Accessibility Together

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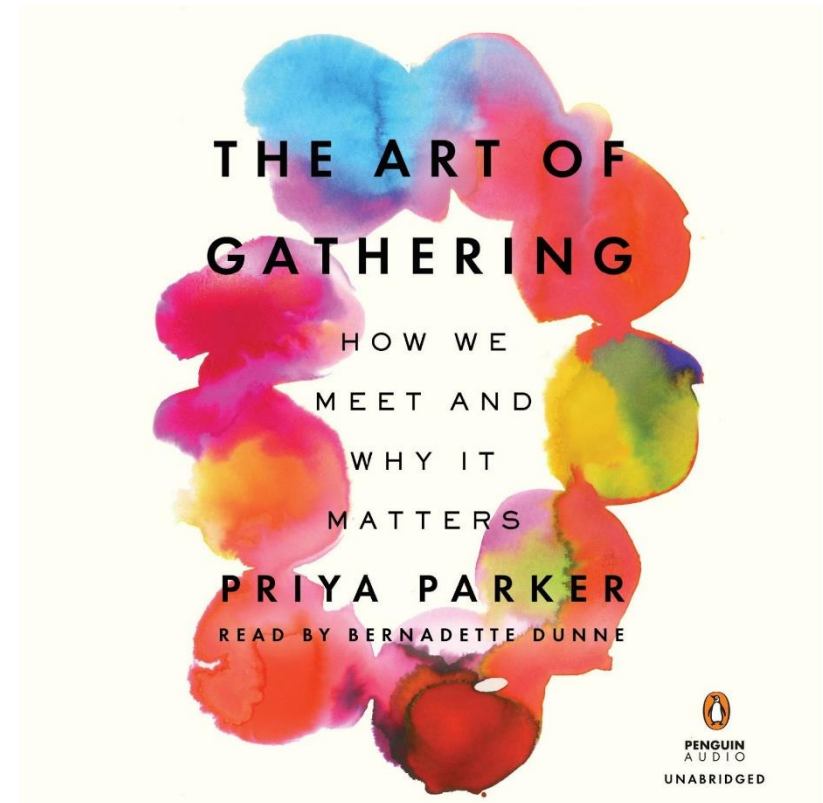
Gatherings

"The way we gather matters. . . Gathering — the conscious bringing together of people for a reason — shapes the way we think, feel, and make sense of our world."

Priya Parker

Author of **The Art of Gathering: How We Meet and Why It Matters**

Prioritizing Access & Belonging

- Why it matters
- Who it affects
- Kinds of access: physical, sensory, cognitive, and psychological
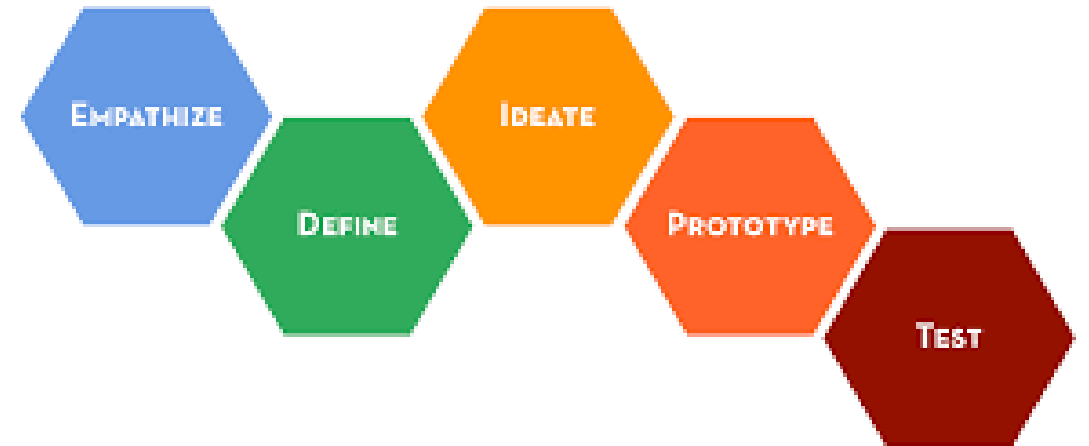- Access features of today's webinar

Access is an invitation– and a joy.

Plan vs. Design Meetings

Traditional planning methods (checklists) can help meet **compliance**.

Design Thinking puts the focus on the human and is more inclusive. It goes **beyond compliance.**

Disability is a mismatch between a person's ability and the environment, which was not created with them in mind.

Stanford D School: Design Thinking Model

Americans with Disabilities Act (ADA)

Signed into law July 26th, 1990

Department of Justice Civil Rights Division

The ADA is a civil rights law that **prohibits discrimination** against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all places (public and private) open to the general public. The purpose of the law is to make sure that **people with disabilities have the same rights and opportunities as everyone else**.

- **Title II** (State and Local Governments) - **HTML** | **PDF**
- **Title III** (Public Accommodations and Commercial Facilities) - **HTML** | **PDF**
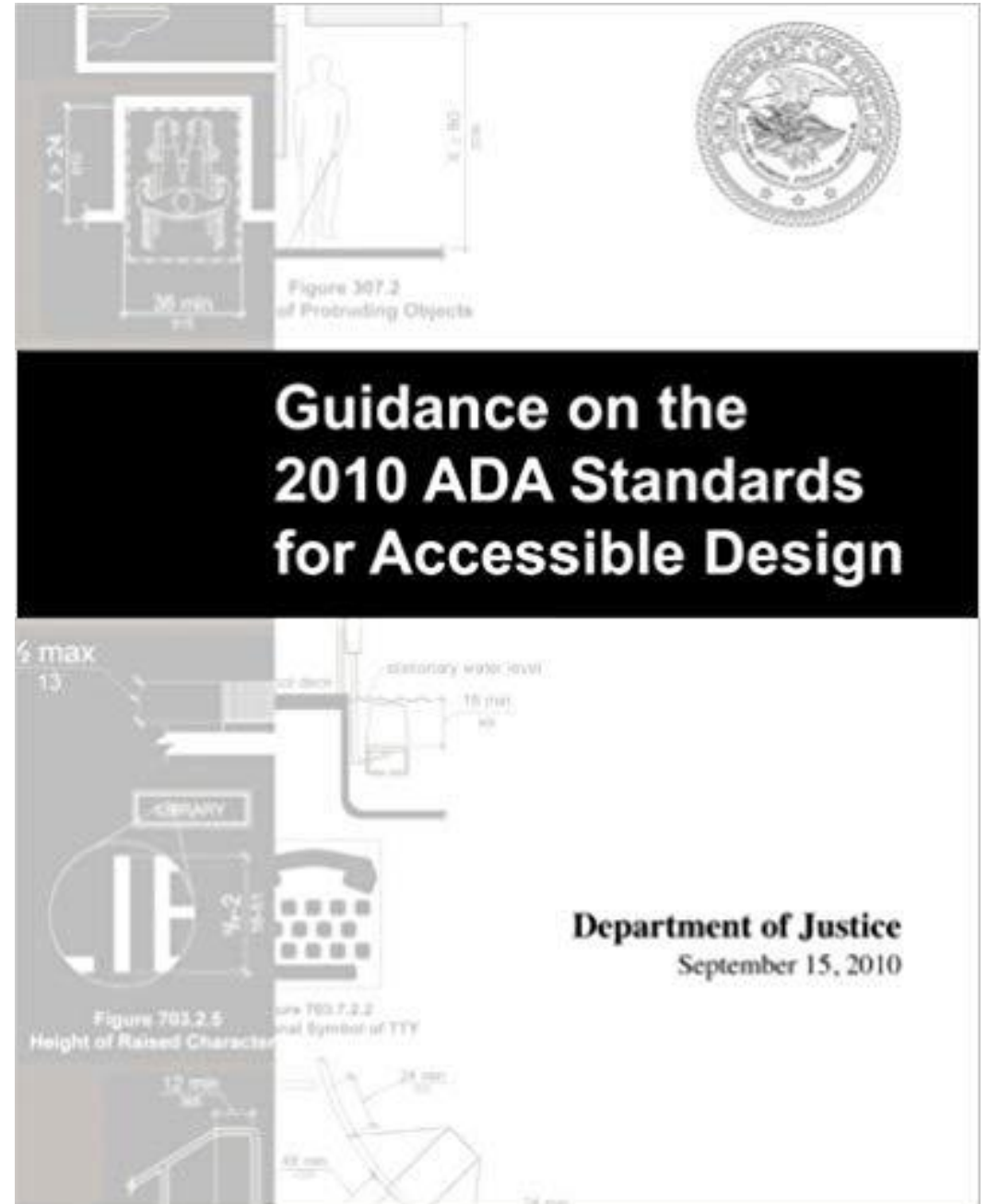

Photo: ADA legislators (L-R) senators John McCain, Orrin Hatch, Steny Hoyer, Tom Harkin, and Ted Kennedy with celebrants including Justin Dart Jr. after U.S. Senate passage of the Americans Disabilities Act Bill in 1990 (Terry Ashe/Getty images)

ADA Requirements

The Standards do not provide direct solutions to all of the various barriers that may be encountered at meetings, but instead give basic guidelines for resolving most problems.

Design recommendations and solutions presented in this guide are based on the 2010 ADA Standards.

[2010 ADA Design Standard PDF](#)

Guidance on the 2010 ADA Standards for Accessible Design

Department of Justice
September 15, 2010

Accessibility Checklists We Like

- **Governor's Office of the Education Ombuds:**
  - Accessible Events Checklist: https://oeo.wa.gov/basiceventaccessibilitychecklist-2019-04-18/
  - Quick Start to Co-Design: https://live-oeo-wa.pantheonsite.io/wp-content/uploads/QuickGuideforListeningandCoDesign.2018.07.02.pdf
  - Language Access Guidance for Educators and School Leaders: https://oeo.wa.gov/education-issues-topics/language-access/

- **Disability Rights Washington's Event Accessibility Guide:**
  - https://rootedinrights.org/?s=accessible+events

Start at the Beginning

The invitation

Check that invites and registration are accessible, following WCAG 2.0 Standards

- Accessible platforms
- Plain talk
- High contrast
- Graphics, buttons, links

- Other tips:
  - Community co-design
  - Use your data
  - Welcoming language
  - Notice re: scent/fragrance-free

Ask in your invitation:

Example :

"For questions about event access or to request accommodations please contact :

Ryan Leisinger
360-407-8687 or
ryan.leisinger@ofm.wa.gov

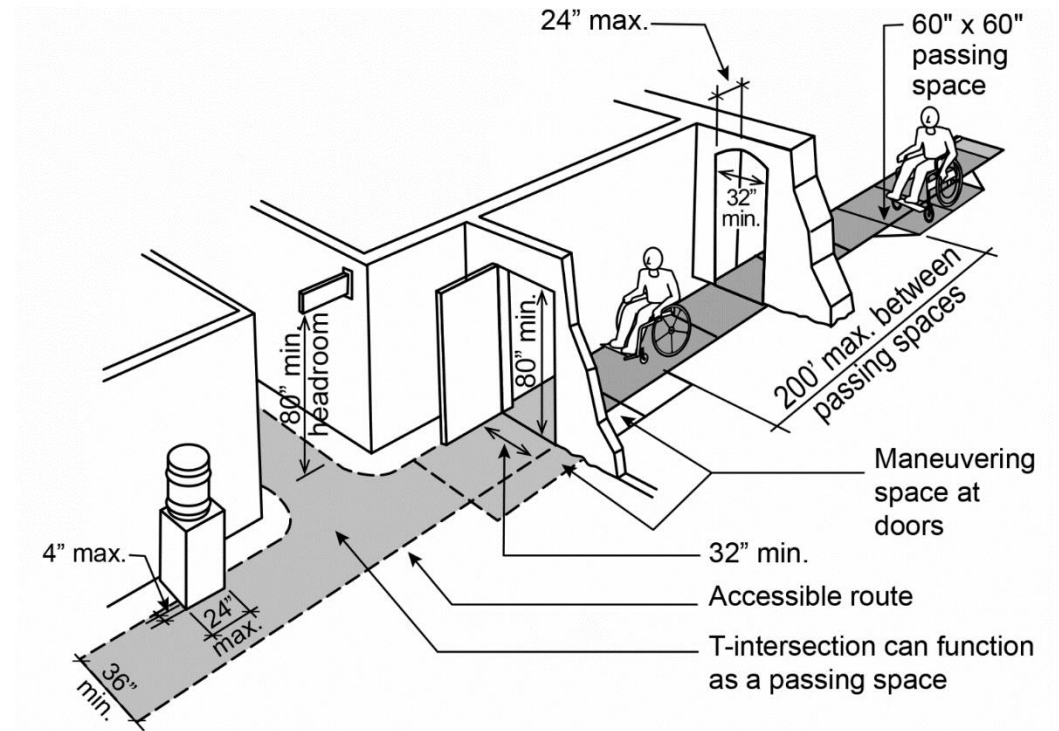Two weeks advance notice will allow us to provide seamless access."

Access and Space

Identify Barriers

ADA Checklist for Facilities

[ADA Checklist](#)
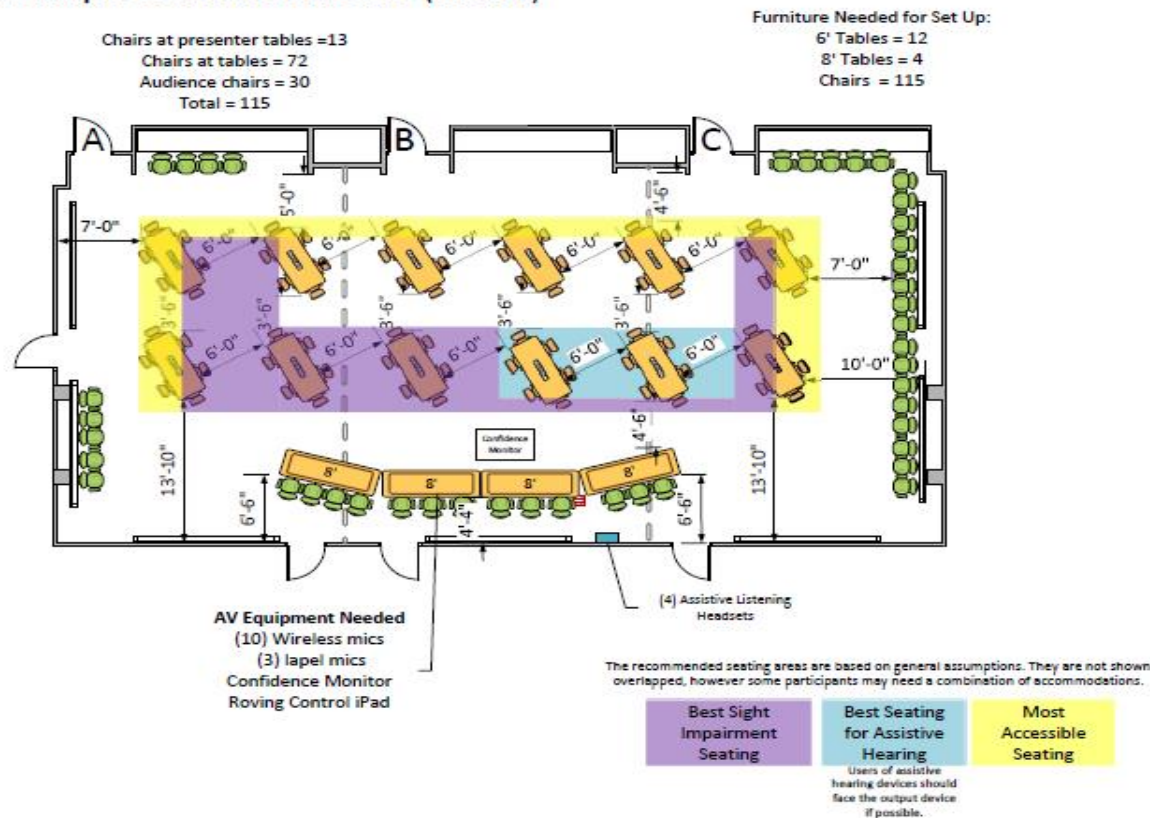
Walk the access route
- Accessible approach and entrance
- Access to goods and services
- Access to public toilet rooms
- Access to other items (e.g., drinking fountains, registration table, snacks)

Basic Features of an Accessible Route

The Space 1/2

Panel Banquet with ADA Focus (South)

Chairs at presenter tables = 13
Chairs at tables = 72
Audience chairs = 30
Total = 115

Furniture Needed for Set Up:
6' Tables = 12
8' Tables = 4
Chairs = 115

AV Equipment Needed
(10) Wireless mics
(3) lapel mics
Confidence Monitor
Roving Control iPad

(4) Assistive Listening Headsets

The recommended seating areas are based on general assumptions. They are not shown overlapped, however some participants may need a combination of accommodations.

Best Sight Impairment Seating	Best Seating for Assistive Hearing	Most Accessible Seating
	Users of assistive hearing devices should face the output device if possible.	

Seating and Room Set-Up:
- Accessible Seating
- Visual
- Audio
- Line of sight
- Screen glare and distortion when viewed at an angle
- Too dim, too bright
- LED and fluorescent lighting
- Scent-free

Consider creating a variety of environments (e.g., quiet spaces, spaces to rest) which support and honor different needs and ways of interacting. Also encourage others to rearrange the space to meet their needs.

Diagram from Nadia Sarno & Jessica Dang of OFM/Results WA

The Space 2/2

Audio

Use a microphone and public address system

Consider adding Assistive Listen Devices (ALD) Technology
- Bluetooth, infrared and FM transmitters
- Hearing loops
- Person transmitters

Lip Reading

American Sign Language Interpreters

ADA references "effective communication"

"auxiliary aids and services" includes "qualified interpreters or other effective methods of making aurally delivered materials available to individuals with hearing impairments."

50 million Americans experience hearing loss - 20%

The Presentation 1/3

Interactions & Exercises

Consider the audience - work to include

- Ask audience to say their names before speaking
- Speak to the person, not assistant
- Ask audience to verbally and physically raise hands to be counted/express
- Be ready to alter exercises to be inclusive
- Describe your slides, images, presentations
- Use Plain Talk
- Let the audience see your face
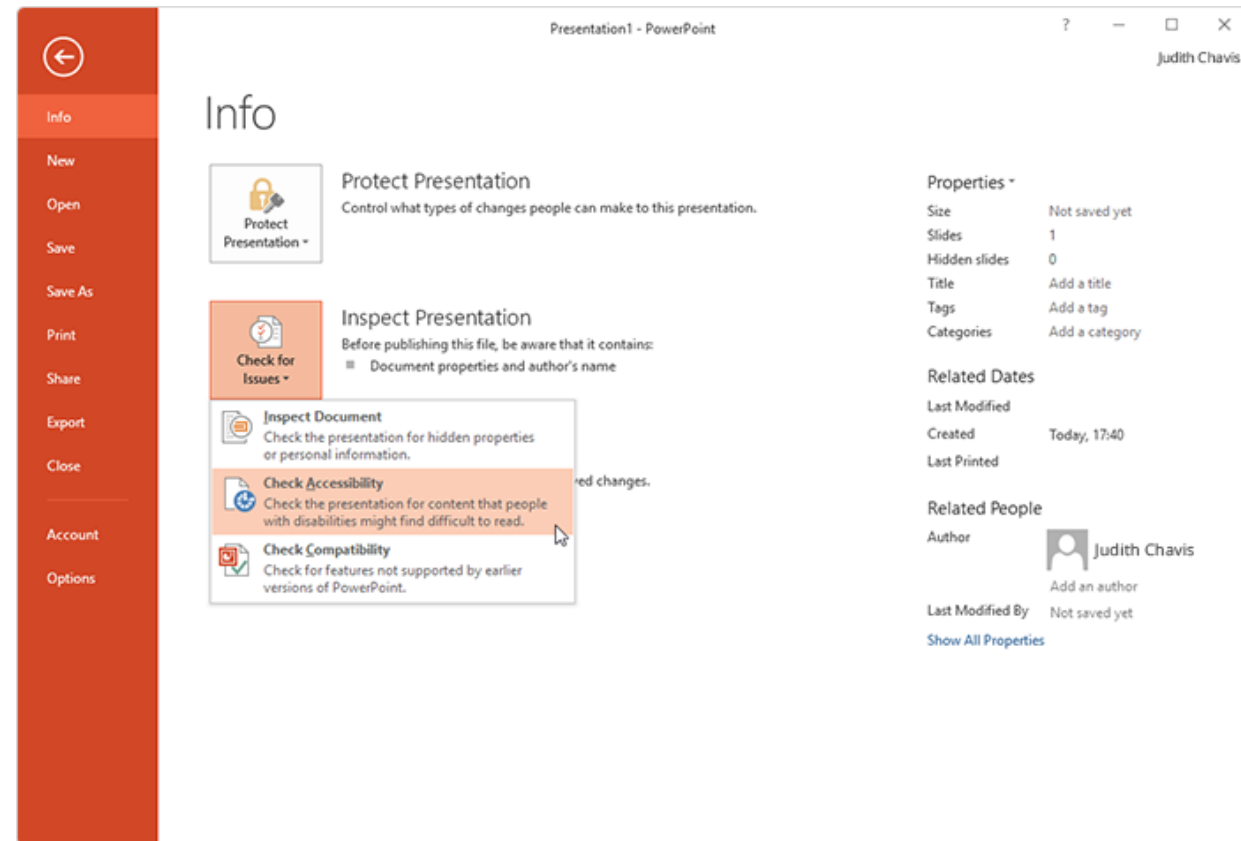- Breaks-- build them into your agenda, allow others to take them

The Presentation 2/3

Slides and Videos

- Describe your slides & images
- Use captioned video with audio descriptions
- Large print with high contrast
- Check your slides for accessibility

Handouts & Materials

- Check your material for accessibility
- Be ready with multiple formats
- Provide materials in advance

The Presentation 3/3

Live Captions & ASL Support

Live Captions or Communication Access Real-time Translation (CART)

American Sign Language Support

Tactile Interpretation

Be Ready!

- Learn the process
- Book in advance
- Get feedback about the experience before rebooking the same interpreter

Collect & Act on Feedback

To learn and improve, we must collect and act on feedback and new information.

Questions? Comments? Feedback?

https://www.surveymonkey.com/r/Accessibility_Together_June_2019

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These slides and other resources are available at:

https://oeo.wa.gov/education-issues-topics/special-education/

The video will be uploaded within 3-5 business days.