

Tips for working with people with disabilities:

- Language (Person-first versus Identity-first)
- Meeting people where they are at
- Treat a mobility device like a body part
- Don't pet service dogs or move a blind person's hands without permission
- Be patient, things will likely take longer

What is Accessibility?

- Physical access to spaces, websites, materials, etc.
- Attitude of inclusivity
- Thinking ahead when possible (have a plan to serve all, budget for needed resources, send agendas/documents ahead of time)
- Flexibility--meeting people where they are at
- Offering accommodations

Reasonable Accommodations:

A reasonable accommodation is assistance or changes to a position or workplace that will enable an employee to do his or her job despite having a disability. Under the Americans with Disabilities Act, employers are required to provide reasonable accommodations to qualified employees with disabilities, unless doing so would pose an undue hardship.

Ableism - definition:

A system that places value on people's bodies and minds based on societally constructed ideas of normalcy, intelligence and excellence. These constructed ideas of normalcy, intelligence and excellence are deeply rooted in anti-Blackness, eugenics and capitalism. This form of systemic oppression leads to people and society determining who is valuable or worthy based on people's appearance and/or their ability to satisfactorily produce, excel & "behave."

Offering Help People with disabilities:

## The strategy

1. Don't be afraid to ask. Do you need help? Do you need assistance? Both of these are fine.
2. When someone responds, listen to their answer. If they don't want help, that's their decision. If they want help, let them tell you how you can best help.
3. If someone indicates they would like help but they don't make how you can help clear, feel free to ask. Don't just start helping. The assistance you think someone needs could be very different from the kind of help they want.
4. Organization work disability community:
5. Disability Art and Culture
6. Contact person:
7. Rebel Sidney Black [rebelsidneyblack@gmail.com](mailto:rebelsidneyblack@gmail.com)