THE NAMED ADVOCATES

DISCUSSION GUIDE:

A BASIC UNDERSTANDING OF ACCESSIBILITY

A Basic Understanding of Accessibility

In the United States, over 25% of people have a disability. Our colleagues, community members, and families most likely have at least one person with a disability. So what qualifies as a disability? What is an accommodation? This discussion guide examines a basic understanding of accessibility.

GLOSSARY

HELPFUL TERMS AND CONCEPTS

- **Access:** Equal access to social goods is one of the most fundamental principles of social justice. This holds that society's resources should be equally available to all (source).

- **Accessibility:** a person with a disability is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability. (source).

- **Collective Access:** access that we intentionally create collectively, instead of individually. Most of the time, access is placed on the individual who needs it. It is up to you to figure out your own access, or sometimes, up to you and your care giver, personal attendant (PA) or random friend. Access is rarely weaved into a collective commitment and way of being; it is isolated and relegated to an after thought, much like disabled people. (Creating Collective Access).

- **Digital Access:** the ability for users, including those with disabilities, to easily navigate and understand content on websites, mobile applications, or other electronic-based information (source).

- **Universal Design:** the design and composition of an environment so that it can be accessed, understood and used to the greatest extent possible by all people regardless of their age, size, ability or disability (The Centre for Excellence in Universal Design).

THE NAMED ADVOCATES ON
A BASIC UNDERSTANDING OF ACCESSIBILITY

Watch <u>this video</u> and then discuss or reflect on the following questions:

- What are some of the lessons that you pull from this video?
- How do you define access/accessibility?
- What are some examples of when access has been important at work or in your community?
- What disability core principles are essential to achieving accessibility?
- In what ways do we need to improve the workplace and/or schools to be more accessible?
- What are some common accommodations that you are aware of? What are some unique accommodation request?
- How do you know what is a "reasonable" accommodation?

ADDITIONAL RESOURCES

- U.S. Department of Education's Office for Civil Rights definition of Accessibility
- LGBT PEOPLE WITH DISABILITIES
- Disability Impacts All of Us
- Disability Prevalence by Race
- Make your Word documents accessible to people with disabilities
- Free Accessibility Assessment
- Write good Alt Text to describe images
- Creating Collective Access
- The Centre for Excellence in Universal Design