

## Disability Done Different: Episode 27

Candid Recollections. Sh\*t that happened

### Podcast transcript

Audio Length: 30:32

Hosts: Roland Naufal, Vanessa Toy & Evie Naufal

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#### Start of Audio

##### **Maia Thomas**

DSC is a team of 33 people across Australia, all working together to bring specialised training and consulting expertise to providers in the disability sector.

##### **Evie Naufal**

All right. Here's what's going to happen now.

##### **Roland Naufal**

Hello and welcome to our podcast.

##### **Evie Naufal**

We are DSC. Your turn. You're the boss. Disability Done Different Candid Conversations.

##### **Evie Naufal**

Hope you are ready because we're starting.

##### **Roland Naufal**

Welcome to Disability Done Different Candid Conversations. We're doing recollections of 2020 and what a 'bleep' year that was.

##### **Evie Naufal**

Disability Done Different Candid Recollections.

##### **Roland Naufal**

Yes.

##### **Evie Naufal**

It's December, so believe it or not it is December.

**Roland Naufal**

Yep. In the studio is my sidekick Evie, who a lot of people have been hearing recently anyway, but my co-director Vanessa Toy who came to particular prominence on podcasts when she was co-host of our COVID conversations when we were looking at what leaders were doing in the sector. Do you remember how long ago that was Vanessa?

**Vanessa Toy**

About, it feels about seven years, but it was probably about seven months. Hi everyone.

**Roland Naufal**

Hi. So what we want to do in this episode is we just made a quick list before we came on air of the things that really stood out for us and just have a candid conversation, what did you call it Evie?

**Evie Naufal**

The candid recollection?

**Roland Naufal**

The candid recollection of how it impacted on us and how we think it had impacted on the peoples around us.

**Evie Naufal**

We're just going to slide right over the fact that you called me a sidekick, that people might've been hearing.

**Roland Naufal**

So the year begins with this, so I want to take it to us as an organization. We're going to run the 'Get Your Shit Together', the GYST Conference and we're really excited about it. Ticket sales are going really good, and in the early publicity, the bushfires happened and they're really, really significant bushfires and Evie you'd remember pretty well. The early publicity, we had an orange smoky background to all of our publicity and a picture of Sydney Harbour Bridge.

**Evie Naufal**

Yeah. So we had like the hero image on the website, was this beautiful image of Sydney Harbour and we put this smoky orange gradient over it. So it was like very evocative orange image of Sydney.

**Roland Naufal**

At the same time, Sydney had turned orange.

**Evie Naufal**

Yeah, it aged very quickly that picture.

**Roland Naufal**

So we really quickly pulled that colour and we went to a different colour for the GYST advertising. But the really interesting thing for me was that by the time COVID came around in February, March, and we were releasing new material around COVID we started using that colour again, because people were so transfixed and transmogrified by COVID that the bush fires had really receded into the background, but they didn't recede into the background for everybody.

**Evie Naufal**

Yeah. Those of you who've been following our podcast for a while might've also noticed that we had to change some of the language on our podcast earlier in the year. We had described ourselves as the type of people who will be more likely to start a fire, than put it out and that got a bit awkward earlier this year.

**Roland Naufal**

Yeah. So there's nothing terribly much funny about making those changes, but they're significant changes, Vanessa.

**Vanessa Toy**

Well, what was really interesting was how quickly the public discourse can change and people's memories. I mean, even though it's not lost in our memory, our attention moved really fast generally, you know most people's attention just swung right across, not thinking about smoke and fire anymore.

**Roland Naufal**

And straight across to COVID, which is, it's just such a weird thing. So where we're sitting recording right now, we've just cancelled our DSC Christmas party in Newcastle because we've got the Northern Beaches outbreak just happening. So all of these outbreaks will be moments in history won't they, the Northern Beaches outbreak.

**Vanessa Toy**

Just cancelled it like an hour and a half ago.

**Roland Naufal**

So we've cancelled the Christmas party at a time when we were beginning to forget COVID. One of the things for me was we went to a breakup for our daughter Emily's school last week, and someone said something about the five kilometre rule and it's like '....' Oh yeah, we were locked down and we couldn't go more than five kilometres. What are the things that stand out for you guys you know, that was a pretty big one, but what else was in COVID that?

**Vanessa Toy**

And of course we're Melburnians and just before I answer that question, one of the things that this year became obvious in the early stages of COVID, it was, you know, like never before a sense of we're all in this together largely across the whole world. But then by the time Melbourne went into stage four lockdown, that was a very different experience. And for DSC, because we're a national organisation, we have people all over the country suddenly, as Melburnians, we're having a very different experience to the rest of our team and finding it hard to articulate what we were experiencing. And even as you say, when it finishes having trouble remembering that we had a 5k rule and a curfew.

**Roland Naufal**

We had this weird thing though, we had this 'we're all in this together'. As a team DSC pulled together phenomenally well. I don't think that worked as a sector, and I think as a sector we were forgotten, there was a lot of discussion early on about the disability sector just not being mentioned. It was all about aged care and aged care problems, and aged care PPE, and trying to get the disability sector on the agenda or have it even discussed you know. There was a national cabinet, national shit was happening everywhere, but the disability sector wasn't included in the COVID, and now they're still releasing COVID stuff now that is so.

**Vanessa Toy**

It's shocking, so shocking, a lot of the resources from people other than DSC have come out in the last month. That's I find that really shocking.

**Roland Naufal**

This is our Christmas recording folks for a pandemic that broke in February. Some of the best resources the government have released are coming out now for the disability sector. Sort of leads us into something you've been talking a bit about Vanessa about the personal and professional collisions that happened this year.

**Vanessa Toy**

Yeah. So one, especially in the early days of COVID. I know I'm not the only person who noticed this. It was talked about a lot around the personal and the professional collided. Like most of us had never experienced before and maybe for a few reasons I think. You know one is that suddenly a lot of people were working from home. So when you're looking in on your teammate, you're looking in on their home life. You know you're seeing literally, seeing their lounge room or their bedroom and their children running in the background so that you can't hide your personal life in the same way. And even if you turn your video off, that's in a way it's still a signal from your home environment. And also because we were all in this together, at least in the early stages, there was a sense that what I'm personally experiencing is relevant to what you're personally experiencing. So we had a permission to check in with each other more. And a lot of the people that we work with in organisations were talking about, you know, the permission and even the mandate to inquire about how people are actually doing. To have meetings driven at least partly around people's wellbeing, for their emotional wellbeing to be relevant and to be allowable for people to say, look, I'm just done for today, I can't be here. You know I've got family responsibilities and for that to be okay, so the personal becoming really relevant to people's ability to do their jobs. And then the surprising discovery that that helped, that actually helped their professional life as well, lo and behold, our personal selves help our professional selves.

**Roland Naufal**

Evie you were talking earlier today about reviewing some of the Zoom meetings that you've held on file for a range of reasons. Do you want to tell us about what you were seeing in people during those Zoom meetings?

**Evie Naufal**

I was just saying there was you know, in Zoom meetings where we've got like maybe 8 or 10 team members in, we all kind of took it in turns to look pretty haggard in at least one of them. I will put my hand up and say, I was definitely that person for a few of them. It was fun. It was, I don't know what to say other than that.

**Vanessa Toy**

That's a good example actually isn't it, it's like there's some days when, well I'm here and you should kind of be grateful that I'm here. My hair, I don't know. Have I got hair? Okay. Yup. Yup. My hair hasn't been done. Good point, but I'm here.

**Roland Naufal**

While we're talking just picking up some of those cameo or funny moments, can you talk about some of the things that people put on their registrations for online workshops and some of the things that happened in online workshops Evie?

**Evie Naufal**

Well, one thing this year has taught me is that people don't really know what an accessibility requirement is. So we get a lot of people in the field when they're buying e-learning or online workshops in the accessibility requirements saying things like 'no pork please'.

**Vanessa Toy**

It really gets in my way.

**Evie Naufal**

Yeah. Or just like I'd like to learn more and it's like, okay, great you've come to the right place. Not necessarily an accessibility requirement. But some of the highlights from the workshops that we've seen, I guess, when you want to talk about the personal becoming professional and the professional becoming quite unprofessional. We have probably seen a bit more of some of our learners than we would have liked to getting changed in the middle of workshops without taking videos off.

**Vanessa Toy**

You know who you are.

**Evie Naufal**

And a baby Joey came to one of the workshops.

**Roland Naufal**

Really?

**Evie Naufal**

Yeah. It was like the best pet appearance of the year, it would probably be that one.

**Roland Naufal**

But the consistent number of people that gave us their dietary requirements for online workshops was quite hilarious wasn't it?

**Evie Naufal**

Yeah.

**Vanessa Toy**

But the interesting thing about what we're talking about also, because this is the disability sector, you know we work with human beings and it's in a way, of course we've probably had our personal selves, more integrated with our work selves than most other sectors have for that reason. But still there was a strong shift around people feeling permission or just having to bring more of their what's happening in their own life, in, you know, to bear on their working life as well. And that's not only a negative thing, that's a really wonderful thing.

**Roland Naufal**

It is.

**Evie Naufal**

Yeah, emotions were just running high at the start too. I'm only just remembering now how many meetings in March and April I was crying.

**Vanessa Toy**

Yeah.

**Evie Naufal**

And often for joy, like sometimes because somebody just wrote an agenda for a meeting that I was so pleased with and I was, I got the tears in my eyes again now it's so stupid, but yeah, it's been an emotional year in a lot of ways.

**Vanessa Toy**

Yeah.

**Roland Naufal**

Well, one of the things we're talking about when we're putting together the thoughts for this episode is what have been the big events of this year for us and the remark you made Evie do you remember it?

**Evie Naufal**

That in some ways it feels like it's not been very eventful?

**Roland Naufal**

Yeah. That there's been a couple of, you know, mega things that have happened but if you then post out the events that really happened within that, it's not so much is it?

**Evie Naufal**

Not for me personally.

**Roland Naufal**

Yeah.

**Vanessa Toy**

And so I'm not sure whether that's because with lockdown, a lot of things kind of seem to shut down, but also whether compared to that high adrenaline experience, everything else seems like a non-event.

**Evie Naufal**

I was just going to say, I was just reminded of in the middle of that Melbourne lockdown, when people from interstate would say, how are you doing? And it's like, I'm just living the same day over and over again. How about you?

**Roland Naufal**

Yeah. Groundhog Day, Vanessa's favourite movie.

**Vanessa Toy**

Yeah. Yeah.

**Roland Naufal**

So talking about the collision of personal professional, I think in our business, one of the biggest events this year was the death of Anne Marie Smith in terms of seeing a number of our consultants feel really deeply personally moved or challenged by it. And Vanessa you recently chose your favourite article of the year as Jess Quilty's 'Failing Through The Gaps'. Do you remember why?

**Vanessa Toy**

Yeah. And remind me to come back to the first part of your sentence, because it's that unique magic that sometimes, you know, and Jess is such a good writer. But that sometimes comes together where someone can kind of really clearly articulate what is missing, what's wrong, but then also really show

how it could be in a really helpful developmental way. She, Jess still says there's a lot of work to be done to break that down into something where people can learn from it. But that's not my experience. Like some people are already learning from that and it's been, it's already been impactful.

**Roland Naufal**

I think the strength of that article, if you don't mind me jumping in was partly about her highlighting what the Quality and Safeguards Commission is not doing. She didn't set about to do that, but she's clearly highlighting that the quality and safeguards commission is taking a very, very strong compliance focus. And it's incredibly disappointing because they're not doing enough work on education. This stuff is incredibly difficult to read most of the time. And in all my dealings with them and in all of dealings with them, we find them quite heavy-handed, quite authoritarian and quite patriarchal. So I'm having a go at the Quality and Safeguards Commission. I think they deserve it at the end of 2021. And the scariest thing is with the Royal Commission barking at their heels they're going to get even more heavy-handed in 2021.

**Evie Naufal**

I was just going to say, oh it's more than a shame but one of the things that Jess will often point to and Layton Jay, who also works for DSC that they'll point to, will be to say it didn't have to be this way. Looking at the quality and safeguards framework there's actually a real focus on the developmental side of things. We would have hoped that the rollout of the national approach would have involved more engaging with providers, building their capacity, to support people to live good, safe lives, rather than this overemphasis on the corrective and compliance approach as you say.

**Roland Naufal**

Yeah. I get off discussions with the most senior people in the commission feeling like I've been spoken down to like I'm being told off. It's like what the '....' You can bleep that.

**Evie Naufal**

Why not.

**Vanessa Toy**

So what I was going, you two are reminding me, because I was talking about the flavour of the article, but that's kind of the direction that we, I think we all wish the commission would go in. But it's also a really common trap isn't it when things need to be different and when it's your responsibility around the regulation of things being different to fall into the trap of it being all around compliance. Stop doing this, stop doing this or I'll punish you, and Jess really role modelled in that article but yes, we can point out what's not working, but I'm going to take a developmental approach, it's not around, it's not a punishing approach it's a developmental approach. And I so wish the commission, it's a difficult thing to do, but I so wish that they would be putting all the resources into helping providers to get it right.

**Roland Naufal**

So the name of that article again, just to promote it again is 'Failing Through The Gaps'. You can find it on our resource hub or we'll put it in the show notes.

**Evie Naufal**

We can put it in the show notes.

**Roland Naufal**

Yeah. So this has been around since the beginning of the scheme, and every year we've decided we're going to run a conference and every year about a month into planning or three weeks into planning or a couple months into planning, I get too scared and I say, no, it's too much work. It's not

what we want to do this year. We don't have the presence. And Evie do you want to take us through the story of just this year?

**Evie Naufal**

Yeah. So we launched ticket sales for GYST, 'Get Your Strategy Together'. Don't believe anything Roland might've said earlier in this podcast about what that acronym stands for. Just 'get your strategy together' was the conference we launched in January and it sold really, really fast. We were well on track to sell out.

**Roland Naufal**

A short history, you wanted to book a small theatre and I kept saying, let's book a bigger theatre.

**Evie Naufal**

Okay. Small history goal, like let's play 'I told you so', call it what you will, so I was wrong in that particular instance as sometimes happens, it was looking like it was going to be a really stellar event and of course we had to reschedule. So initially, we were talking a lot about having a virtual conference and we decided not to do that, but there were some pretty heated conversations that we had.

**Vanessa Toy**

Also repeatedly. We kept coming back to it again and again.

**Roland Naufal**

We were doing it two weeks ago, why aren't we doing a virtual conference?

**Vanessa Toy**

With every now and then we'd find someone who was doing virtual conferencing and we'd open it up again, and then we'd do the virtual conference and we'd come back and say, that's why we're not doing it.

**Roland Naufal**

Yeah, you actually drove the knife through the heart of the virtual conference Evie, do you remember how?

**Evie Naufal**

Yeah, because I think I got that Zoom fatigue really, really early on and I just could not imagine spending two days watching talking heads on a virtual conference and that, it was almost like an existential moment for me of what is a conference. If you can't put it online, what value does a conference have if it's not about the speakers and it's not about the content, but like a year later I've kind of come to terms with that. It's okay that a lot of the magic in a conference is the stuff that happens between the presentations. It's the little conversations you have waiting for a coffee or the networking or the person you run into you haven't seen for a year, and just like having that shared sense of being together.

**Vanessa Toy**

And being away from your desk as well, being away from your normal work life.

**Evie Naufal**

Yeah, Exactly. And the drinks, you know, and all the fun stuff that comes along with that. And I just haven't seen that replicated online yet. So I'm not sorry that I put the knife in GYST as a virtual conference.



**Roland Naufal**

Could I just jump in and one of the things people say a lot about conferences is, if I just get two or three things out of it, I'm really happy and they'll go to something for two days. But if you sat on something online for two days and then just said, I got two or three things out of it, it's just suicidal.

**Vanessa Toy**

Yeah. So I had this experience because my favourite conference that I go to each year, The Leadership Circle Summit last year was, you know, I experienced it as kind of transformative and amazing, and one of the most important trips in my year up to Sydney. And this year it was online and only a little bit shortened, it was most of two days and I just found it exhausting and disengaging and a little bit depressing. And it's the same people and the same quality, but I couldn't engage in the same way because of that Zoom fatigue.

**Roland Naufal**

But one of the things we've decided this year is as a team and as a group is we're never going back to, so the way it used to work at DSC again, you can describe it Evie the way people travelled around doing the workshops over periods?

**Evie Naufal**

Yeah. So previously, we would have a workshop that we usually run as like a series. So it would go for about six weeks, every week a presenter would go to a different capital city and run the workshop for a day.

**Roland Naufal**

Sometimes two capital cities in a week.

**Evie Naufal**

Yeah, exactly. Sometimes you'd, you know go three capital cities, go present, fly, present, fly, present, fly home. It was really like kind of extended, very carbon-intensive tours that were really fatiguing. And it meant that we only get, we'd only be able to run the workshop and somewhere like Darwin every six months. Sydney maybe every two months.

**Vanessa Toy**

And only get to run it if it was going to have a decent number of people coming.

**Evie Naufal**

Yeah, exactly.

**Vanessa Toy**

That's been a big change hasn't it?

**Evie Naufal**

Yeah. But now if you're a support coordinator in Sydney, you know, our intensive runs twice a week. You can jump in on anything.

**Roland Naufal**

If you're a support coordinator two hours out of Alice Springs?

**Evie Naufal**

Yeah, exactly. Yeah. Yeah.

**Roland Naufal**

So the reach has dramatically increased hasn't it with the numbers attending our workshops and online, but this is not meant to be a plug, it's meant to be about increasing online access for everybody, but it's quadruple, quintuple, the number of people coming to our stuff.

**Evie Naufal**

Yeah, I think so, because I think the thing we always expected was that it would become more accessible to people in rural and remote. But the thing that I didn't expect is that it just becomes more accessible when you don't even have a commute that you can just spend the breaks, doing your work. You can just pop in and pop out like you do with another meeting. I think that's had a big role.

**Roland Naufal**

So for those of you that are interested in the back of house stuff at DSC, we used to be 60% consulting and 40% training, by the time COVID came, we're about 50/50. And by the time COVID hit, we're probably 90/10 now. We're 90% training, 10% consulting and we've got a conference on the back burner.

**Evie Naufal**

In theory.

**Roland Naufal**

So the business model has seriously changed hasn't it Vanessa?

**Vanessa Toy**

Yeah. And at first that was obviously because everybody kind of shut down movement. And so they went online with their training needs and people temporarily shut down their consulting requirements, but then it hasn't gone back. And that's partly I think because people have discovered that you can learn effectively online.

**Roland Naufal**

Yep.

**Vanessa Toy**

And consulting can be remote as well.

**Roland Naufal**

Let's finish off with independent assessments if we're looking for big things that have happened or happening.

**Evie Naufal**

And can I make that conversation even a bit bigger and talk about the reform that's happened over the last 6 to 12 months, and is likely to happen over the next 6 to 12 months in the NDIS.

**Roland Naufal**

And could you put an umbrella over it all about scheme sustainability, do you think?

**Evie Naufal**

Yeah, I think that's been the big, hot topic for this year. Two reasons. One we're in a recession, but two, it was probably coming around the corner anyway. I think the NDIS costs, COVID or no, were well, well in excess of what was initially projected. And so what we're seeing from NDIA is

understandably, a lot of different measures to try to get scheme sustainability under control. But you know, ones that we probably have some concerns about or disagreements with, one of which is independent assessments.

**Roland Naufal**

And probably, I mean, a lot of it's been in a sense harpooned by the parliamentary standing committee that's now going to investigate it with an incredibly thorough terms of reference. You've got to wonder if Kirsten Deane helped them write the terms of reference because they're a really good set of things that they're looking at and whether they'll work and how they'll work and why they work?

**Vanessa Toy**

So we're, I mean, and we're in full support of scheme sustainability of course. You know the NDIS has to work and it has to be sustainable, but the question we have is around independent assessments being any part of that.

**Evie Naufal**

Yeah. At what cost.

**Vanessa Toy**

Yeah.

**Roland Naufal**

So let's finish with the personal as professional, and can I get each of you to reflect on one of the biggest personal professional growth things that have happened to you this year and what's 2020 going to be memorable for you for?

**Vanessa Toy**

What are you going to say?

**Roland Naufal**

Oh, I could kick it off with, I wasn't planning to do this. I shouldn't have done it, but I will. I struggle with alcohol. I think I must have been a functional alcoholic because I was still functioning and I was very, very much looking forward to my drinks and during COVID they turned into Margaritas, which is not a great drink to be drinking on a regular basis. So with a bit of help from Vanessa I gave up almost six months ago and life has changed incredibly much for the better. So there's even a word for people in Australia that talk about alcohol in a negative way, and it's like a Dobber, it's a wowser. So I always feel guilty when I say I feel good not drinking because I'm a bit of a Dick.

**Evie Naufal**

You've swapped one type of dickish behaviour for another.

**Roland Naufal**

Well, I've kept the other ones. So your turn?

**Vanessa Toy**

That's a big change.

**Evie Naufal**

Congratulations dad.

**Roland Naufal**

Thanks.

**Roland Naufal**

Yeah, it's a big deal.

**Roland Naufal**

It is for me.

**Vanessa Toy**

Yeah.

**Evie Naufal**

Vanessa's also dad's wife, if you guys have forgotten.

**Vanessa Toy**

Surely they'd know that.

**Roland Naufal**

And Evie's our love child. Step up sorry.

**Vanessa Toy**

Roland's also about to become a grandfather.

**Roland Naufal**

I am.

**Vanessa Toy**

Yeah.

**Roland Naufal**

Very exciting.

**Vanessa Toy**

In about five months time.

**Evie Naufal**

Not by me.

**Vanessa Toy**

And Evie will be becoming an auntie and I will be becoming something as yet unnamed.

**Roland Naufal**

It can't be a grandmother.

**Vanessa Toy**

It's not a grandmother and.

**Roland Naufal**

Come on personal professional?

**Roland Naufal**

I feel a bit uncomfortable about this question because the truth is I've kind of had a good year. 2020 has, you know, as far as 2020 goes, been kind of kind to me and I feel guilty admitting it, but I've really discovered my inner introvert in COVID and slowing down and actually realising I don't need that much of other people has kind of been a real gift I think. To tell you the truth my mental health has never been so good.

**Roland Naufal**

That's great.

**Vanessa Toy**

That's helpful now I've got an answer Evie. I think in the early days of COVID I kept saying this is like a masterclass in anxiety management and I liked to think that was the case for everyone. I think it was the case for a lot of people, but it was certainly the case for me. And that's partly just where I'm at personally because I'm perimenopausal and that makes us all a bit crazy. But one of the gifts of lockdown is that it becomes really obvious when every day is the same, that there's no change in the outer environment and the thing that makes the difference is my own mood.

**Roland Naufal**

Yeah that's a test isn't it?

**Vanessa Toy**

And that's been both very uncomfortable, but also really helpful because I've been able to also experiment with things that help and things that make it worse. So I've actually, a bit like you Evie, I've really appreciated that personal development. I'm still in the thick of it because I still notice myself kind of operating as if everything's urgent sometimes and COVID's also shown me that that really needs to change. That I'm a much better mother, partner, leader, coach, therapist when I'm not operating out of urgency, but I'm, you know, I'm still in the thick of learning how to do that.

**Roland Naufal**

I think one of the things we're all feeling as we're starting to emerge from the lockdown, because we haven't emerged from COVID, is how much we buried and how much is surfacing now that the pressure's off, which is a great intro to you Maia. What's been your biggest professional personal opportunity growth development for 2020?

**Maia Thomas**

It's a bit of everything that everyone's already said. But I think for me especially personally a lot has happened in 2020 and from different extremes I guess. So I've gone through, during lockdown feeling incredibly, incredibly isolated.

**Roland Naufal**

You're living by yourself?

**Maia Thomas**

Yes, that's right. And also just that feeling of being so loved from afar by the people in my life who have sent me care packages and kept in touch with me and really cared about my mental health and my wellbeing, which has really given me a sense of community that doesn't necessarily need to be physical connection. We can actually connect so easily and with just as much meaning with people from other parts of the world or other parts of the country. And professionally I think it's really given me a sense of knowing what I need to do to hustle and being able to be a podcast producer and a voiceover actor, being able to do that from an isolated vantage point is still actually just as doable as doing it in the wider world.

**Roland Naufal**

I don't know if it occurred to Evie and Vanessa at all, but the curveball irony of, Maya's had one of the tougher lockdowns for people in Melbourne, she's got a new partner. You know where she's moving to?

**Evie Naufal**

To Sydney.

**Roland Naufal**

Northern Beaches.

**Evie Naufal**

Oh Maia.

**Vanessa Toy**

Oh Maia.

**Maia Thomas**

Yeah, I do pick them. I do pick the spots.

**Roland Naufal**

That's probably a perfect note to finish up and thanks for introducing yourself as the podcast producer because I didn't do it, but you did a great job. Wishing everybody a fantastic 2021.

**Vanessa Toy**

Yeah. Let's hope it's a little more easeful than 2020.

**Maia Thomas**

Hallelujah.

**Roland Naufal**

I want to do a plug. We don't usually do plugs, but I want to do a plug at this for a podcast next year, so get ready Evie and get ready of Vanessa. But basically we've got some stuff on the cards it's really quite exciting. So Disability Done Different Candid Conversations will continue next year in the format that you know and love it if you're a listener. But what we're doing is a new one called Business Case Investigations, BCI with a cheesy private investigator theme that Maia's been working on beautifully where Sally Coddington and I go out and try to find services that are leading the way in helping us understand where the sector could go, maybe even should go. So that's the BCI podcast will come out. We've already got three episodes up and ready. Evie you've got a genius idea for next year for some frontline stuff. Tell us about what you want to do. Put yourself out there. No, put yourself.

**Evie Naufal**

No, it's still top-secret dad.

**Roland Naufal**

No, no, just give us a hint, a teaser.

**Evie Naufal**

Okay, all right, I'll give you a few words. Support worker training in a podcast. What could it possibly mean? That's all you're getting.

**Roland Naufal**

Could it be when you're driving to work for 20 minutes that you get to listen to the podcast Evie?

**Evie Naufal**

If anyone didn't know, dad can't keep a single secret. Now you know too.

**Roland Naufal**

And Vanessa, leadership, you're going to do stuff with us on leadership next year.

**Vanessa Toy**

So podcasts, I don't know about podcasts, but I'm definitely running a community of practice for people in leadership at any level in the sector who are really trying to bring about change in their own organisation.

**Roland Naufal**

Sounds great.

**Vanessa Toy**

Yeah.

**Roland Naufal**

And Maia, is there any light at the end of the very long tunnel, which is the Love Our Podcast?

**Maia Thomas**

Yes. There is, that will be coming to you at some point during 2021. And that's with our very own Sally Coddington who is going to be investigating Love at the Front Line. I'm going to leave it at that because I think it's something that needs to be a journey that you come on rather than one that you are told about.

**Evie Naufal**

I guess the plan is so far that we'll release them all through this podcast channel, right. So if you subscribe to Disability Done Different, you will get to see all of those when they come out.

**Roland Naufal**

Yeah, expect an emerging wave of podcasts coming at you when you least expect it. Thank you all, Thank you Maia, thank you Vanessa, thank you Evie. Yay.

**Vanessa Toy**

Thank you.

**Evie Naufal**

Thanks everyone.

**Maia Thomas**

Thank you.

**Evie Naufal**

You've been listening to Disability Done Different Candid Conversations/Candid Recollections, a podcast that's produced by DSC and the lovely Maia Thomas. Thank you so much for listening to our podcast today and any other day that you've joined us. We really appreciate you listening to us and

we like making this podcast so please keep doing that next year. If you want to subscribe, you can, wherever you get your podcasts or at [teamdsc.com.au/podcasts](https://teamdsc.com.au/podcasts). And dad won't like me saying this because it's going to age it, but Merry Christmas and Happy New Year.