Board of Developmental Disabilities Services

MONTGOMERY COUNTY

Join Us and Become a Champion for Change!

There is so much each of us can do, as individual members of the community, to be champions for people with disabilities. Here are some ways we can make life more equitable and inclusive for all:

Inclusion

1. **Focus on the person, not their disability**. When meeting with a person with a disability who has support staff with them, speak directly to the person in question, not their support staff, unless the person with the disability invites you to do so.
2. **When planning events, think through how they could be made accessible to everyone.** Anticipate the needs of people with mobility challenges, vision loss, hearing loss, intellectual disabilities and neurologic needs.
3. **When planning activities, create ones that everyone can participate in**, regardless of their physical or intellectual ability. Contact the Montgomery County Board of Developmental Disabilities for ideas at 937-776-0866.
4. **Invite a person with a disability to volunteer with you for an activity.**
5. **Include audio descriptions of exhibits at museums and displays** that are accessible via smartphone using QR codes.
6. **Form a team and participate in Dayton's Battle of the Businesses competition** to raise money for Special Olympics Dayton. Visit daytonbattle.org.

Online and digital accessibility

1. **Learn the basics of online accessibility**. Visit the World Wide Web Consortium's Web Accessibility Initiative for details.
2. **Make sure your website is accessible and easy to navigate regardless of the device a person is using** (phone, tablet, desktop computer), and include tools that allow people with a variety of disabilities to access your information. A good test is to think about how people with different disabilities might interact with your site and what their needs would be.
3. **Learn best practices for including links in text.** Visit the Web Accessibility Initiative's Resources for Content Writers for more.

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Online and digital accessibility, continued

4. **Learn the principles of accessible graphic design** to ensure that the graphic elements of your communications are readable for everyone. Consider color and contrast, legibility, spacing of elements, connectedness of elements, and more. Visit Princeton University's accessible design page for more.
5. **Include Alt text with your photos to make them accessible.**
6. **Include captions with your videos.** To learn how, visit Rev.com's tutorial on How to Add Captions to Videos on Different Video Sites & Tools.
7. **Include audio description when creating videos to explain what is happening onscreen when there is no dialogue.** Visit Digital.gov's page on How to Make Audio Descriptions.
8. **Use the Accessibility Checker function in your word processing software** to ensure that the documents you create are accessible.
9. **Hire an American Sign Language** interpreter to ensure that your live event is accessible to deaf and hard of hearing people.
10. **Provide live transcription of online events.** Zoom, Microsoft Teams and other software offer this capability, which makes individual participants' speech appear onscreen in text form as it is spoken.
11. **Learn how to design documents to make them compatible with screen readers.**
12. **Ask restaurants to place their menus online in a format that is readable to screen readers and on hand-held devices.**
13. **Ask restaurants to provide menus in Braille.**

Employment Accessibility

1. **Learn how you can build a disability-inclusive culture** by watching the Job Accommodation Network's webcast on Building a Disability-Inclusive Organization.
2. **Commit to hiring people with disabilities and set goals around this commitment,** as the State of Ohio has done.
3. **Invite people with disabilities to serve on committees or attend professional group meetings** to ensure that their needs are considered in projects and plans.
4. **Hire someone with a disability for a job or for their expertise or talents.**
5. **Make the job application process accessible to everyone,** from accommodations to online applications and interviewing.

Employment Accessibility, continued

6. **Learn about accommodation solutions to support disabled workers** by viewing the Job Accommodation Network's many [webcasts on the topic of accommodations](#)**.**
7. **Learn about the** [Americans with Disabilities Act](#) **and the protections it providers workers with disabilities.**
8. **Learn about the transportation challenges people with disabilities face and advocate for more robust public transportation.**

Physical Accessibility

1. **Install automatic doors in your facilities** to ensure access for all.
2. **Install a universal changing station and a lift in your facility** to ensure that people with disabilities have a safe, sanitary and accessible space to address their restroom needs.
3. **Make sure that items hanging on walls are positioned in a way that they do not represent a hazard to a visitor with a disability.**
4. **Consider the need for adjustable lighting to accommodate people with different types of disabilities** (dimming and increasing levels of light).
5. **Contact your local government agency to request longer times at crosswalks.**
6. **Borrow a mobile universal changing table from the Montgomery County Board of Developmental Disabilities Services** for your festival or event. Contact changingtable@mcbdds.org or 937-236-8035.
7. **Ask businesses and community-based organizations to install or borrow universal changing tables to make their events accessible.**