

Shur Fellow Guidance
April 2019
Able-Bodied Privilege and Accessible Event Planning

In [our DEI policy](#) we list ability status as one basis on which there should be no barrier for full League participation. We would like to offer some suggestions for how you can make sure any League event or program you plan is accessible to anyone but first wanted to look at what those who are able-bodied may take for granted as part of able-bodied privilege. The [following is from Everyday Feminism](#) :

The following list includes examples of the benefits those of us who are able-bodied — i.e. not physically disabled, chronically ill, severely obese or otherwise physically limited — experience. (Cognitive ability, a.k.a. neurotypical privilege also exists, but deserves its own article, so will not be included in this list).

Keeping these things in mind will help us to relate to those among us who encounter barriers due to physical limitations and to gain more understanding of what they go through on a daily basis.

1. You can go about your day without planning every task, like getting dressed or going to the bathroom.
 2. You can play sports easily.
 3. Public transportation is easy for you.
 4. Air travel is relatively easy for you.
 5. Others don't get frustrated with you in public for needing special accommodations or holding up lines.
 6. You don't have to worry about others' reactions to your able-ness.
 7. You have ample role models of your ability to whom you can aspire.
 8. You don't frequently encounter communication barriers.
 9. Leisure activities like gardening, knitting or woodworking are easy for you.
 10. You can expect to be included in-group activities.
 11. As an able-bodied person, you are well-represented in movies, books and TV shows.
 12. Typically, you don't have to rely on others to accomplish tasks.
 13. Others don't assume you need to rely on them to accomplish tasks.
 14. As a healthy person, you don't have to think about your daily pain level when planning events and activities.
 15. You can expect to find housing that accommodates your physical needs.
 16. People don't make fun of you because of your ability.
 17. Public access to buildings, parks, restaurants etc. is easy for you (this especially applies in small towns wherein handicap access may be limited).
 18. If you get hired people don't assume it's based on your ability.
 19. You don't face job discrimination based on your ability.
 20. Your ability isn't the butt of jokes in TV shows and movies.
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We encourage you to review the list and spend some time on self-reflection and group reflection on:

- What on this list never occurred to you?
- What would you add to this list?
- How might this [unconscious bias](#) impact:
 - How an event is planned?
 - What isn't considered when selecting a venue or location?
 - What additional accommodations are factored into planning?

Consider adding the following to your event planning strategy and checklist:

- When you send out the invitation or notice, include a welcome message to let invitees know they can contact the planner regarding accommodations.

Consider adding options for them to select. Options may include: Assistive listening device, Captioning or sign language interpreter, Reserved front row seat, Large print, Advance copy of slides to be projected, Wheelchair access**

** Only include options that you can reasonably offer and can budget for.

- Look for these features when inspecting your meeting/event space:
 - Visibility – Consider those with impaired sight
 - Clear signage (identifying location and directions); well-lit meeting space and adjacent areas; projection screen visible from all seating (if using projection).
 - Acoustics – Consider those with hearing impairment
 - Microphones for all speakers and roving microphone for Q&; limit unnecessary background music; seating available near presenter for lip reading; availability of assistive listening devices. Is there well-lit space for an interpreter if needed?
 - Mobility – Consider those who may be in a wheelchair or have other mobility impairments
 - Accessible parking near venue; proximity to bus stop; ramp and/or elevator access; accessible bathrooms; barrier-free pathways; wide doorways and aisles to accommodate wheelchairs/scooters; no loose cables across walking areas.
 - Technology – Consider those who may need to use adaptive devices
 - Electrical outlets in accessible seating areas to accommodate devices, laptops, etc.; extra space or work surface
 - Service Animals – Consider access and space for service dogs
 - Comfortable space for service animals to rest during event; accessible toileting and watering facilities nearby.