



Resources, tips from Starfire Council to create accessible, inclusive culture



Resources

- <https://www.ada.gov/>
- <https://rudermanfoundation.org/>
- <https://www.fordfoundation.org/work/challenging-inequality/disability-inclusion/>
- <https://www.facebook.com/accesscincinnati/>
- <https://projects.ncsu.edu/ncsu/design/cud/>

Ideas for creating universal access culture

- Provide physical accessibility (for example, ramps, restrooms, doors, light switches, countertops, etc.).
- Provide sign language interpreters (can be contracted through Hearing Speech + Deaf Center <https://hearingspeechdeaf.org/>).
- Provide closed captions for video and digital meetings/presentations.
- Provide materials in Braille.
- Install hearing loops.
- Provide sensory rooms.
- Provide “fidget devices.”
- Give people nametags and badges that declare whether the wearer is open to socializing (a green dot means “yes,” a yellow dot means “ask first,” a red dot means “no”).
- Create policies that allow support workers free attendance.
- Allow assistance animals.
- Center the voice of people with disabilities and their families in conversations
- Advocate for and advance representation of people with disabilities in leadership positions.
- Ask presenters to provide visual descriptions of themselves and images.

- Create visual descriptions of website/presentation images and add descriptive audio plug-ins for visitors.
- Acknowledge, celebrate and enhance intersectionality and solidarity inclusive partnerships (providing pronoun preferences, honoring First Nations’ land, acknowledging access needs supports).

Ideas for creating person-centered inclusive culture

- Be a welcomer of newcomers to neighborhoods, workplaces, places of faith and community groups.
- Be a “scout,” looking for people who might be left out but could be included in local efforts.
- Create a culture where everyone is valued as they are.
- Be mindful of flexibility as newcomers arrive, and any support needs they may express or discover. Be open to exploring how to meet them well.
- Create small group conversations where people can chat with each other and come to know each other.
- Introduce people to each other, leading with strengths-based attributes that help people shine and put their best foot forward.
- Connect people with high status to people who may need allies of that caliber.
- Be proactive in your interactions, noticing who may feel vulnerable, and aligning your intentions for their inclusion.
- Get to know new people who show up differently in the world than you’re used to.
- Be open to feedback from people on how places and experiences might be more inclusive.

These lists are not exhaustive; please share any other resources you may find helpful.