

Building Access- Centered Work Cultures (Day 2)

10 PRINCIPLES OF DISABILITY JUSTICE

- 1 INTERSECTIONALITY** *"We do not live single issue lives" --Audre Lorde*
Ableism, coupled with white supremacy, supported by capitalism, underscored by heteropatriarchy, has rendered the vast majority of the world "invalid."
- 2 LEADERSHIP OF THOSE MOST IMPACTED**
"We are led by those who most know these systems." --Aurora Levins Morales
- 3 ANTI-CAPITALIST POLITIC**
In an economy that sees land and humans as components of profit, we are anti-capitalist by the nature of having non-conforming body/minds.
- 4 COMMITMENT TO CROSS-MOVEMENT ORGANIZING**
Shifting how social justice movements understand disability and contextualize ableism, disability justice lends itself to politics of alliance.
- 5 RECOGNIZING WHOLENESS**
People have inherent worth outside of commodity relations and capitalist notions of productivity. Each person is full of history and life experience.
- 6 SUSTAINABILITY**
We pace ourselves, individually and collectively, to be sustained long term. Our embodied experiences guide us toward ongoing justice and liberation.
- 7 COMMITMENT TO CROSS-DISABILITY SOLIDARITY**
We honor the insights and participation of all of our community members, knowing that isolation undermines collective liberation.
- 8 INTERDEPENDENCE** We meet each others' needs as we build toward liberation, knowing that state solutions inevitably extend into further control over our lives.
- 9 COLLECTIVE ACCESS** As brown, black and queer-bodied disabled people we bring flexibility and creative nuance that go beyond able-bodied/minded normativity, to be in community with each other.
- 10 COLLECTIVE LIBERATION** No body or mind can be left behind
-- only moving together can we accomplish the revolution we require.

www.sinsinvalid.org

SINS INVALID 2015

Some of the core values of Disability Justice are: intersectionality, sustainability, recognizing wholeness, interdependence, collective access, collective liberation.

**What are you doing well?
Where has access been denied?**

In other words, how are you practicing these in a way that are considerate, supportive and inclusive of Disabled and neurodivergent workers? What are you not doing well? Where do you need to shift or grow?

ACCESS-CENTERED

- “Accessibility is more than just adherence to a law. It’s an ethos that values different ways of being in the world.” - Alice Wong
- Access is a practice. The best we can be is access-centered, which means we are radically centering intersectional access (see: *Access-Centered Movement*). Access is more than just Disability, but also related to race, class, sexuality, size, etc. We value flexibility, openness, humility, and innovation
- There is no such thing as universal access because everybody has different needs. Sometimes, two Disabled people’s access needs will conflict.
- Access/accessibility is the bare minimum. It is a foundation to build upon and a place to start, not the end goal! (#AccessIsLove)



ACCESS VS. ACCOMMODATIONS

ACCOMMODATIONS

Individual adjustments for one person. **Reactive.**

ACCESS

A collective willingness to reduce barriers and create an inclusive environment for all, regardless of diagnosis, medical paperwork, or labels. **Proactive.**

BUILDING OUR ORGANIZATION'S CULTURE

- **Safety in accessing accommodations**
 - Are we requiring staff to have official diagnoses and documentation before offering access support?
 - Asking about, respecting, and not penalizing people for using accommodations
- Offering **financial support** for staff in meeting their access needs (software, task management system, technology, etc.)
- **Plans in place** to support staff who are hospitalized or seeking psychiatric care; staff who survive a suicide attempt; staff experiencing altered states; staff who are grieving; seizures; allergy attacks
- **Structural change** towards collective and community care, or just promoting self-care and wellness
- Many ways to **participate and access information**
- Moving at a **sustainable pace & unlearning urgency**

ABLEIST SOCIAL NORMS

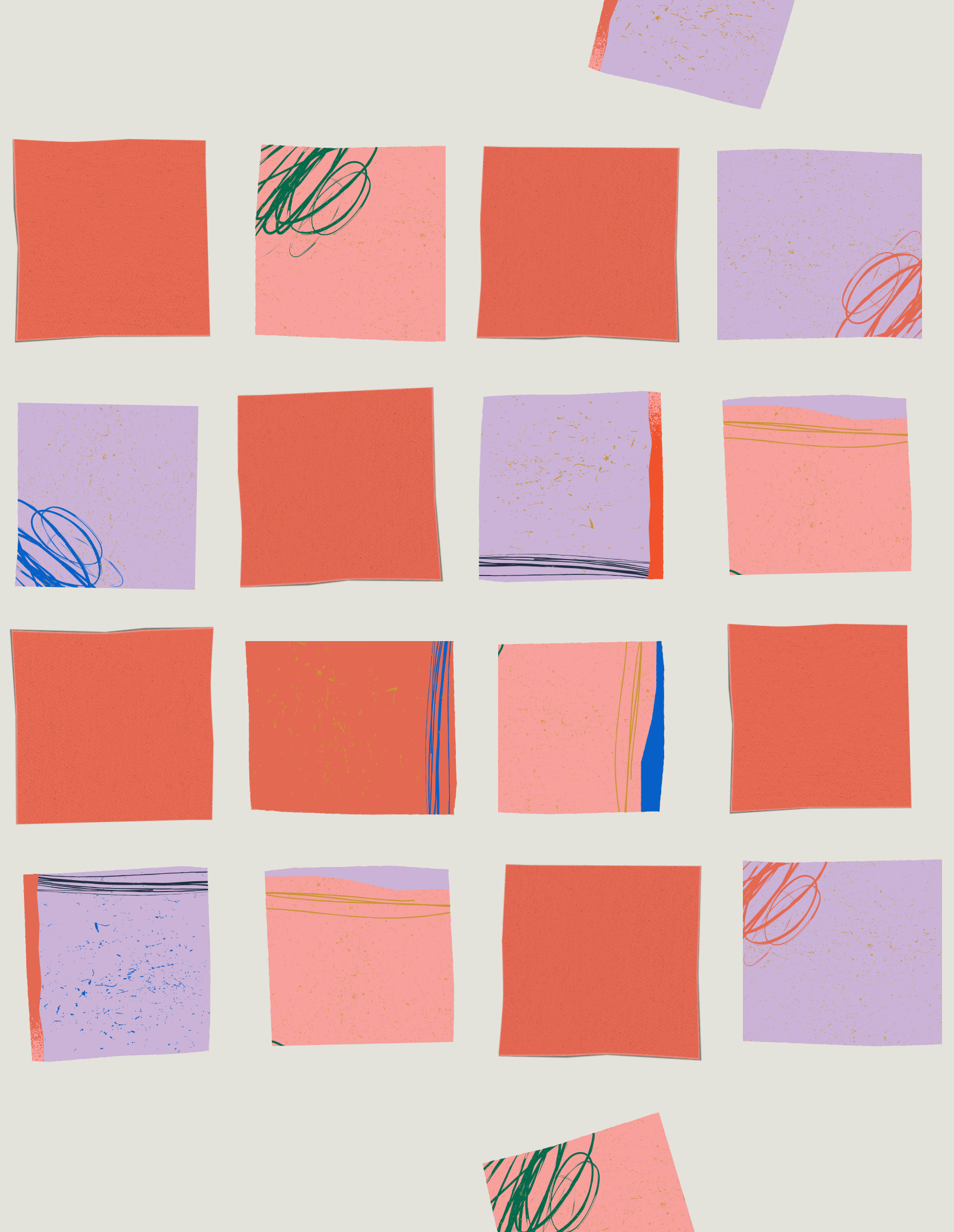
The Double Empathy Problem (DEP) refers to a “disjuncture in reciprocity between two differently disposed social actors” who hold different norms and expectations of each other, such as is common in Autistic to non-Autistic (Allistic) social interactions.

Milton, D. (2012). On the ontological status of autism: The “double empathy problem.”. *Disability & Society* 27(6), 883–887. <https://doi.org/10.1080/09687599.2012.710008>.

MENTAL HEALTH

The ability to
have justice.

CHANTAL FIGUEROA



SUPPORTING EACH OTHER

QUESTIONS

Open ended (exploration)

- *Do you want to talk about what is making life so hard right now?*
- *What does normal feel like? How will you know when you're there?*
- *What does a liveable life look like for you?*
- *What is happening for you in your body?*

Direct

Concrete

Yes/No

Elicitive

- *Can you tell me more about that?*
- *What do you mean when you say things are out of control?*

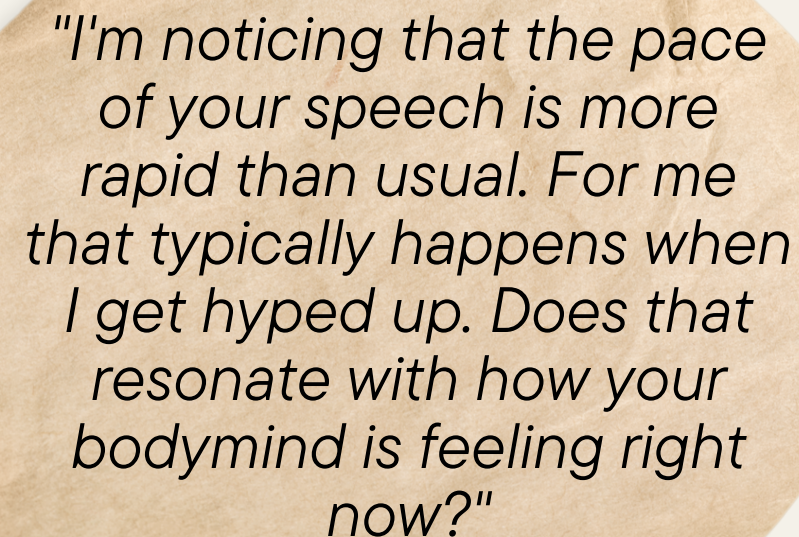
INFORMATION

Specific

Observable

Offerings

Shared experience



"I'm noticing that the pace of your speech is more rapid than usual. For me that typically happens when I get hyped up. Does that resonate with how your bodymind is feeling right now?"

AVOID

- Overwhelming with **too many choices**
- Making **global statements** about a person's character & lavish praise
- **Defining their experience** (clinical language can feel activating or oppressive – we want to avoid saying something like *"It sounds like you're manic right now"*)
- Setting people up for **unreasonable expectations**

tools + strategies

**Rarely does
response make
something better;
what makes
something better
is connection.**

Brene Brown

Y₄ O₁ U₁

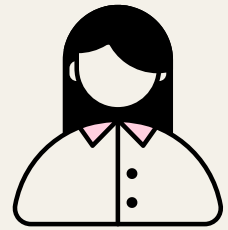
A₁ R₁ E₁

S₁ A₁ F₄ E₁

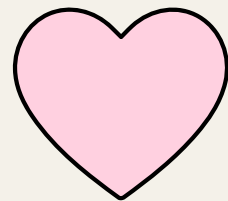
H₄ E₁ R₁ E₁

UNIVERSAL DESIGN LEARNING PRINCIPLES

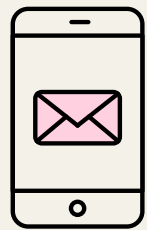
*How are you practicing this?
Where can you do better?*



Representation: Offering information in more than one format (e.g., text, audio, video, and hands-on)



Action and expression: Giving more than one way to interact with the material and show what they know and what they can do



Engagement: Motivating team members in multiple ways, such as letting employees make choices and designing work plans that are relevant to them

food

bathrooms

breaks

wheelchair
+ mobility
aid access

outreach

scents

non-visual
options

lighting

non-auditory
options

sliding scale

language

CART

structure

childcare

remote access

quiet space

image
descriptions

transportation

Sensory

Account for the sensory needs of neurodivergent staff (i.e. decor, colors, lighting, objects, clutter, sounds, smells, textures, low stimulation spaces, high stimulation objects like stim toys/fidget spinners/stress balls/etc, taking breaks throughout exams, step by step explanations)



Digital Accessibility

- Image Descriptions
- Alt-Text
- Font size
- Captions on videos
- #CapitalizeYourHashtags
- Content Warnings (flashing lights, etc.)
- Avoid decorative fonts
- Color Contrast (**this is not good** / **this is better**)
- Transcripts





alt-text:

Stefanie and her daughter are making silly faces at each other, and are smiling.



image description:

Stefanie (a white non-binary person) sits in a wheelchair and smiles at her daughter, PJ (a Black multiracial toddler). PJ is holding the rim of the wheelchair smiling back with a silly face. They are outside on a sidewalk, with bright green grass in the background.

skin tone representation matters (don't assume race). make people gender neutral and their age less specific.

Online Event Reminders

- Include access information on all promotional materials
- Hire a language/access justice specialist to coordinate access (or use an access team)
- Don't overfill a panel or event
- Provide agenda, information, names, slides, etc. to interpreters and captioners before the event
- Use Deaf interpreters when possible
- **Captions:** not a replacement for ASL interpretation, save transcript, if possible offer both in + out of the platform
- Give folks access to materials ahead of time so they can facilitate their own access needs

If problems cannot be fixed, cancel the event until everyone has access



Sample Access Statement

This event will be taking place on Zoom.

Information for accessing the event will be emailed following registration. ASL and English interpretation, and live captions, will be provided.

A recording and transcript will be emailed out to everyone who registers. This event is being offered on a donations basis, though we will not turn anyone away for lack of funds. Please e-mail [X] if this is a barrier for your participation.

Reminder: even if there is no access for an event, include that in your description! It at least gives Disabled people the ability to know they won't be able to participate.

Sample Email Statements

"Please let me know if you have any access needs for our meeting."

"Let me know if you have a preferred method of communication! I am comfortable with text, voice calls, or emails."

"If anything about this email is unclear, please let me know and I am happy to provide communication in different ways (ex: using clearer language, phone, voice note, plain text)"

Questions to Ask:

- Am I asking folks about their access needs?
- Am I waiting until a Disabled person tell me their needs before I consider access?
- Where am I meeting? Is it physically accessible?
- Am I wearing scents that may be harmful to folks with chemical sensitivities?
- Am I offering/able to provide live captions? Am I offering/able to provide interpretation?
- Are my materials written using elitist, academic, or difficult to understand language?
- Do my videos have captions?
- Do my social media posts include image descriptions and alt-text for screen readers?
- Am I prioritizing urgency + moving quickly at the expense of including folks?



Your coworker needs a specific software to do her job. She has requested this accommodation repeatedly and after a long period of negotiation with the organization it is finally granted. Even after the accommodation request had been met, your coworker is unable to meet the work expectations set by your supervisors and team leaders. You learn that your organization is planning to fire her because she isn't producing consistently enough.

You're facilitating a webinar with the Chan Zuckerberg Initiative. It's 6:10, the webinar was supposed to start at 6:00, and the captioner cannot be reached. You have 1,000 attendees present, people paid for this event, and you've been promoting it for months.

A staff member is navigating an ongoing chronic illness flare and cannot work in person. They will need to be remote for at least 3 months, while the rest of the team works in person daily.

SINS INVALID
 HEARD
 AUTISTIC WOMEN/ENBY NTWK
 AUTISTIC SELF-ADVOCACY
 HARRIET'S APOTHECARY
 ABOLITION AND DJ COLLECTIVE
 IDHA
 BEAM
 APTP: MENTAL HEALTH FIRST
 WILDFLOWER ALLIANCE
 HARRIET TUBMAN COLLECTIVE
 HEALTH JUSTICE COMMONS
 FIREWEED COLLECTIVE
 BATJC
 AUTISTIC POC FUND
 DJ CULTURE CLUB
 DEPRESSED WHILE BLACK

DISABILITY JUSTICE & ABOLITION

★ SAFETY PLAN
 YOUR PEOPLE LOVE YOU & WANT YOU TO SURVIVE. IF YOU DON'T HAVE PEOPLE, FIND US. WE ARE OUT HERE. WE'LL FIGURE IT OUT TOGETHER.

getting involved
 ASKING FOR SUPPORT

abolition
 A PROACTIVE APPROACH

Trust
 ACCOUNTABILITY
 UNDERSTANDING
 REPAIR

... AND ABOLISHING THE TOOLS OF POLICING & PATHOLOGY
 "IT DOESN'T HAVE TO BE SCARY."
 IF WE DON'T ADOPT A DISABILITY JUSTICE ANALYSIS, WE WON'T GET TO ABOLITION. WE'LL JUST GET TO NEW FORMS OF POLICING OUR BODIES & SAFETY.

Public Health
 HAS ALWAYS BEEN ABOUT POLICING, SURVEILLANCE, & VIOLENCE AGAINST BLACK, BROWN, QUEER, TRANS, & DISABLED BODIES

healing justice
 FOSTERING JOY, LIBERATION, & TENDERNESS*
 WELLNESS & HEALING HELD BY BARBERS, BIG MAMAS, COACHES, & FRIENDS

WE HAVE TO GET RID OF ALL OF THEM
 PRISON INDUSTRIAL COMPLEX
 MEDICAL INDUSTRIAL COMPLEX
 grow out of the same seeds

ABLEISM
 RACIAL CAPITALISM
 ANTI-BLACKNESS

STIGMA & SHAME PREVENT US
 REIMAGINING & REFINING TOOLS & STRATEGIES WE ALREADY HAVE...

IT'S REPLACING A GUN WITH AN ECO-SYSTEM.

(NOT ACQUIESCING TO ABLEIST VISION)

Caricatures:
 ELLIOT FUKUI
 LEAH LAKSHMI PIEPZNA-SAMARASINHA
 YOLO AKILI ROBINSON
 ANDREA RITCHIE

Other elements:
 APTP, DJCC, BEAM, HEARD, FIREWEED COLLECTIVE, VOLUNTEER MONEY, TIME, & RESOURCES, SUPPORT NETWORKS & WHOLE COMMUNITIES, APTP: MENTAL HEALTH FIRST, WILDFLOWER ALLIANCE, HARRIET TUBMAN COLLECTIVE, HEALTH JUSTICE COMMONS, FIREWEED COLLECTIVE, BATJC, AUTISTIC POC FUND, DJ CULTURE CLUB, DEPRESSED WHILE BLACK, "HEALING" ABLEIST, RACIST, & MYSOGYNISTIC HISTORY, VILLAGE CARE, PUBLIC HEALTH HAS ALWAYS BEEN ABOUT POLICING, SURVEILLANCE, & VIOLENCE AGAINST BLACK, BROWN, QUEER, TRANS, & DISABLED BODIES, "IT DOESN'T HAVE TO BE SCARY.", IF WE DON'T ADOPT A DISABILITY JUSTICE ANALYSIS, WE WON'T GET TO ABOLITION. WE'LL JUST GET TO NEW FORMS OF POLICING OUR BODIES & SAFETY., WELLNESS & HEALING HELD BY BARBERS, BIG MAMAS, COACHES, & FRIENDS, FOSTERING JOY, LIBERATION, & TENDERNESS*, WE HAVE TO GET RID OF ALL OF THEM, PRISON INDUSTRIAL COMPLEX, MEDICAL INDUSTRIAL COMPLEX, grow out of the same seeds, ABLEISM, RACIAL CAPITALISM, ANTI-BLACKNESS, STIGMA & SHAME PREVENT US, REIMAGINING & REFINING TOOLS & STRATEGIES WE ALREADY HAVE..., ... AND ABOLISHING THE TOOLS OF POLICING & PATHOLOGY, "IT DOESN'T HAVE TO BE SCARY.", IF WE DON'T ADOPT A DISABILITY JUSTICE ANALYSIS, WE WON'T GET TO ABOLITION. WE'LL JUST GET TO NEW FORMS OF POLICING OUR BODIES & SAFETY., PUBLIC HEALTH HAS ALWAYS BEEN ABOUT POLICING, SURVEILLANCE, & VIOLENCE AGAINST BLACK, BROWN, QUEER, TRANS, & DISABLED BODIES, WELLNESS & HEALING HELD BY BARBERS, BIG MAMAS, COACHES, & FRIENDS, FOSTERING JOY, LIBERATION, & TENDERNESS*, *(NOT ACQUIESCING TO ABLEIST VISION)*

ART BY @LIZARTISTRY

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