



The Realm of Possibility: Accessibility and Technology

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Overview

- Building Blocks for Discussion
 - Vocabulary and etiquette
 - Accessibility is not just about legal requirements...but there are requirements
 - Panelist perspectives
- Exercises
 - OCI
 - Accessibility in your setting
- Reflection

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able·ism
 /ˈɪbəlɪzəm/ noun

A system of assigning value to people's bodies and minds based on societally constructed ideas of normalcy, productivity, desirability, intelligence, excellence, and fitness. These constructed ideas are deeply rooted in eugenics, anti-Blackness, misogyny, colonialism, imperialism, and capitalism.

This systemic oppression leads to people and society determining people's value based on their culture, age, language, appearance, religion, birth or living place, "health/wellness", and/or their ability to satisfactorily re/produce, "excel" and "behave."

You do not have to be disabled to experience ableism.

working definition by @TallalLewis, updated January 2022, developed in community with disabled Black/negatively racialized folk, especially @NotThreeFifths. Read more: bit.ly/ableism2022

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Small Group Exercise - OCI

A student needs to do OCI *and* callbacks remotely.
What would be the best employer response to this situation?
How might it look, concretely?

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Individual/Pair Exercise

What about your workplace environment, processes, events is not universally accessible?

Spend 5 minutes brainstorming about this on your own. Focus on 1-2 areas and write down ideas for improvements.

Then spend 5 minutes discussing with a partner.

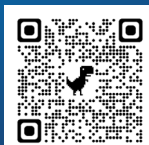
Then write down 3 action items for when you return to work.

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Reflection & Resources



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Additional Resources

[Prioritizing Accessibility: Law Firm On-Campus Interview Tips for Law Schools](#)

NDEAM 75: 14 Ways Employers Can Increase Access & Opportunity

[Part 1](#)

[Part 2](#)

[Event Planning Accessibility Checklist](#)

The [Job Accommodation Network](#) is a source of information on workplace accommodations.