-bodied people don't realize is a barrier, is everything related to employment. You know, I make money as an independent contractor. I graduated from Wake Forest University. I have a lot of experience in my field. I have worked very, very hard to build the resume, to get where I am to, you know, try to build myself up such that I could be a air quotes, professional, who, you know, has the typical life trajectory that a lot of other people have. Right. And I will say that when I make money as an independent contractor, I tend to make pretty good money. Here's the problem. Here's the thing that I really want people to understand.

Matt:

If you are a person with a disability who needs Medicaid benefits, and if you're a person in a wheelchair, I would say there's about probably a 98% chance. If not more than that, that having Medicaid benefits would be extremely beneficial to you if not outright necessary. Because there are certain things that only Medicaid covers. So personal care is the basic example for me, I need personal care, right? I need people who can lift me, who can, you know, help change clothing who can help with, you know, certain activities of daily living, right? And private insurance. There is no private insurance in the United States that comes even close to covering any of that stuff, cuz there's not enough profit margin in it. So then you find yourself in the

situation where you need the Medicaid benefits, because you need the Medicaid benefits in order to be able to fulfill the daily living activities to literally live your life.

Matt:

But if you work too much or make too much money too much being in air quotes again, then you run the risk of losing your Medicaid benefits. So it's a terrifying minefield of, okay, I'm somebody who is working right now. I offer independent contractor services at such and such a rate. Granted, I, you know, negotiate prices and all that kind of thing, but I've got my baseline. Right. And people are generally very willing to, you know, take the baseline rate for the services that I offer without too much a question. But then I need to navigate the minefield. That is okay, how do I make this money without running a foul of the government and them saying, oh wait, you're making money. So you're not disabled anymore. So we're taking away your Medicaid benefits. And so that's the part that really to me, is the biggest thing that nobody really talks about.

Tim Villegas:

Do you have any thoughts about like what like Medicare for all would do with that? Like, not that we're even close to anything like that...

Matt:

Yeah. No, I, I think I think that's the closest thing we would possibly get to a magic bullet to this situation. I would see that as something akin to what the ADA was for physical barriers I think Medicare for all, or a similar program would be that for the financial and professional, you know, barriers that currently exist for people with disabilities. I would probably weep with joy on the day when I legitimately just did not have to think about this stuff anymore. Like I feel like, you know, most of my job and this is, you know, my job job, not fun stuff. Most of my job is literally like talking in some form or another. Right?

Tim Villegas:

Mm-hmm <affirmative>.

Matt:

...and I just, you know, I'm, it's so hard to explain to people that even though my primary job skill is talking to people and connecting to people and educating people and everything else, I am a lot of those around me, including my loved ones, my parents, my friends other people with disabilities who are handling their own business.

Matt:

We're also, you know, part-time accountants, part-time lawyers, you know, like we have to know so much about so much because if we don't then unfortunately our society has shown. They have no qualms whatsoever with saying, oh, by the way, you don't go here anymore. You go here instead. And that's kind of what our society evolves to, now, it's getting better, cuz I don't want to be, you know, an unabashed cynic on your podcast, but like, you know, that's kind of the default right now, you know, we're and we're making strides, but it is slow, slow

going. And so something like a Medicare for all or, or something akin to that I would feel at least if it worked the way that it should, like I could put away the part-time law school, dropout hat, you know what I mean? And it's, it takes so much time and energy and emotional investment and it just is not a good time.

Matt:

I'm sure I don't need to tell anybody, but you know, you gotta do what you gotta do and I'm trying to follow the rules. And in case anybody who is connected to the government is listening to this and figures out what my full legal name is. Let me just state for the record. Unequivocally, I'm trying to follow the rules here. I want to play the game by the, the proper legal channels. Okay. Not trying any funny business. It's not my fault. It's so complicated that it feels like building a Rube Goldberg machine. I'm just trying to build the Rube Goldberg machine to make sure that my life doesn't get blown up. That's it. If you can make it simpler for me, I would be happy about that. So just putting that out there,

Tim Villegas:

Noted, noted. <Laugh> noted. Well I wanna make sure we get some time to talk about With Rolls and No Luck. Sure. And because you talked about the beginning that you're a podcaster, right. And I know it that's, it's not directly related to your advocacy, but what started you on the path of becoming a podcaster?

Matt:

So, okay. This is actually, it's more connected to the disability advocacy stuff that you might think I'll get to that. But it started because I also again also under the Ilias that I'm using today I write for a Wake Forest sports blog being a Wake Forest graduate. And I've been doing that for about little over 10 years now, I wanna say. And basically the website that I write for is part of a family of blogs. Right. And so we have a couple of mass mailing things, you know what I mean? And what happened was when the pandemic first started, obviously sports shut down for a while. And so Levi one of my fellow castmates, he is our intrepid Dungeon Master for season one. We'll, we'll get into what all that means for those who don't know in a bit, but Levi sent out an email and he was like, yo, I'm trying to figure out something to do with my time, since sports are dead, who would be down to start a Dungeons and Dragons podcast.

Tim Villegas:

And and so why, why don't you explain a little bit in, in case somebody doesn't know about Dungeons dragons, how that works.

Matt:

So, right. So what we do is what is referred to as an actual play podcast, so Dungeons and Dragons is a, a tabletop game for those who don't know which, you know, means it's, you know, it's not like a video game it's, you know, you're, you're it's there's rules and you, you have, you know, dice rolls and it it's theater of the mind for a lot of people. So, you know, some people use like actual like maps with like figurines and stuff like that. For some people that's the way they like to do it. Our cast just likes to do it. And what is termed theater of the mind

and basically the way that I tried to describe it to people who've never played it is imagine if you combined improvisational theater and fantasy settings with a little bit of like video game ish stuff in terms of successes and failures and stuff. And then add a little bit of just like character based, you know, drama in there.

Tim Villegas:

Great. So if you are listening and if that sounds like you're a cup of tea make sure to check With Rolls and No Luck on wherever you listen to podcasts. Cuz I, I just check, I think they're on everything. Or follow at no luck pod on Twitter. So there you go. Absolutely.

Matt:

Oh, and real quick, let me just say, cuz I told you that it's somehow connected to my disability advocacy and I wanna, I wanna real quick wrap a bow on it. Explain why. So first of all, the character of Thrug is not disabled, but I did decide that he was gonna have various things about himself that were othering in some form or another. And part of that is because I decided I wanted to create a character who normalized certain, you know, things that were a little bit different, right? Whether it's in the fantasy context or not, I just, that's the kind of vibe that I wanted to do with the character. But the other reason why it's relevant to my advocacy is it helps keep me sane. And it's an escape from the constant hamster wheel of having to do all this stuff and do everything that I had been talking about for the last, you know, 45 minutes or whatever.

Matt:

And so it makes me a better advocate because it re-energizes me. And it allows me to be somebody else for a while, which is also why I'm on the podcast today with a not super closely guarded alias is because sometimes we get a little blue on the podcast. I should add not necessarily for the kids. But you know, we get a little blue, we get a little crazy. We let our hair down a little bit. And for me that's just such an important thing cuz I almost never do that. And so that's part of the reason why even though it seems not relevant whatsoever it makes me a better advocate and of course I would love it if With Rolls and No Luck became successful enough that it could also tap into business ventures somehow. But for the time being, it is nothing more than a labor of love and I'm okay with that. So

Tim Villegas:

<Laugh> excellent. Well Matt, it was a great having you on the podcast. We appreciate your time.

Matt:

Great to be here. Great to be here.

Tim Villegas:

So today on the Think Inclusive podcast, we have Shirene Hayes who is the chief encouragement officer of what she has created as the greatest superhero to walk the face of the earth, Super MEro. Shirene is an award winning author, accomplished keynote speaker,

serial entrepreneur and world traveler. Her greatest accomplishment is being the mother of her two grown sons who are the greatest humans she knows. Shirene believes in the power of one and lives the African proverb of each one, teach one. Shirene, welcome to the Think Inclusive podcast.

Shirene Hayes:

Thank you so much, Tim. I'm so excited to be here.

Tim Villegas:

Well, to get us started. Would you just introduce yourself to our audience of educators?

Shirene Hayes:

Absolutely. Well you pretty much put who I am in a nutshell. <Laugh>

Tim Villegas:

<Laugh>

Shirene Hayes:

You know, my, my, again, my biggest accomplishment, my biggest title that I wear is that of mother to my two sons, who they are the greatest humans that I know, and they embody everything it is to be a Super MEro and The Code, which we'll talk about here in just a few minutes. These principles, the three of us have lived, you know, our whole entire lives. And I grew up with these with the elements of the code, which I now refer to as the code as a child, but I didn't even, I didn't even realize it at the time. So now I put a label on it that of Super MEro and it's an easily digestible platform that anybody can wrap their mind around on how to show up as your best self in all that you do. And it's relative, it's, it's it's for each person, you know, every person is different. There is no right or wrong answer. And yeah, I I'm just, I I'm so excited to share this information today. So again, thank you. I, I feel truly blessed.

Tim Villegas:

Sure, sure. So so tell us about the, you know, your why in creating Super MEro, you said that this is something that you and your family have lived. So where is this coming from and why did you, you know, formalize it in, in a way that can be digested?

Shirene Hayes:

I grew up in a home where I constantly heard try maybe someday the whole should of woulda coulda. And I also, the home that I grew up in had two of the best mentors I probably could have ever had my, my beloved Nana and my father, they, they created a world for me where you know, anything was possible, but at the same time I saw the dreams that they had just completely melted away. You know, they constantly said Shirene, you can be your best self, just decide what you wanna be in your life and just do it. But yet I saw them settling, settling for less. And I remember it at the age. I think I was eight or nine. And, and I, I think I probably heard well someday for the last time. And I thought, you know, can y'all just make a decision here, please just make a decision.

Shirene Hayes:

So I grew up with that mindset and realizing at an early age that now is always the right time. And if there's something you wanna do, you just have to do it and you figure out a way. And again, we'll talk about the code in just a second. But along with that, for someone that has struggled with mental health issues, my whole entire life the biggest thing right now that's happening is the second largest killer, if you will, of our children is suicide. And at some point we, as a society have to say enough, and that's my intent with this, this whole platform that I've created. Because when, when we, first of all, we're really not taught how to love ourselves. We're just expected to you know, love your love, your neighbor love those around you be kind, but we're not really shown or taught how to do that.

Shirene Hayes:

And that's what the code does. And that's what Super MEro is all about. And there, there's a CDC statistic that in 2017 what was it? 2,400 children committed suicide. And again, it's time to say enough. And I know these, what I speak about and what I've written about. I know it works. I know it works. It's pulled me out of the depths of hell. Let me tell you in 2016, that was absolutely the worst year I've I could ever imagine. As a human, I had a nervous breakdown, just all kinds of things happen. And I remember this one day I was literally ready to drive off a bridge. And I, I you know, made a call, ended up with my little five day staycation and came out on the other side. So if I didn't have these principles in my toolbox already, I probably wouldn't be talking to y'all today.

Shirene Hayes:

So that is my biggest why in creating this whole platform. And along with that judgment, hatred and racism, I am on a mission for the rest of my life to eradicate those three things. Those three things are learned. Behaviors, children are not born judging others, hating others and being racist. They're just not. And if we can instill these principles, we, these principles in our school system, oh my God, what a better way to, to change our world. And again, you had had said that that one of my biggest beliefs is each one teach one. How true if we, if we had a mentor program in the United States, if we, you know it, it, it's just it's. So it's so very, very important that we change our dialogue, that we change the thought process and the way to do it is with the children, because they are our tomorrow. And if we don't, if we don't start now, who knows what's gonna happen. So, but that's my why.

Tim Villegas:

Yeah. And so it, it sounds like this is very personal to you

Shirene Hayes:

Extremely, extremely.

Tim Villegas:

Yeah. Yeah. Not only with your, you know, with your own personal experience with mental health but just your desire to see specifically children develop these skills. So would, would you, would you put Super MEro in the category of like social, emotional learning?

Shirene Hayes:

Completely. And, you know, it's not just geared towards children. Children obviously is the main focus, but it applies to all of us. And I think we can all agree that when we buy a computer, it's, it's just a clean slate. Those are our children. They're a clean slate, and it's so much easier to add programs to our computer than it is to have a computer that's full of all kinds of viruses. And you have to erase it and you have to spend all this time and energy cleaning it up. Well, that's what happens when you end up like me, 50 years old <laugh> and you have all this inner dialogue. That's not necessarily positive. You it's, it's a real transition. I don't like the word struggle. It's a real transition to change that dialogue, but it can be done. It's a constant daily process.

Shirene Hayes:

And again, with the code, and I'm just gonna speak about that for a second. If I may, the code. Includes eight elements. It's thought, imagination, truth, love, intention, belief, acceptance, and repetition. And I think we can agree that everything that has ever been created started with a thought, and when you take imagination and build on that thought, that's when you can create wondrous things. But again, the, the code will create and show children adults, educators, we, we have it broken down into, like I said, the, the eight elements and educators, we have it broken down to like a, a eight week course, if you will. And when I go into the schools and I speak to the children we do it for an eight week role. Like the first week we talk about thought, what is it to think the second week we talk about imagination?

Shirene Hayes:

What is it to have imagination? And again, I think we can agree that children have such a profound sense of imagination, right? They have the, the little cars that always win the race. The baby doll is always the belle of the ball. They put on their, their, their father's suit and travel the world in their mind. Their imagination is just so profound. And then as they progress through their life, I feel like in some ways it's kind of beat out of them, you know, it's it's, yeah. It's just, it's so sad. And again, if I can do anything today, I want to leave y'all with the thought of, you can reach out to me. I I'm here to share this information.

Tim Villegas:

All right. And then on your website, you have a poster of the eight of the, of the code. Right, right. Uhhuh. And, and so, but you, what you're saying is that if educators want to use this in a more structured way then you have, you have a curriculum that, that you can do. So is that something that's downloadable or is that something that you coach a teacher to do, or do you, do you provide the coaching, like virtually, how, how does that work?

Shirene Hayes:

Right. We can do since we kind of right now live in a virtual world, I've been doing zoom, like webinars with classrooms. We've got it broken down. If they reach out to me, which anybody could reach out to me through either website, the C kindness website or the Super MEro website, I can send them via a PDF file, the information, and it's drilled down for like elementary, middle school and high school ages, because really the kind of things that we would talk to a high schooler about, we wouldn't necessarily talk to a first grader about the examples that we give and that kind of thing.

Tim Villegas:
Sure.

Shirene Hayes:
So, yeah.

Tim Villegas:
Okay. And then so can you tell me do you have any examples of how educators have used the, the code with their students and maybe some, I don't know, outcomes or examples of, of of kids using the code?

Shirene Hayes:
Again, the thing that I want the educators to know is this is not another thing, if you will, that, that you have to do because teachers, oh my God, they are my heroes. They, but right now they are as stretched as they possibly could be. And I am more than happy to work with them, to how they can integrate this in their classroom and not add one more thing to their plate, because that is so not the intent. But you know, thought who it, it's something to focus on. You know, you can pull it in your history class or imagination can be pulled into your, your algebra class.

Tim Villegas:
So why don't you go through how people can get in touch with you the best way, you know, the best way people can get in touch with you. And then any sort of, you know, plug any sort of webinars or courses or anything like, like that you could have for our audience. So they know, you know, how to get in touch with you.

Shirene Hayes:
Okay, cool. Thank you. Well, I wanna read you something that's in one of my books and I love this, this poem, if you will. Someone will always be prettier. Someone will always be smarter. Someone will always be younger, but they will never be you. Freddie Mercury wrote that from Queen and that just pretty much sums Super MEro up right there. And you can reach me at either one of the websites, the C kindness dot com or Super MEro.

Tim Villegas:
It's the, the letter C, sorry, I'm sorry. Right?

Shirene Hayes:

The letter C kindness dot com or Super MEro. S U P E R M E R O dot O R G. And feel free to reach out to me and on Super MEro the website we've got, I've got my three books that are available for purchase. I've got a whole life guide that I've series that I've created all based around the code that can be purchased. I can also send it to educators so that that's the easiest way to get ahold of me. And if I'm not on a plane traveling, excuse me, traveling around or, you know, speaking I'm at home, hanging out. So yeah.

Tim Villegas:

So Shirene Hayes, thank you so much for being on the Think Inclusive podcast and sharing Super MEro with our audience.

Shirene Hayes:

Tim, thank you so very much. I'm so happy and grateful that I was able to share this information and look forward to what Super MEro is gonna create in the world. So get your capes ready. <Laugh>

Tim Villegas:

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