



Inside UT

National Schools

Pride Week

Inclusive and Accessible Groups and Events

This resource is designed to help guide you towards running inclusive and accessible events and groups so that there are less barriers for members being able to participate and thrive. This is by no means an exhaustive list but provides a place to start in developing thinking around these practices.

Space

-  Accessible rooms/spaces (i.e. wheelchair accessible)
 - Wide door frames to allow mobility devices to get through
 - Has ramps and/or an elevator
 - No split level spaces where wheelchairs/walking frames/crutches cannot access the entire space
 - Wheelchair sized pathways that allow for movement through the space
 - Making sure there is enough seating for people who need to sit down
-  Quiet room, quiet part of the room so people who are overstimulated can recharge but still participate
-  Having stimulation toys available, this could include playdough or fidget spinners
-  Allowing for people to attend via Zoom (and whether they need the conversation to be captioned)

Slides + Movies

-  Checking beforehand if movies have captions. Ideal captions:
 - Have a solid or semi transparent background
 - The font is easy to read. Font size is 12 or larger
 - Checking whether movies can have their aspect ratio changed
-  Checking if people need a sign interpreter
-  If you have slides make sure any text is large and easy to read, also that content is spread out over several slides rather than all shoved onto one
-  Social media posts should have image descriptions and any videos posted have captions available

Communication

-  Call out ableist language in your group consistently
-  Check in with the group every term around what their needs are. This can be through direct communication or a google form to allow for anonymity
-  Checking in beforehand about things like captions or sign interpretation
-  Being vocal that it's okay to stim or take time out throughout the session
-  Mentioning and adhering to the *cold toast* system or another system around consent
 - The cold toast system is that when somebody says cold toast the topic of discussion, no questions asked. You can check in with that person later if appropriate. This is to avoid people getting triggered by sensitive topics. Saying warm toast suggests that somebody is starting to feel discomfort but it's not urgent to change the subject right now. This might provide an opportunity to check in about the way you're talking about things or where the conversation is going.
-  Guide animals are welcome in spaces and communicating that with your group
-  Normalise taking and talking about medication
-  Providing a variety of options for people to communicate with you:
 - Phone call
 - Email
 - Text
 - Social media

Further Resources

All of Us

<https://theallofusproject.net/>

Counting Ourselves

<https://countingourselves.nz/index.php/community-report/>

Inclusive guides to supporting specific people in classrooms and workshops

<https://www.inclusive.tki.org.nz/guides/>

National Schools Pride Week

<http://www.pride.school.nz/>

InsideOUT

<http://insideout.org.nz/>