

# Creating Accessible Training and Technical Assistance

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# Learning Objectives

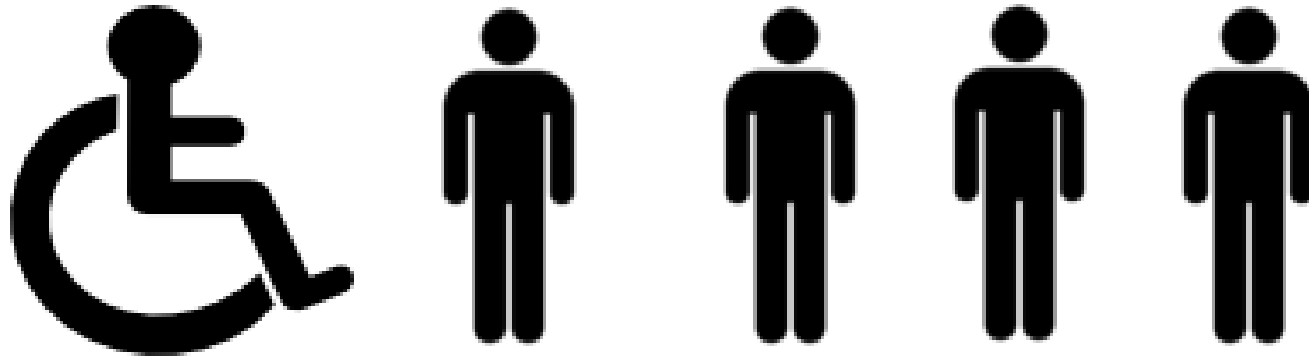
Understand basic considerations for accessible training and technical assistance

Understand the resources available to you to create accessible events

**Background**

# Disability in the U.S.

→ 1 in 5 people living in the United States have at least one disability.



# Categories of Disability

- Physical
- Cognitive
- Intellectual
- Sensory
- Psychiatric
- Neurodivergent

# Key Consideration

- Disability is ordinary.
- Diagnosis does not predict individual experience.
- Not all people who have disabilities identify as having one.
- The experiences of people with disabilities and Deaf people are profoundly shaped by ableism and audism.

# Understanding Ableism

# WHAT'S BEAUTIFUL

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*Judging yourself in miles. Not inches.*



## Marginalization



# Exploitation



# Powerlessness



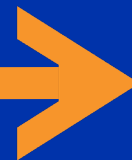


# **Domestic and sexual violence in the lives of people with disabilities**

## People with disabilities experience high rates of violence

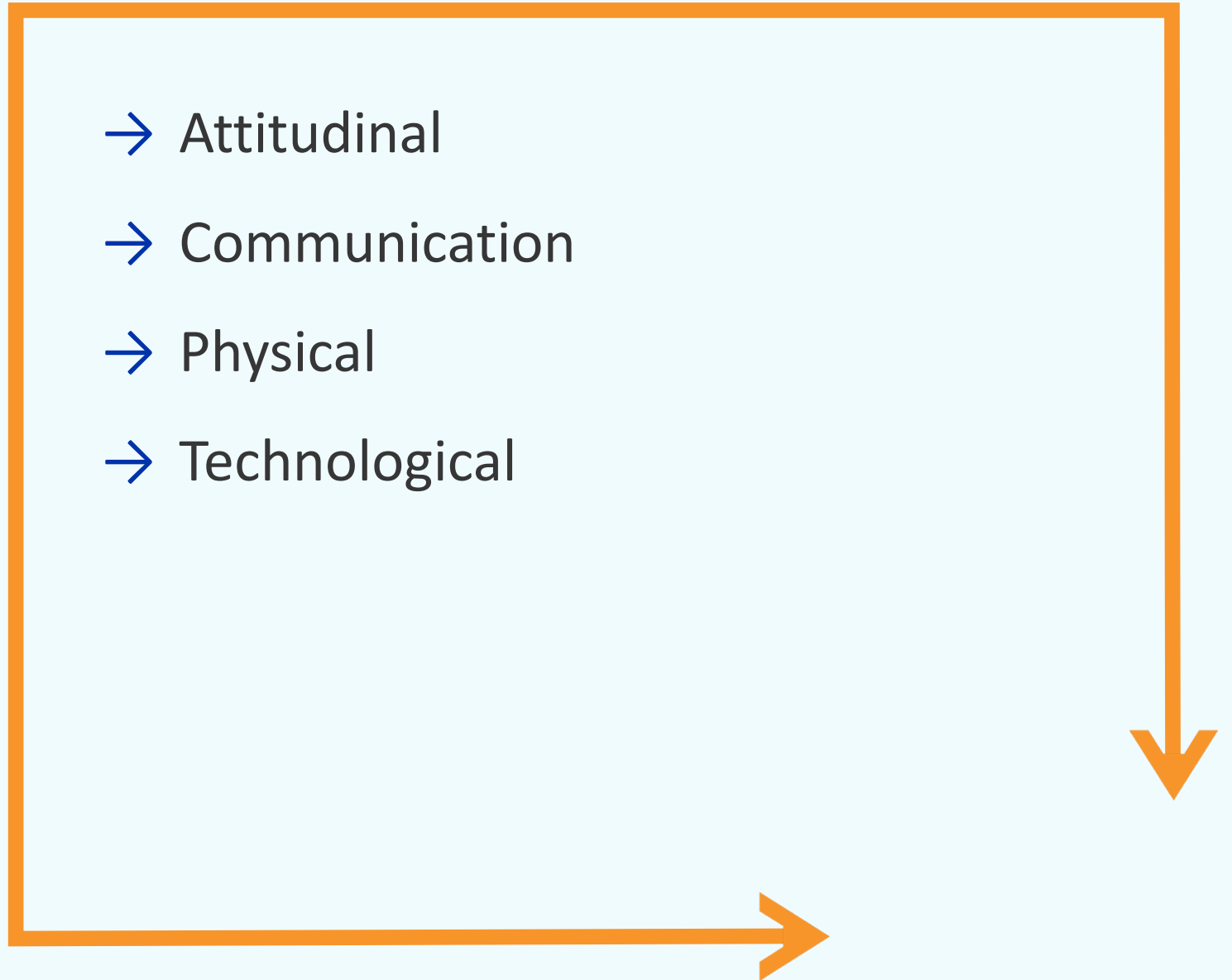
- Women who have experienced intimate partner violence are more than twice as likely to also report a disability.
- 14% of men with disabilities reported experiencing sexual violence at some point in their lifetime compared to 4% of men without disabilities.
- 49% of people with developmental disabilities were assaulted 10 or more times.
- 20% of Deaf adults have experienced physical abuse by an intimate partner. 15% have experienced forced sex in an intimate partner relationship.

**One way to combat ableism and audism is through ensuring accessibility.**



# Accessibility

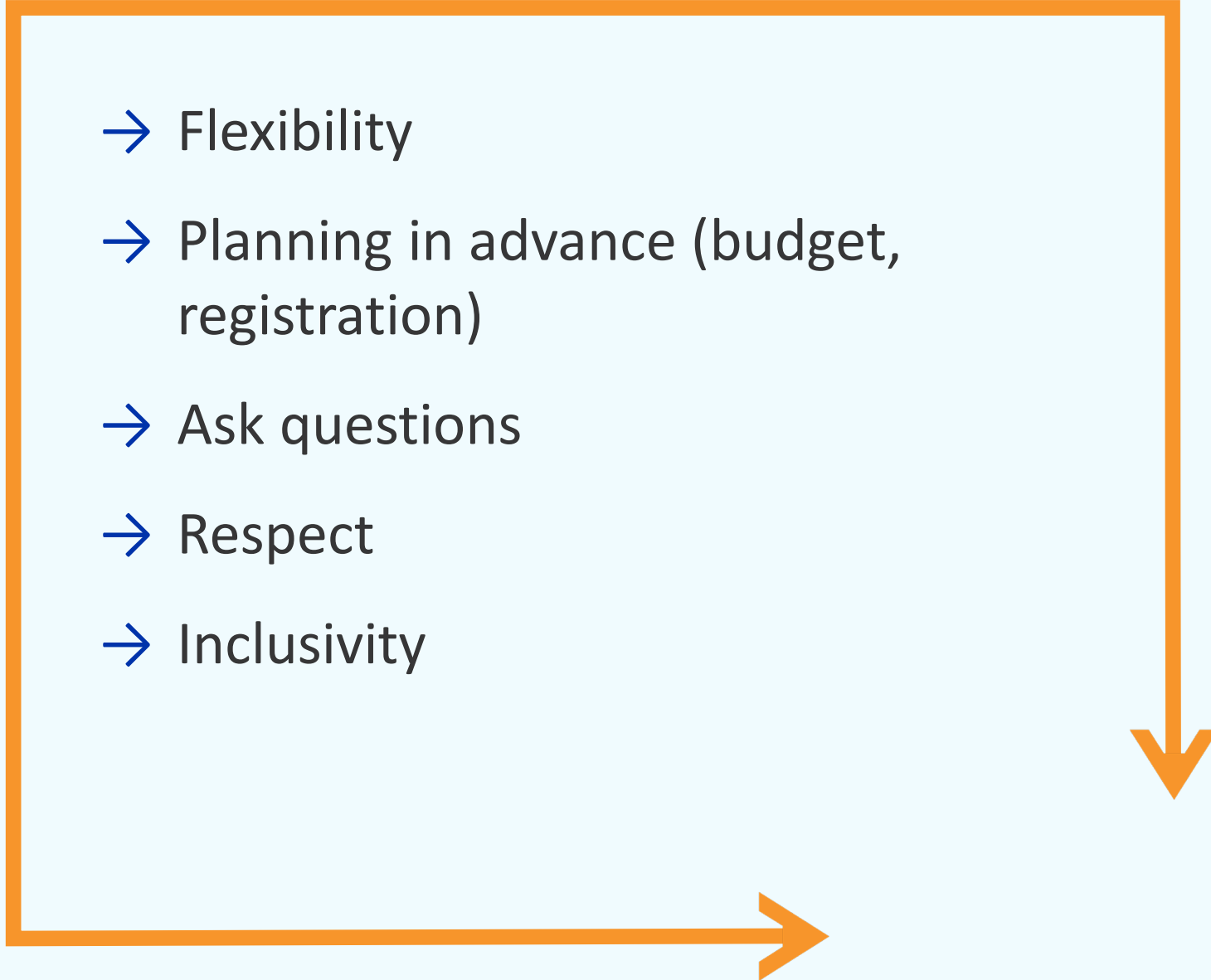
- Attitudinal
- Communication
- Physical
- Technological





# Attitudinal

- Flexibility
- Planning in advance (budget, registration)
- Ask questions
- Respect
- Inclusivity



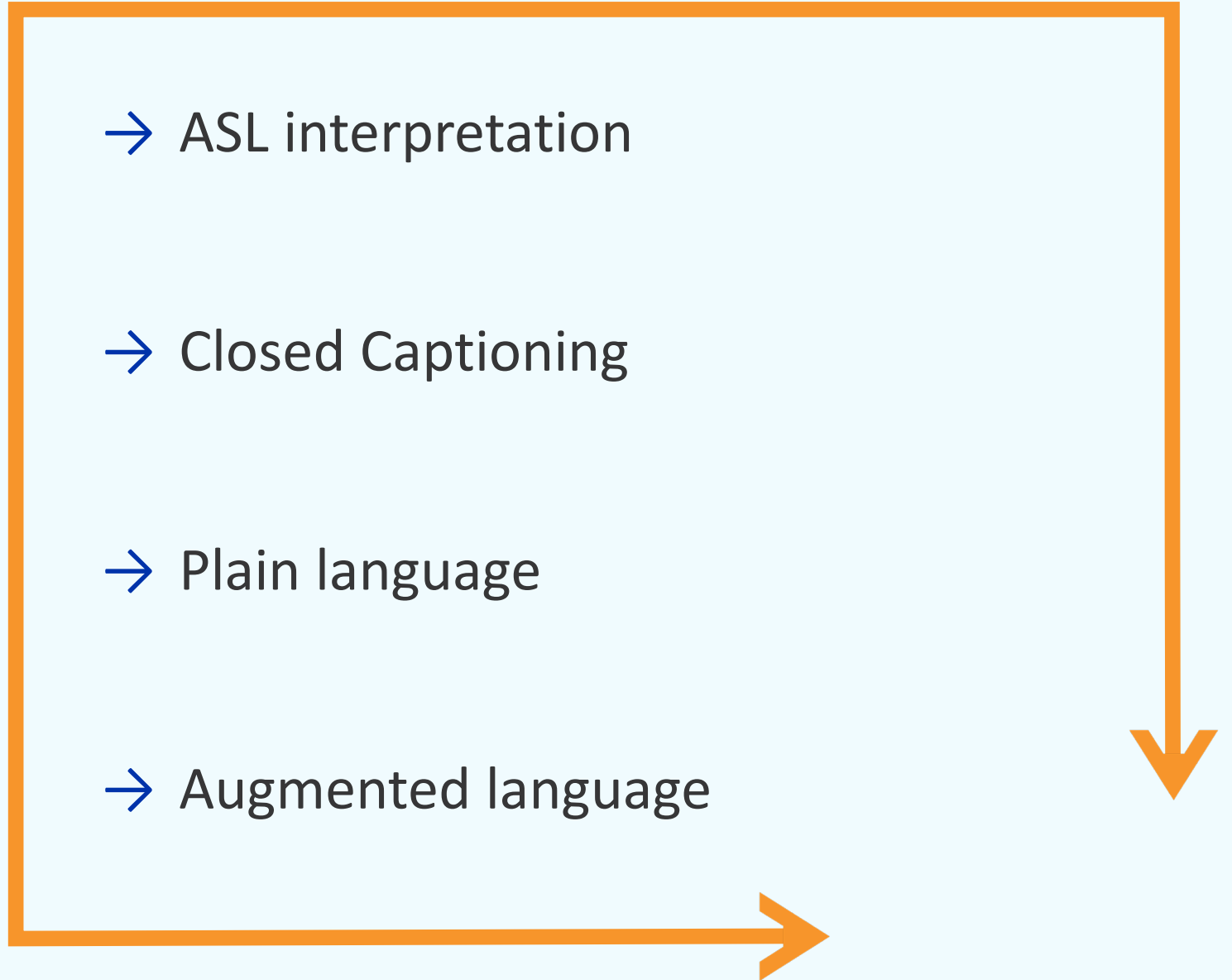
## Communication

→ ASL interpretation

→ Closed Captioning

→ Plain language

→ Augmented language



# Physical

## Meeting room set up

- Interpreters and line of sight
- Space to move around
- Equal access to seating

## Food and Beverage

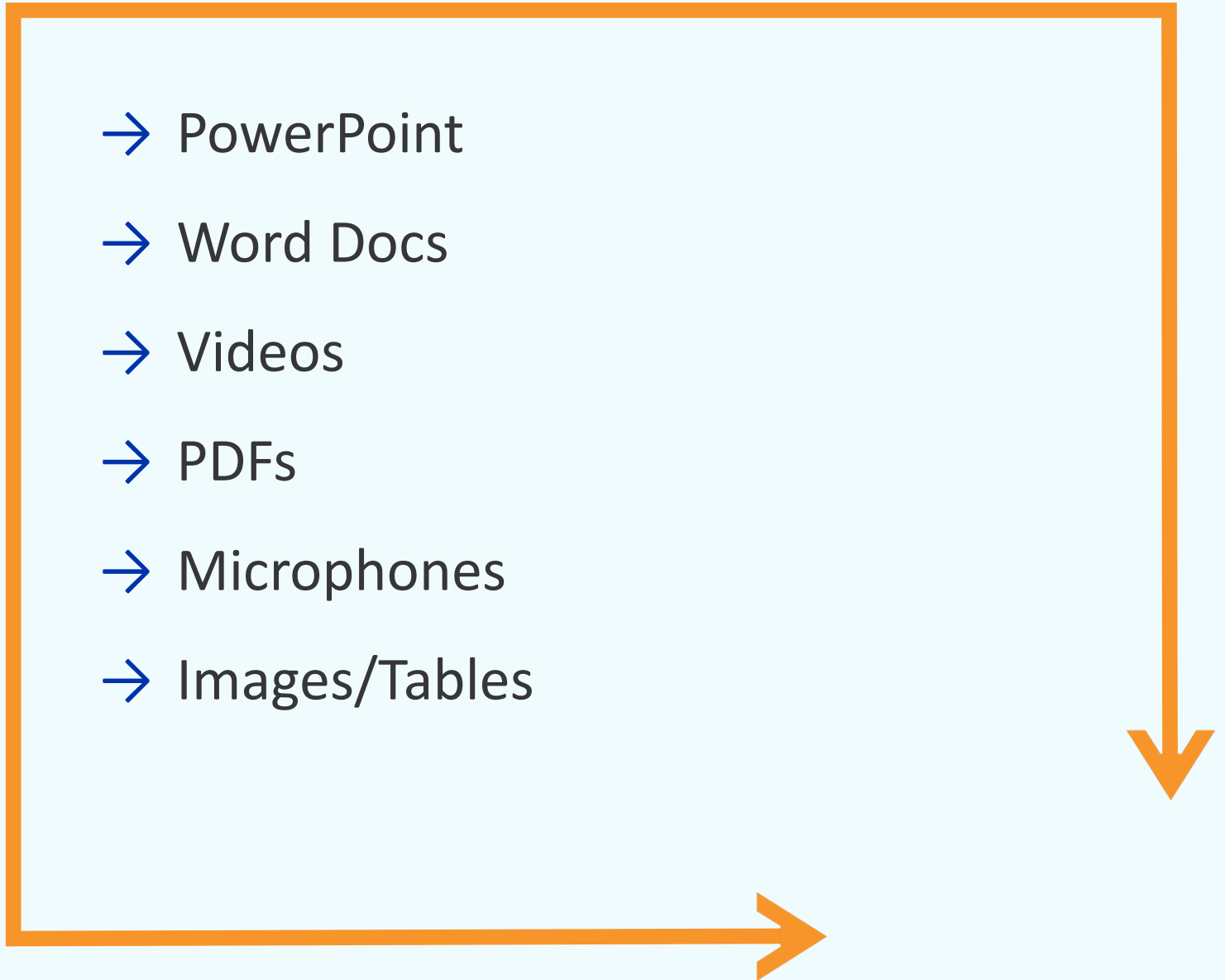
- Set up so all items are flush to the edge of the table
- Avoid risers
- Set coffee cups no more than 2 high

## Other

- Personal Care Attendants
- Bathrooms
- Front Lobby registration
- Signage, wayfinding

## Technological

- PowerPoint
- Word Docs
- Videos
- PDFs
- Microphones
- Images/Tables



# Resources

- Disability and Deaf Resource Center
  - Monthly webinars
  - Monthly newsletter
  - On-demand technical assistance
    - Checking access
    - Providing consultations
  - [End Abuse of People with Disabilities Website](#)
- Online Certificate Program
  - Special condition
  - Offered twice per year
  - Next Learning Community February 2024

**Questions?**

