metro regional arts council

(Virtual) Access on A Shoestring

May 28, 2020

Agenda

- Introductions (breakout) - 5 min
- Defining disability - 10 min
- Disability & the law - 15 min
- Upstream Arts - 30 min

  Break - 5 min
- Virtual accessibility strategies - 30 min
  - Takeaways (breakout) - 10 min
- Large group: Questions - 15 min

Meeting Norms

- Turn off your mic/video unless speaking
  - Hide non-video participants, side-by-side view
- Re-introduce yourself when speaking
- Use Chat & Raise Hand features
- Use “Re-name” to add pronouns to your name if desired
- Will use breakout rooms for small group discussions
  - Private message host if needed
- Safe space to ask questions, make mistakes, and learn

Introductions - small group breakouts

- Name
- Pronouns
- Organizational/artistic affiliation
- Questions/intentions for today

Language of Disability

- Person-first language
  - PWD - Person with a disability/disabilities, people with a disability/disabilities
- Disability as an identity
  - Disabled person, Deaf person, Autistic person
- Anachronisms still in practice
  - “Handicapped parking” —> “Accessible parking”

What is disability?

DEFINING DISABILITY - FOUR MODELS

- Moral/charity model

Image: Beinecke MS.229 fol. 257v

What is disability?

DEFINING DISABILITY - FOUR MODELS

- Moral/charity model

Captain Hook, Peter Pan (Disney 1953)

What is disability?

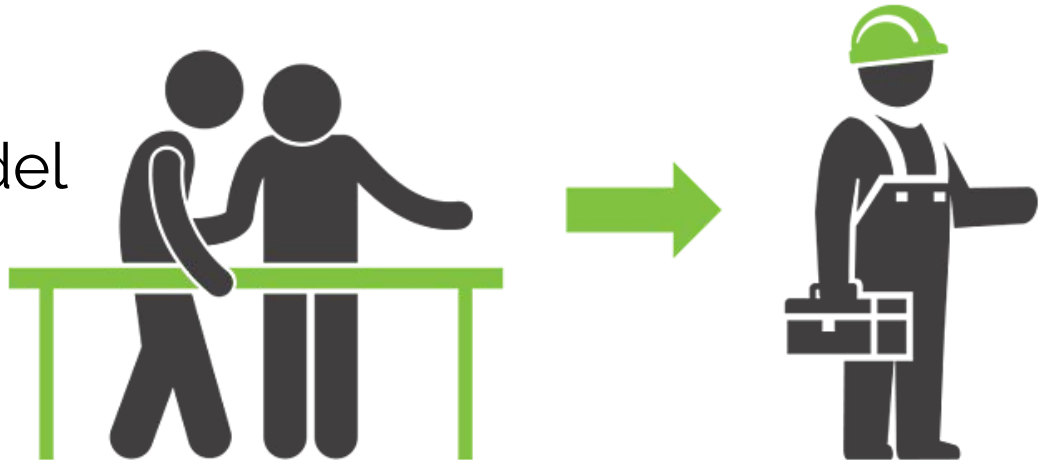
DEFINING DISABILITY - FOUR MODELS

- Moral/charity model

What is disability?

DEFINING DISABILITY - FOUR MODELS

- Moral/charity model
- Medical model
    - Rehabilitation model



What is disability?

DEFINING DISABILITY - FOUR MODELS

- Moral/charity model
- Medical model
  - Rehabilitation model
- Economic model

What is disability?

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- Moral/charity model
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- Disability/social model

What is disability?

DEFINING DISABILITY - FOUR MODELS

- Moral/charity model
- Medical model
  - Rehabilitation model
- Economic model
- Disability/social model
  - Universal design

Image: Robson Square in Vancouver, BC. Courtesy thinkinclusive.us

Disability & the Law

US LEGAL DEFINITION OF DISABILITY

- A person who **has a physical or mental impairment** that substantially limits one or more major life activities,
- A person who has a **history or record** of such an impairment, or
- A person who is **perceived by others** as having such an impairment.

Disability & the Law

MINNESOTA HUMAN RIGHTS ACT - 1973

- Broadly bans discrimination under 13 protected classes

REHABILITATION ACT, SECTION 504 - 1973 (1977)

- Bans discrimination on the basis of disability in programs and activities that receive federal financial assistance

OLMSTEAD DECISION - 1999

- Unjustified segregation of PWD constitutes discrimination

Disability & the Law

AMERICANS WITH DISABILITIES ACT (ADA) - 1990

Disability & the Law

AMERICANS WITH DISABILITIES ACT (ADA) - 1990

FIVE TITLES

Title 1: Employment

Title 2: Public Services

Title 3: Public Accommodations

Title 4: Telecommunications

Title 5: Miscellaneous

Disability & the Law

Readily achievable barrier removal - relatively simple, requiring limited resources on a shorter timeline

Long-term barrier removal - A longer timeline and/or a larger investment of resources

Disability & the Law

Reasonable accommodation - any change in the way things are usually done that results in equal opportunity for an individual with a disability.

Undue hardship - an action requiring significant difficulty or expense when considered in light of the nature and cost of the accommodation in relation to the size, resources, nature, and structure of an entity/organization's operation

Disability & the Law

An **ADA Plan**, updated frequently, is the best legal and ethical defense that the organization is in compliance with law & its spirit.

UPSTREAM ARTS

www.upstreamarts.org • info@upstreamarts.org • 612.331.4584

S	M	I	L	E
SENSORY	MOVEMENT	IDENTITY & INTERSECTIONALITY	LANGUAGE	EXPERIENCE
Lighting, noise, space layout, visual landscape	Ramps, elevators, aisles, accessible seating, parking	Racial diversity, equity, gender, ability, disability	ASL, audio description, visual signage	Intentional invitations, practice, creativity

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Break!

(Virtual) Access Strategies in the Arts

VIRTUALLY

FREE, CHEAP, EASY

Design Accessibility into Your Activity

- Include PWD in the activity, especially in roles of power
  - Access advisors
- Begin budgeting for accessibility
- Consider free/discounted options for tickets/registration
- Universal Design in participation
- Rewrite the norms of the experience

Before Your Activity

- Web page for general information on access (organization.org/access), web plug-in (OneClick)
- Be explicit about event activities (length, activities, modes of participation, content warnings)
- Promote services you plan to offer
    - Symbols, image descriptions in social media

Before Your Activity

- Send materials (in accessible formats) early, especially if audience participation is part of the event
  - Alt text, large format (18 pt), sans serif font
- Create a tip-sheet on how to participate
- Security precautions (“Zoombombing”)
- Practice run!

During Your Activity

- Have co-hosts who can address access needs during the activity
  - Ability to anonymously request additional assistance
- Large print, contrasting colors, color perception issues
- Clear lighting and audio, stable internet connection
- Mute attendees unless speaking
- Ask attendees to: re-introduce names, turn off video unless speaking/signing,

During Your Activity

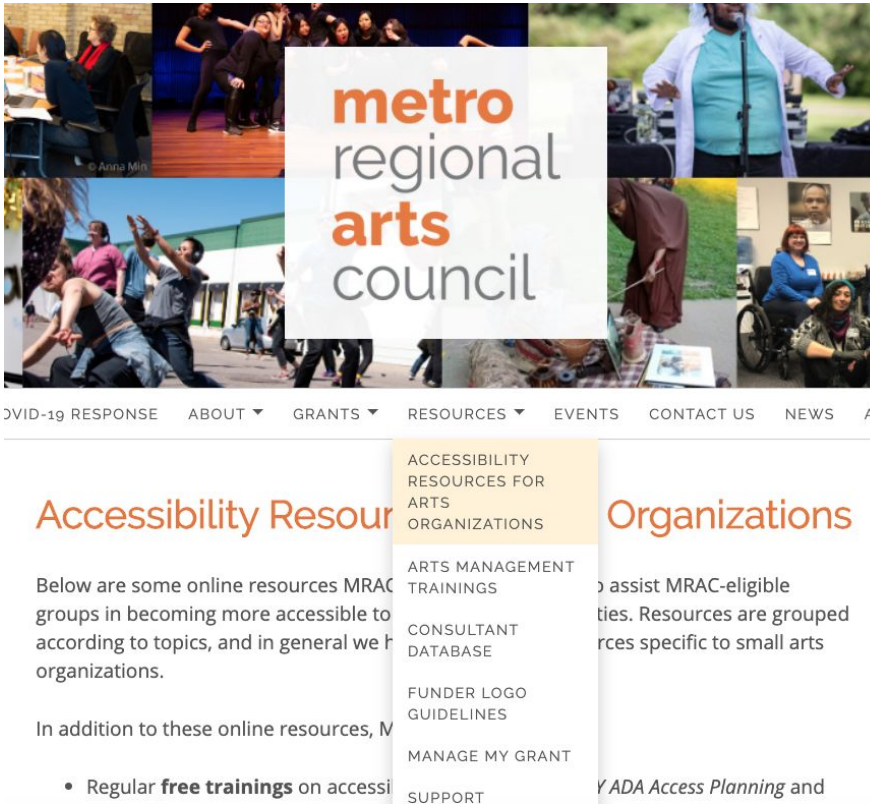
- Multiple ways of conveying concepts (text, images, video)
- Offer multiple options to interact
  - Chat function, no computer option
- Automated captions, edited captions
- Verbally describe any visual elements
- Be patient and accommodating, take breaks
- Apologize when not able to deliver

After Your Activity

- Share materials and recordings in accessible formats
- Ask for feedback (multiple options, including anonymously)

Accessibility Resources

- MRAC website: Accessibility Resources for Arts Organizations - mrac.org/resources/accessibility-resources
- MRAC Technical Assistance scott@mrac.org 651-523-6384
- Minnesota Access Alliance - mnaccess.org



Takeaways - small group breakouts

- Re-introduce your name
- What are you inspired to do now?
- What questions do you have?

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Questions?

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Thank you!