

Quick Reference Guide

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EXAMPLE OF INCORPORATING ACCESSIBILITY NOTES INTO MEETINGS

Commitment to Accessibility

What is Neurodivergence?

Refers to the range of differences in individual brain function and behavioral traits. Neurodivergent people can include but not limited to folks who are autistic, ADHD, dyslexic, etc.

What are Tone Indicators?

EXAMPLE SLIDE

Tone indicators are used to indicate if the person is joking, being serious etc. etc. Neurodivergent people have trouble conveying or understanding emotion and tone through written text, using tone indicators is really helpful for neurodivergent people to make it easier for them to read/convey, it is also very helpful for people with anxiety.

Why should we use them?

People don't always pick up the tone of the message but when we use tone indicators, it helps people, especially neurodivergent people understand the intention and tone of someone's message. Tone tags can be really helpful.

Source: <https://toneindicators.carrd.co/#whatare>

List of Tone Indicators

- /j = joking
- /hj = half-joking
- /ij = inside joke
- /s = sarcasm
- /srs = serious
- /nsrs = not serious
- /p = platonic
- /r = romantic
- /lh = lighthearted
- /neg - /nc = negative connotation
- /pos - /pc = positive connotation
- /rh = rhetorical question
- /gen = genuine question
- /hyp = hyperbole
- /c = copy/pasta
- /q = quote
- /lyric(s) or /ly = lyrics of a song
- /li = literally
- /nm = not mad or upset
- /t = teasing
- /ex or /fex = example, for example

TEXT ON SLIDE FOR REFERENCE:

What is Neurodivergence?

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FACILITATOR ANNOUNCEMENT: LIVE TRANSCRIPTION / AUTO CAPTIONING

Here is an example of our script for auto captions on a video call:

"Y'all have probably already noticed at the bottom of the screen we have captions. Live captioning is provided by zoom and may not be 100% correct. So if you see something not coming up correctly please be patient with this new tool.

We would like to ask that when folks are speaking please speak clearly and as close to your mic as you can. You may need to speak up or slow down. In your participant tools there is a slow down button you can use to ask folks to slow down.

Captions may not work in the break out rooms. We apologize ahead of time for any challenge or inconveniences this new tool may cause. If you are not seeing captioning, you will need to turn it on in your settings. On the bottom of the screen there is a live transcript option. You may need to click the "more ..." section."

FACILITATOR SCRIPT EXAMPLE

This is the template that we used in 2020-21 to develop our meeting agendas; it has the community guidelines and some accessibility blurbs pre-populated.

[DOWNLOAD IT HERE >](#)



EXTERNAL RESOURCES

Here is a non-exhaustive list of resources on neurodivergence, disability, ableism and disability justice:

- **Are you ready to be an Anti-ableist in 2020?**
<https://sheribyrnehaber.medium.com/are-you-ready-to-be-anti-ableist-in-2021-239103637949>
- **Autistic Self Advocacy Network:** <https://autisticadvocacy.org/>
 - Such as
 - <https://autisticadvocacy.org/about-asan/identity-first-language/>
 - <https://autisticadvocacy.org/about-asan/about-autism/>
- **Care Work, by Leah Lakshmi Piepzna-Samarasinha**
<https://brownstargirl.org/category/books/>
- **Disability Justice: An Audit Tool**
<https://www.northwesthealth.org/djaudittool>
This was published after our first study series so we did not get to use it by the time we released this resource, but we are excited to check it out!
- **Dr. Nick Walker's writing at Neuroqueer blog:** <https://neuroqueer.com/>
 - In particular:
 - <https://neuroqueer.com/neurodiversity-terms-and-definitions/>
 - <https://neuroqueer.com/throw-away-the-masters-tools/>
- **Fireweed Collective resources**
 - Such as:
 - Roundtable Discussion on Abolition and Disability Justice,
<https://vimeo.com/showcase/fireweedcollective>
- **Lydia X Brown's writing at Autistic Hoya blog:** <https://www.autistichoya.com/>
 - In particular:
 - <https://www.autistichoya.com/p/resources.html>
 - <https://www.autistichoya.com/p/ableist-words-and-terms-to-avoid.html>
 - <https://www.autistichoya.com/2020/05/gendervague-at-intersection-of-autistic.html>
 - <https://www.autistichoya.com/2020/09/reconnecting-disability-and-asexuality.html>
- **Mia Mingus' writing at Leaving Evidence blog**
 - Such as:
 - <https://leavingevidence.wordpress.com/2017/04/12/access-intimacy-interdependence-and-disability-justice/>
- **Morénike Giwa Onaiwu's writing**
 - Such as:
 - <https://www.whoneedsnormalcy.com/2015/12/all-of-me-how-do-i-know-where-blackness.html>
- **Stacey Milbern & Patty Berne video series:**
<https://vimeo.com/216561948>
- **Skin, Tooth, and Bone: The Basis of Movement is Our People (a Disability Justice Primer) by Sins Invalid**
<https://www.sinsinvalid.org/disability-justice-primer>
- **Ten principles of disability justice, by Patty Berne**
[https://static1.squarespace.com/static/5bed3674f8370ad8c02efd9a/t/5f1f0783916d8a179c46126d/1595869064521/10 Principles of DJ-2ndEd.pdf](https://static1.squarespace.com/static/5bed3674f8370ad8c02efd9a/t/5f1f0783916d8a179c46126d/1595869064521/10+Principles+of+DJ-2ndEd.pdf)
- **Tone Indicators and How To Use Them:**
<https://www.nytimes.com/2020/12/09/style/tone-indicators-online.html>