



HUNTER:

DIVERSITY IN ACTION NEWSLETTER

JULY

ABLEISM AND ACCESSIBILITY AT WORK

July is Disability Pride Month, an opportunity to celebrate people with disabilities and learn how to better support and care for them to make life a little richer for us all. This month also marks the 33rd anniversary of the signing of the [Americans with Disabilities Act](#), which prohibits discrimination while guaranteeing that people with disabilities have the same access and opportunities as those without.

In this edition of the Diversity in Action Newsletter, we'll take a closer look at what accessibility can mean for our work while providing tools and resources to help strengthen our allyship and challenge [ableism](#).

DEI TIP OF THE MONTH

Accessible Client Events and Meetings

[Cornell University's Accessibility Department](#)

reports that “taking care to create an accessible event benefit not only individuals with visible or known disabilities, but also helps to ensure that all participants/attendees, including individuals with non-obvious disabilities and/or chronic health conditions, and people of all ages and body types, are able to fully engage in the program.”

To get started on your path to creating more accessible events, below are a few resources and checklists to use while scouting for venues, preparing content, and sending out invitations:

[Best Practice Guidelines for Planning an Accessible Event](#)

[Holding Inclusive Events: A Guide to Accessible Event Planning](#)

[Accessible Events Checklist](#)



HUNTER SPOTLIGHT



Taylor Neverman, Account Supervisor

My mother has a disability, but it's one you can't see. Adhesive Arachnoiditis is difficult to understand because everyone experiences it differently. Some people experience no symptoms at all, while others experience mild or severe symptoms.

My mom experiences intense chronic pain in her spine, legs, and feet. She used to go on motorcycle rides for hours. Now, even driving can be difficult. She used to run and walk in her favorite park. Now, walking her dogs can result in shooting pain for the rest of the night.

Even though she lives in constant pain, she doesn't let that stop her from doing the things she loves – like having a drink on the beach, taking boat rides on the bay, and eating the best food that Queens has to offer.

But I've seen my mom conquer so much misunderstanding, mistreatment, and outright harassment... like when she pulls into a handicap spot and people glare at her or shout that she's taking the spot reserved for people with "real" disabilities.

She's the strongest and kindest person I know, yet she's constantly treated this way. She's a constant reminder that we just don't know what other people are going through, and we should try to be kinder to one another. We need to remember that **some disabilities aren't as visible as others, and everyone deserves respect, grace, and consideration.** That's the world I hope she can experience. That's the world I hope we grow into.

RESOURCES

Watch: [Crip Camp](#) – 2020 Sundance Film Festival winning documentary about a groundbreaking summer camp that galvanizes a group of teens with disabilities to help build a movement, forging a new path toward greater equality.

Read: [15 Books to Celebrate Disability Pride](#) – This comprehensive list curated by the New York Public Library invites us to celebrate and elevate people with disabilities, call for disability justice, and challenge ableism through reading.