

Creating Accessible Virtual Meetings and Trainings

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The Medical Model of Disability



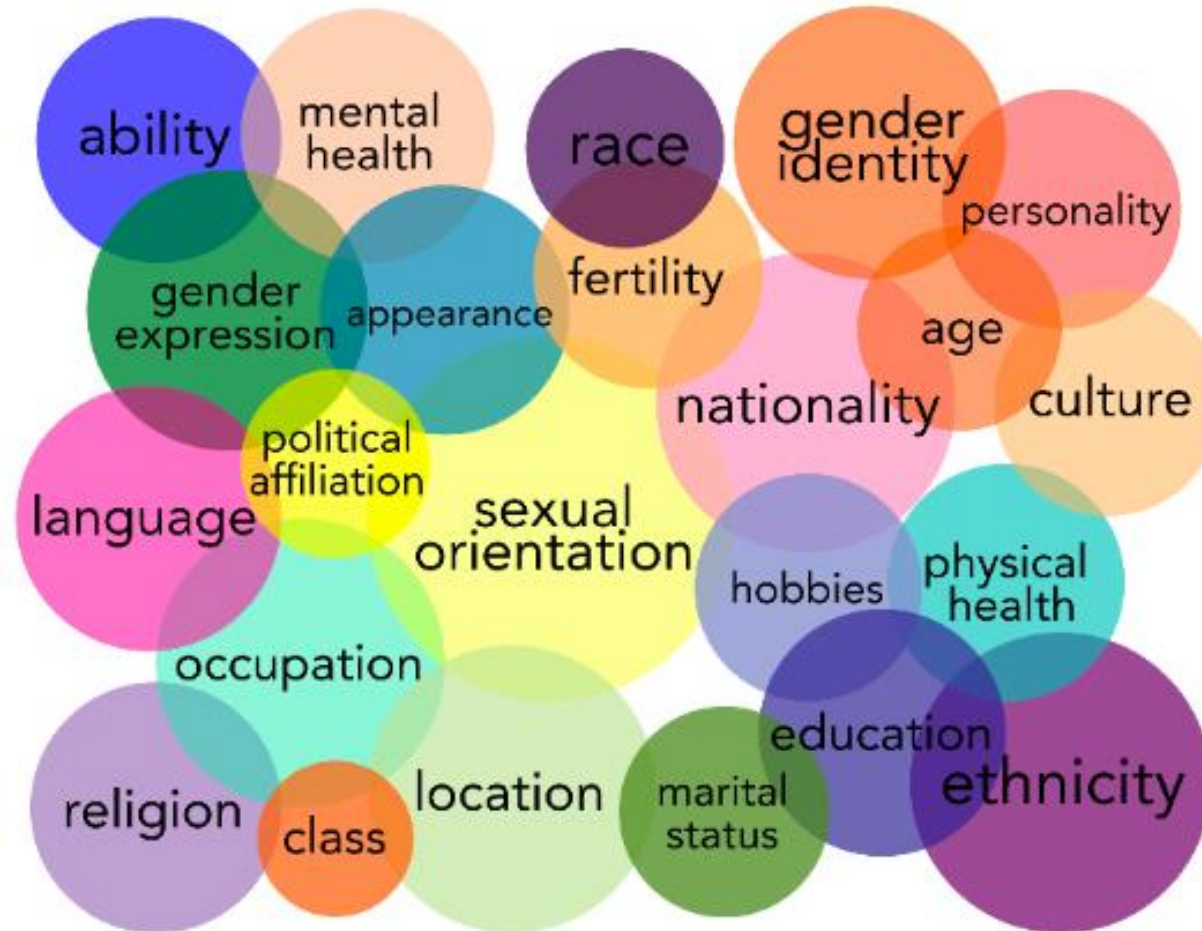
This is a diagram of the traditional Medical Model of Disability, which the Social Model was developed to challenge.

The Social Model of Disability



The Social Model of Disability states that the oppression and exclusion people with impairments face is caused by the way society is run and organised.

Disability Justice: Expands the Social Model of Disability by examining the ways that intersectional parts of identity impact Disabled People.



A Disability Justice Framework Understands that:

All bodies are unique and essential.

All bodies have strengths and needs that must be met.

We are powerful, not despite the complexities of our bodies, but because of them.

All bodies are confined by ability, race, gender, sexuality, class, nation state, religion, and more, and we cannot separate them.

- Sins Invalid



Planning for Access

Agendas and Pre-Reading Materials

1. Who will be attending?
2. When will the meeting be?
3. How can I join?
4. Describe agenda items in plain language.
5. What pre-reads and handouts go with which items?
6. What should participants expect?
7. Who to contact for accommodations and language access needs?

Participating in Virtual Meetings

1. Make sure your audio and visual connection is good.
2. When speaking, position your face at an angle that allows participants to read your lips.
3. Let your face and body talk when you are not speaking.

When Speaking

1. When introducing yourself, give your pronouns, and a brief visual description.
2. Participants should state their name each time they speak.
3. Speak directly to the person benefiting from the interpreter, not the interpreter.
4. Speak at a normal pace, but pause after using names of places and people. These often have to be spelled out by ASL interpreters.
5. Pause the meeting if there are any issues with the interpreters so key information is not missed.

Language

1. Plain language
2. Gender neutral language
3. Avoid metaphors, acronyms, slangs or idioms
4. The City of Madison is committed to removing ableist metaphors such as crazy, insane, lame, suffers from/with, high or low functioning, duh, spaz, and many more from our speech.

“People with Disabilities” or “Disabled People?”

Language is a part of people's culture, identity, and pride. Disability is not a bad word. Much of the language people with disabilities use is rooted in different social movements.

When in doubt, ask the person how they like to be described.

People-First Language

The People-First movement began in the 1970's. It literally puts the person first - "person with a disability," "employee who is bi-polar." This language is rooted in the idea that people with disabilities are defined by their disabilities. They are people first.

It was a movement that rejected the medical model of disability where people and communities were labeled by their diagnosis rather than being seen as whole people.

Identity-First Language

Identity-First language is rooted in the social model of disability. 'Disabled people' is a political term that used to emphasize the social cause and nature of the exclusion and discrimination faced as people with impairments. It uses the term "Disabled" to mean disabled by society.

Identity-First language is also a way disable people express pride.

Visual Information

1. Use a high-contrast color scheme (such as black and white).
2. Use large fonts (44 point for slide titles, 24-36 point for information).
3. Include minimal information per slide.
4. Use standard slide transitions and avoid decorative fillers.
5. Briefly describe all visuals.
6. Use numbers instead of bullet points.
7. Let participants know if your presentation includes sound before playing audio or video.

Screen Sharing

1. Zoom in so that fonts and graphics are readable.
2. Avoid high speed scrolling.
3. If you plan to screen share, you need to provide materials in advance.
 - Allows time for participants to request an alternate format, if needed.
 - Enables participants to access documents through their AT and computer settings.

Thank you

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