




From Disability Etiquette to Inclusion

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Agenda

- Disability Basics
 - Access and Inclusion
 - Next Steps- PLAN
- 



Brief History

The Law: 1973 Section 504 of the Rehabilitation Act

Disability Rights Movement: 1977
Federal Buildings Sit Ins

“Through the sit in, we turned ourselves from being oppressed individuals into being empowered people. We demonstrated to the entire nation that disabled people could take control over our own lives and take leadership in the struggle for equality.”

- Activist Judy Heumann

Nothing about us, without us.

Civil Rights Legislation

The Law: 1990 The Americans with Disabilities Act

2008 ADAAMA


Disability Rights Movement: 1990 Capitol Crawl



...a physical or mental impairment that substantially limits one or more major life activity.



Ableism Is...

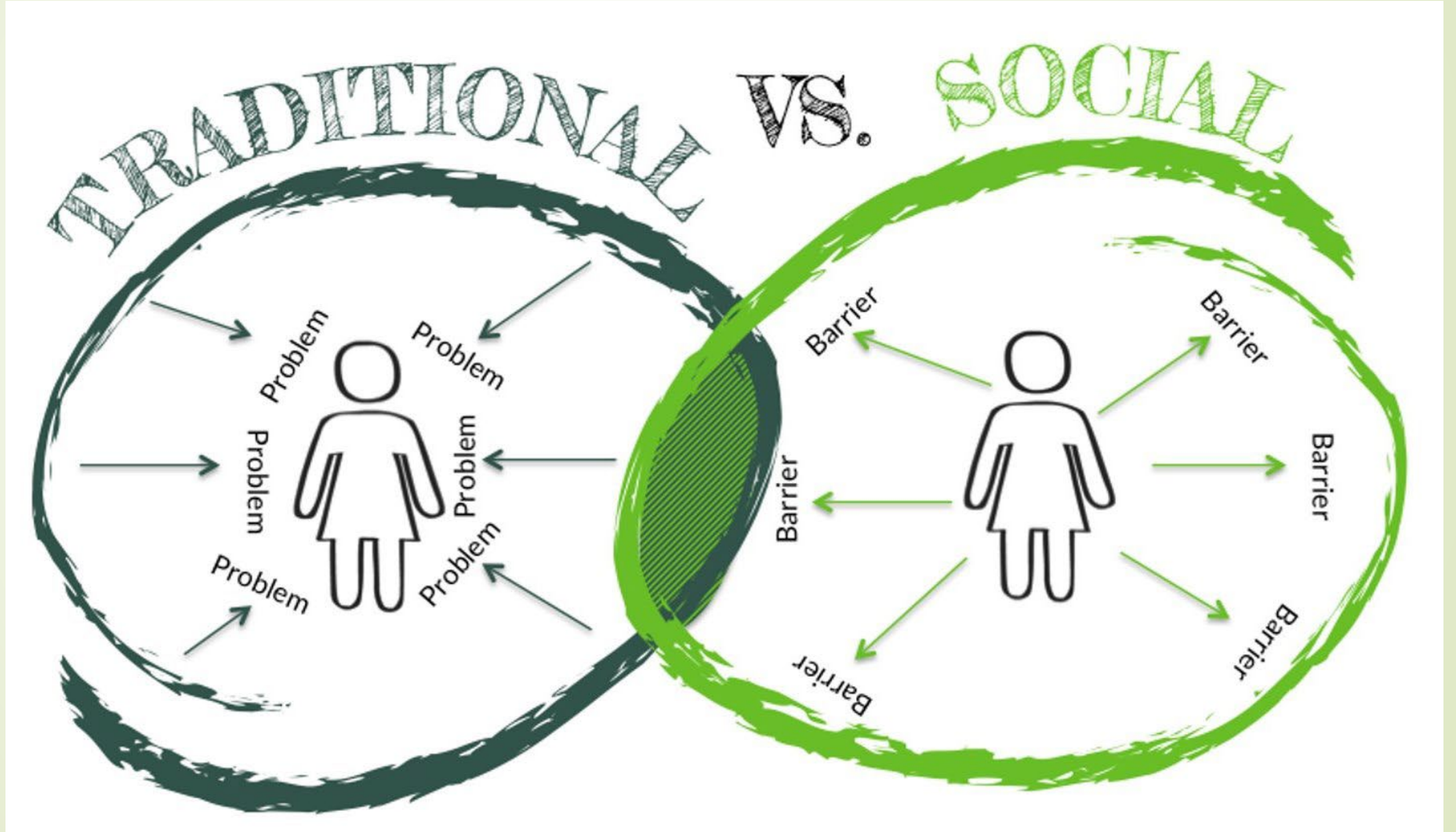
- (a form of) Discrimination
 - The false idea that disabled people are by default, inferior. When in truth disability is just another way for a mind or body to be.
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Basic Etiquette

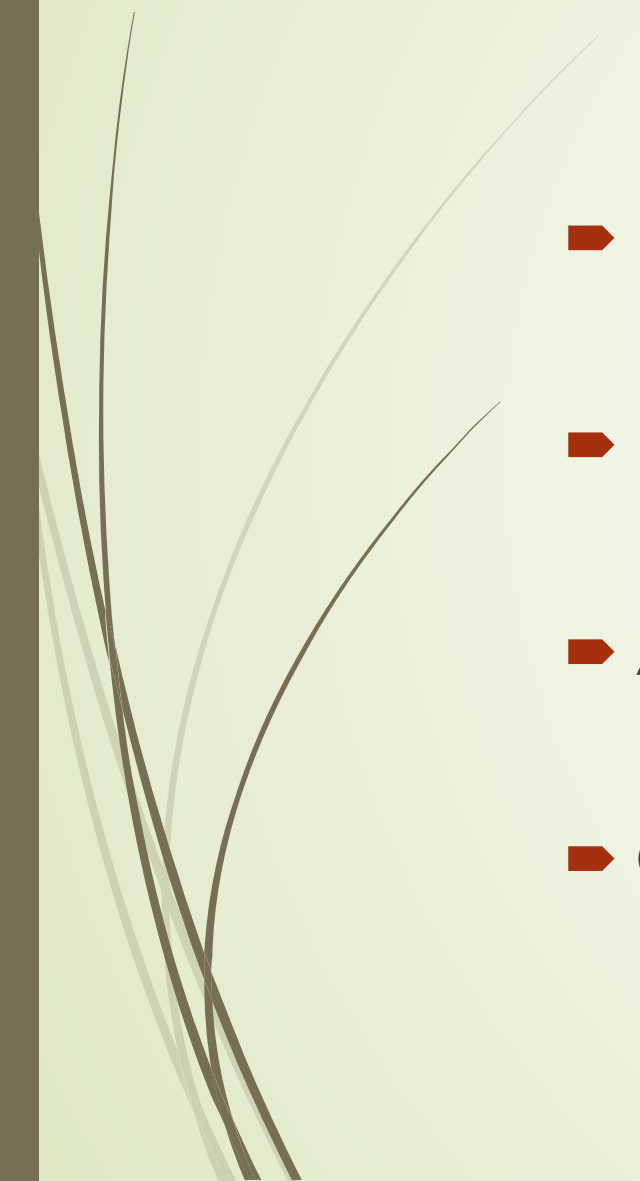
- ▶ Talk directly to the person with a disability, not their attendant or interpreter
- ▶ Never touch a person's assistive device without asking
- ▶ Never touch, pet or otherwise distract a service dog
- ▶ Always ask before you help
- ▶ NEVER make assumptions

Medical vs Social Model





What Makes an Environment Disabling?

- Physical access
 - Information presentation
 - Attitudinal barriers
 - Others?
- 



Access and Inclusion

- ▶ Access is the removal or reduction of physical or attitudinal barriers
- ▶ Inclusion means any individual who wishes to can fully participate in the same way as any other member of the community

Can have access without inclusion

Example of Access



Example of Inclusion





Additional Examples

Access

- ▶ Ensuring there is an accessibility statement on all advertising
- ▶ Having a section for people in wheelchairs to sit
- ▶ Having a microphone available for event speakers
- ▶ Have a statement on your website about how to request accommodations

Inclusion

- ▶ Listing what the environment will be (will there be captioning/ interpreters, space, etc)
- ▶ Having accessible seating scattered throughout
- ▶ Ensuring all presenters USE the mic
- ▶ Create an accessibility/sensory guide



Next Steps

P Prework & Prep

L Language

A Accessibility

N Never Stop





Prewrite and Prep

- ▶ Check your own assumptions/ train your staff
 - ▶ Harvard bias study
 - ▶ Bring in speakers
- ▶ Who is at the table?
 - ▶ Nothing about us without us
 - ▶ How do you get people to the table?
- ▶ Plan some simple steps (language use)

Language Matters

Person First	Identity First	AVOID
Person with a disability	Disabled Person	Handicapped person
Person without a disability		Normal person
Person who is deaf or hard of hearing	Deaf/deaf person	Hearing impaired, suffers a hearing loss
Person who uses a wheelchair/mobility equipment	Wheelchair user/rider	Confined to a wheelchair/ wheelchair bound

Identity-first language challenges negative connotations by claiming disability directly. Identity-first language references the variety that exists in how our bodies and brains work with a myriad of conditions that exist, and the role of inaccessible or oppressive systems, structures, or environments in making someone disabled.

(<https://www.ahead.org/professional-resources/accommodations/statement-on-language>)



Accessibility

- ▶ Physical Accessibility
 - ▶ Can people enter your space?
 - ▶ Once they enter, what are the restrictions (if any)?
- ▶ Information Accessibility
 - ▶ Is your information available in multiple formats?
- ▶ Communication
 - ▶ Clear, direct, easy to understand
- ▶ Digital Accessibility




Digital Accessibility 101

- ▶ Documents
 - ▶ Use styles in Microsoft Word
 - ▶ Beware of color contrast
- ▶ Web Sites
 - ▶ Ensure all images are alt tagged
 - ▶ Use an accessibility checker
 - ▶ Make link verbiage meaningful- avoid "click here"
- ▶ Presentations
 - ▶ Use provided templates/styles
- ▶ Zoom/ Video Calls
 - ▶ Turn on captioning or provide a captioner



Never Stop

- ▶ This is a continual process
 - ▶ Have a yearly plan for assessment and reevaluation
 - ▶ Strive to keep improving/ evolving!
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Resources

- ▶ [Harvard Implicit Association Test](#)
- ▶ [Example of Sensory and Accessibility Guide](#)
- ▶ [Disability Language Style Guide](#)
- ▶ [WAVE Web Accessibility Tool](#)
- ▶ [Color Contrast Checker](#)
- ▶ [Crip Camp: A Disability Revolution](#) (Netflix)

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