Accessibility in Leadership

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Community Agreements

- Respect of names and pronouns -- use name, or gender neutral pronouns if pronouns are unknown
- Using gender-inclusive language when referring to the group (eg. "you all" not "you guys")
- Self care
- "Bubbles"
- Don't assume ability or capacity
- Provide content/trigger warnings
- Patwin land
- Take care of biological needs
- Feel free to move your body in any way you need

Learning Objectives

- Be able to define what accessibility is and why it is important.
- Be able to identify different barriers to accessibility in events, as well as possible solutions to these barriers.
- Be able to plan events that strive to be as accessible as possible.

UNBOXING
WITH DYLAN MARRON

ABLEISM

Dylan Marron:
"Unboxing Ableism"

Intro to Accessibility

- ADA accessibility vs an Accessible space
- Who is doing the labor of accessibility?
- How does disability justice fit in?

SOCIAL JUSTICE ORGANIZATIONS

BASIC ACCESSIBILITY MEASURES

IS THIS DISABILITY JUSTICE?

imgflip.com

[image description: Light skinned man with hand out. Man labeled "social justice organizations", Butterfly near man's hand is labeled "basic accessibility measures", caption on bottom of picture says "is this disability justice?"]

Language

- Use Gender-inclusive language
- Avoid Ableist Language
  - Ex. crazy, insane, dumb, stupid, r***rd, c***ple, etc.
- Understanding for different comfortability level with a given language.
  - Providing interpreters if asked
- Avoid elitist language
- Respect for different forms of communication/ways of communicating

Annie Elainey: "How to Improve Accessibility at Your Event

Planning Events

- Outreach and Advertising
  - Font size and type
    - Minimum 12pt, Sans Serif or Slab Serif
  - Colors
    - Contrast and color-blindness
  - QR codes/links
    - Shorten and provide both when possible!
  - Screen readers
    - Provide image descriptions (including for emojis!)
  - Fee-waivers
  - Available accessibility information **before** the event!
  - Available contact info for more accessibility options

Planning Events

- Presentations
  - Assisted listening
  - **Captions**/ASL
  - Image descriptions
  - Printed slides
  - Content/trigger warnings
  - Photosensitivity warnings

Planning Events

- Physical Space
  - Furniture setup
  - Leaving accessible spots open
  - Accessible door buttons/heavy doors
  - Stairs, elevators, ramps
  - Parking
  - Gender-neutral restrooms
  - Food-
    - Provide it and with full labels and info
    - Alcohol
  - Scent-free spaces
  - Sensory rooms/decompression
  - No forced participation
  - Stim toys
  - Acknowledging bio-breaks
  - Service animals

- **Application**

  - Think back to an event you have put on or attended (can include the current event)
    - What did organizers do to make the event more accessible?
    - What could have been done to make it more accessible?
    - How will you incorporate what you have learned into future event planning?

Sources

- Dylan Marron: "Unboxing Ableism"
  https://tinyurl.com/ybuu9xnq

- Katie Tastrom: "Accessibility is Not Disability Justice: I'm Tired of Fighting"
  https://tinyurl.com/ycrp8gnz

- Annie Elainey: "How to Improve Accessibility at Your Event"
  https://tinyurl.com/y7e3aw9m

- Recite Me: "Choosing an Accessible Font"
  https://tinyurl.com/y8676ubt

- Color Safe: "Accessible Web Color Combinations"
  http://colorsafe.co/