Franklin Anderson: Okay. Good afternoon and welcome. Or, good morning, if you're on the West Coast, like I currently am. Thank you for joining us as we begin RespectAbility's third installment of our eight-part webinar series: Including people with disabilities in nonprofits and philanthropy. I am Franklin Anderson, the manager of Inclusive Philanthropy at RespectAbility. I'm going to kick off today's webinar about hosting accessible events. Before we begin RespectAbility would like to thank all 18 of our equity and access partners. You see them on the screen there. We thank you for your help in promoting this series. And we actually have over 500 registered participants for today's webinar and we're thankful for each and every one of you. The disability community belongs in the conversation when it comes to diversity. It is very important that businesses, nonprofits and philanthropic organizations welcome, respect and include people with disabilities of all backgrounds in all the work that they do. I'll begin with giving some basic info about disability and then turn it over to the true talent of today's webinar, our two speakers. At the end we will also have a Q & A session facilitated by my colleague, Eric. So, if you have questions, please write them down, save them, and we will hopefully get to you.

So, people with disabilities can be extremely successful if given the right accommodations and support. Steven Hawking, Whoopi Goldberg, Richard Branson, Demi Lovato and Steve Jobs, to name a few of the people on your screen, are all people with disabilities. 61 million people in the United States have a disability, which is one in five Americans. They want to work, succeed, and reach their full potential just like anyone else. One in four adults have a disability and its especially important as people with disability age they have the proper supports and services in place to live and thrive. Disabilities are temporary or permanent. They can be invisible or visible and they can be acquired at birth or later in life. Any person can join the disability community at any time.

So, I'll now introduce the two fabulous speakers we have joining me today. Today's speakers are Emily Harris and Dr. Victor Pineda. Emily Harris is the Principal of Harris strategies LLC helping nonprofit organizations, philanthropy and public agencies move their ideas into action. She was the founding executive director of ADA25 advancing leadership, and she also developed the nation's first disability civic leadership program, so welcome to Emily. And we also have with us, Dr. Victor Pineda. He is the president of the world enabled foundation and the global alliance for accessibility technology and environments. Dr. Pineda is a recognized leader in inclusive urban development and human rights. He's also taught at the University of California Berkeley in the city and regional planning department. Lastly, he also serves as a trusted advisor to RespectAbility. So welcome, Dr. Victor Santiago Pineda. Thank you so much, Franklin. My pleasure. So, with that, I would like to turn it over to Victor and Emily right now. Why don't you start by giving us more background on yourselves and your history working in disability and then we'll dive into the heart of today's training. So please take it away, Emily and Victor.

Emily Harris: Victor, why don't you go first, and I will then follow, because I'll start driving the slides after that.

Victor Pineda: That sounds great. Well I think one of the most important things for us to think about is that really accessibility is about making people experience whatever event, whatever gathering, whatever knowledge, whatever you're trying to create - to make people experience that without any barriers. Without any friction and showing people that they feel like they belong, participate and feel included. But that doesn't mean that you have to do these, any major, dramatic changes. It just means that you have to be thoughtful along the process of planning, engaging, and ensuring that people with disabilities, whether they have difficulty seeing, hearing, remembering, will be able to participate equally in the event. And that means that it's always helpful to have a checklist and Emily and I will go over some of these steps in this webinar today. Emily?

Emily Harris: Great. Thank you so much. As Franklin said, I had the honor of leading ADA25 advancing leadership which is the nation's first disability civic engagement program. And most of what I'm going to tell you today comes from learning over the last five years of working in a cross-disability setting. I'm hard-of-hearing myself. So, I have learned through this process also to ask for my own accommodations. And as Victor just said, I think that's the exact right framing on, that this is just about making events inclusive for everybody. And accessibility really starts way before you actually have the event. So, it's really all about planning. Our next slide, please.

What we hope to do today is, -- provide through our slides a sense of checklist, but also at the end of this presentation I have a number of actual checklists, one of which is included in the publication that you see on the right. Advancing leadership was founded by the Chicago Community Trust and I also staff the disabilities fund there. So, this is the document I'm most familiar with, but there are many others out there. And as I said, there will be some links at the end of this presentation. The guide "Renewing the Commitment" is a much broader guide that talks about not only event accessibility but many other things that impact nonprofits. It's available free on the web. So, I encourage you to take a look at that. As I started to say, accessibility begins way before the event and is not only key to planning a successful event, but planning is key to accessibility. We're not go to go into great detail, because I know there are other webinars planned in incorporate accessibility in all of your materials. But we will mention that as well. Next slide.

Just a reminder this is what we're going to go through. The agenda for today will be to talk about invitations and materials to share in advance, and then venue selection and set up. And I'll drive the slides and then Victor will be sharing some personal stories and insights into -- actual events that he has led and participated in. So next slide.

The place to start and what gives your participants the big picture of welcoming and accessibility is really the first thing that they see about an event which is going to be your invitation. This is also true for your registration form. So you see on the right side of the slide an actual invitation that has been used for advancing leadership and the two yellow arrows in the middle were not on the invitation, but they point to the language on the next slide that is just a very simple statement about how to request accommodations.

So basically, you want to make sure that all of your materials let people know that they are welcome to request accommodations and to do that with a real name of a real person. The language that we're suggesting here says to request accommodations please either include the request in the RSVP form or contact, NAME, at a phone number, and an e-mail. The reason we highly suggest this is that people with disabilities will be accessing information in different ways. Some are going to be more comfortable on the phone, such as somebody who may be blind or low vision. Others will be more interested in e-mailing. And giving a person's name as opposed to just some phantom mailbox gives people a sense that there is some accountability and some ability to really connect and describe what they are looking for. Most accommodations are going to be fairly simple to accomplish. Some of them may require hiring somebody, such as a captioner or a sign language interpreter. Another option in your invitation itself is if you already have planned to include certain accommodations such as sign language or CART, which is real time captioning, you can actually list that on the invitation. That gives people a lot of comfort that they will have what they need and also really brands your organization as a disability-welcoming organization. But again, not absolutely necessary to list specifics, but it is absolutely necessary in my opinion, to include that accommodations language. I'll take a pause here and Victor, do you want to add anything about the importance of how people are invited?

Victor Pineda: Yeah. Thank you, Emily. Whenever you create an event, I think the invitation sets the tone. As Emily just said, when I get, when I get -- an invitation that asks or lets me know that the organizers thought about me or thought about giving me a chance to voice my needs or to voice and share the types of accommodations that will help me participate, that would help me feel like I belonged, I immediately know that this is an event that wants to include me. It signals very strongly that they value diversity. They value participation. Most importantly, that they value me. That there's a specific person, you know, named, Robert Gonzalez, or, you know, Emily Harris, or, whatever, that I can talk to easily by picking up a phone or sending an e-mail. Or sending a text message. Whatever. So, the one example that I want to share is the following -- I signed up for network of very influential progressive social impact entrepreneurs. And these are people that were quite advanced in fighting for social justice issues, for gender issues, for race and LGBT issues. And I said, great. This is my community. They are all looking for ways to push the envelope on social impact entrepreneurship. I'm looking forward to joining. There is a very high membership fee to be part of this network and benefit from all of their webinars and networking events and all of those things. So, I signed up, and immediately when I signed up, I realized that there's no person that I can talk to about just simply ensuring that I can participate. There was something for me, it's, I use a electric wheelchair and I use a machine to help me breathe. And so, I really can't go to any place that will even have one step because my electric wheelchair cannot be lifted, and I cannot be transported into a room that has one step. When I show up, there are 32 steps. And I show up early so I can be right by the venue. And there's a restaurant. And I actually, I forgot to say, I called the restaurant to ask is the restaurant accessible. It was. So, where went on-line and I looked at the ratings from the restaurant. Is the restaurant accessible? It was. When I showed up, the restaurant manager says, oh, this event is in another part of the restaurant that we hold private events at. Not in the main restaurant. And that event space does not have an elevator. It has 32 stairs to get up there. So here I am waiting outside, all dressed up. I drove half an hour to get to the venue. I got there an hour early to sort of have dinner before the venue at the restaurant, and after I was supposed to enter, I can't enter. So, I call together all of the organizers and I said, I serve on the U.S. Federal Access Board. We are the regulatory agency that develops accessibility. This is a huge opportunity for us to learn about accessibility issues at non-inclusive events. So, we had a conversation, I said three things. Number one, include it in your invitation so people can let you know what accommodations they need. Number two, have a meeting with all of your senior executives at this organization and ensure that you put this into your procurement policy so when you develop a contact with the venue, you can't cite the contract says the venue does not guarantee accessibility. And number three, let's make sure that all of your organizers have at least, the core checklists, like we're going to go over today, to make sure that they feel empowered to move forward on, on these issues. But again, this all starts with the invitation. Thank you, Emily.

Emily Harris: That's a great story. Unfortunately, there are far too many of them like that. So, the next slide talks a little bit more about the invitation. And focuses on actually the format. I'm assuming that most of the invitations these days are electronic. But a few words on print. You want to make sure that your invitations are clear, uncluttered, all of this is good graphic design information. But basically, what you're doing is creating materials that are as accessible as possible including to people who may be blind and low vision. So, for print you want to stay away from colors that may be hard to decipher and just fade into the background. Use - sans-serif-type fonts are usually the most accessible. And generally, in terms of invitations as well as other materials, you want to be prepared if somebody requests a alternate format, such as large print, to provide that. In terms of electronic invitations, you should know that not all of the platforms we love to use because they make our lives so easy are accessible. So, I had an experience with advancing leadership. We used a particular, very popular event invitation system for a couple of years. It was very successful, allowed us to easily track responses, send out follow-ups, and all of the sudden one day we got a call from one of our frequent participants in programs, saying I don't know what's going on, but I can't register for your program. I can read everything using my screen reader, up to the point where I have to put my name in, and then the screen reader doesn't recognize where I should do that. So, I'd like to register by phone. So, we, of course, accommodated him that way. But were very concerned come to find out that particular software company had done an update and had not included an accessibility feature in their update which we thought, oh, well that should be easy to fix. But it wasn't. This happened about two years ago. To my knowledge that platform is no longer accessible. Or still is not even though they say they're working on it. My experience is that Google forms are accessible. They may not be as pretty as some of the other programs, but definitely something to check on. And the best way to find out - don't necessarily believe the company. As Victor just illustrated in the restaurant, it could be a fully accessible restaurant with an inaccessible private room. The same kind of thing, you may call the invitation platform company and they will say yes. We meet accessibility standards. But the most useful thing I found is to user test. So, to find somebody from an organization in your area who may be blind or low vision and uses a screen reader and can test your application. Do it with your invitation. Speaking of electronic, we also are careful to send materials out in advance which may be a accommodation request from somebody. And important to recognize that because people who are going to request invitations or materials in advance, which may not only be for visual disabilities, it can also be intellectual disabilities, people who need a little extra time to look at things, that's another aspect of advanced planning. We are so prone with all of the electronics that have enabled us to do everything at the last-minute, to fail to have things ready in advance. So just a caution to add into your planning that extra week. So, pretend the event is, you know, a week before it really is. And have your materials ready in case somebody needs to see them in advance. Let's go to the next slide.

And I know I am covering things pretty quickly here. So, feel free to be writing your questions down because our goal is really to have a robust question and answer period. So, venue selection and set up. Let's go to the next slide. Victor has given you a great preview into the whole issue of venues being accessible. On the left side of this slide here, you can see our holiday event from last year was held in a great venue because the elevator lobby coming up to the seventh floor where the event was held actually had a very wide aisle that allowed us to have our registration right by the elevators. So, people could immediately be welcomed into the event. When you go to look at a venue, it's important to check out all of the paths of entry. So, you don't want another situation like Victor had. I actually had heard a similar story from Senator Tammy Duckworth who was thrilled to go to a fundraiser that somebody organized for her and couldn't get in, ended up having to take a freight elevator. So you want to make sure that not only when they say it's accessible, it means that they have an elevator, but that it's actually an elevator that ideally everybody uses and that the accessible entrances are very similar to the entrances that people who are not using mobility devices may use. The photo on the right shows a - sort of messy now that I look at it - buffet table. But the point of this photo is making the food and materials at your event at a level that makes it easy for people to reach them. On the upper left part of the slide you can see a slightly higher counter that was actually built into the room. And when we planned the meeting that was in this particular room, the people who were donating the room to us, said, oh, we usually set food out on that counter. That was too high for our participants. So making sure that if you are using a table that is not as accessible as this one, perhaps a wider table, that all food and beverages and other things are moved to a place where somebody who's a wheelchair user or somebody of short stature can reach them - is a great way to make it accessible. If you have the budget, the most accessible way of serving in this kind of setting that was more hors d'oeuvres and snacks would be to pass food, but we know that for nonprofits that's often beyond the budget. So, we try to adapt our buffet tables. Remember, too, it is not shown in this slide that dietary restrictions are often a disability in themselves or can be a component of disability. So, it is great if you can label ingredients or at least demonstrate what is vegan, what is gluten-free. And also think about other room setup kinds of issues, like when you show up, whether there's loud music playing. I know as somebody who is hard-of-hearing, I find it very hard to be in a networking event where there is lot of loud music, even background music playing. You also obviously want to make sure that the acoustics are good. This venue had carpeting which was very helpful. But when you have carpeting the flip side is making sure that it is not too thick a pile for wheelchairs to use. So again, checking your path of travel and ideally, having somebody with you which may be a local disability organization who can user test. The same way I suggest user testing the invitation, great to have somebody who actually uses a wheelchair go through a venue with you to make sure that everything they need is there.

I'm gonna, just in the interest of time, go to the next slide and then I will take another breath for Victor's stories. This is demonstrating a speaker - Victor, your friend, commissioner Karen Tamly - speaking in this event. Next to her is a podium, but she is seated behind a table. Very important that if your speakers have disabilities, they need to be accommodated, too. So, having a table rather than just assuming somebody can manage a microphone and their notes, if they aren't able to access a podium, is important. And then we have space for a sign language interpreter to the left of the photo. And the second sign language interpreter who is sitting to the right. Often people think, oh, I just need one interpreter. But depending on how long the event is going to be, they will need to switch out and have a little bit of relief. So, when you select your interpreters you want to talk to the company about the amount of time needed or the interpreters themselves. I'm not going to go into detail on interpretation right now, but just to say that that's a great thing we can talk about in the Q & A. On the right side of this slide you see a set, a group of people, all of whom happen to have disabilities, seated. And this picture is here to remind me to say ideally if you're going to fully participate in an event you really should have the option of sitting wherever you want to sit. So many times, because of room setup, you're required if you're a wheelchair user to sit only in a certain section. If you can avoid that it is ideal to really fully integrate people with disabilities and multiple kinds of disabilities. And the one other thing to mention just as a sort of basic checklist item is that when you're sitting up the room, not only is it important for the entrance to be accessible to wheelchairs, but also aisles between tables need to be wide enough. That, when you're measuring width, you should think carefully about how much chairs are going to be pulled out. I know I have gone into meeting rooms. And believe me a lot of these are lesson learned from mistakes that I've made. Told a hotel that these roundtables with chairs, as long as they're three feet between each table will be plenty of space. But once the chairs are pulled out, those three feet become about 10 inches. So, you want to really give yourself plenty of room. One of the key things I'd like to mention about accessibility in events is it makes for a better event. I will never forget the CEO of the Chicago Community Trust standing up during the 25th anniversary of the ADA when we really pushed them to make their aisles accessible and saying, oh, my goodness, I've never seen the servers able to get around a room so well and so efficiently and aren't you all excited about how quickly you've been served. And the whole room burst into applause. So unintended consequences of accessibility really benefits everybody. The next slide is another set of images just to give you a sense of accessibility for people who are deaf and hard-of-hearing. Making sure that microphones are in the room. Not only for the speaker, but also for Q & A. And my pet peeve, as somebody who is hard-of-hearing is, people in the room who say, I don't need a mic. And I have to respond, you don't need a mic, but I need the mic to hear you. This picture on the left you will see our speaker standing with her mic, no podium, but she was speaking from the heart. And next to her, a sign language interpreter. Captioning next to the sign language interpreter. And that captioning, this was a cocktail reception where she was speaking. So that captioning screen went away when we were done with it. It's a portable, super large television screen. On the right different example, you see a panel where the captioning is on the top so that it does not interrupt the PowerPoint slide, but also is visible beyond peoples' heads. Often you see the captioning on the bottom. But then the speakers who are seated at the table are actually blocking the captions. And there's also an interpreter in front of the panel but positioned so that she's not blocking any of the lines of sight to the actual panelists. So, time for you, Victor. I'm going to take a breath. That's most of the presentation here. And I'll let you share some stories.

Victor Pineda: Thank you, Emily. I want to get a response to one of our Q & As. George asks what are our thoughts on always providing sign language interpreters for all events and programs instead of just asking or waiting for requests to come in. What are the thoughts about just standardizing the practice or doing it as a response to requests? Well I think that's a very good question, George. It really depends on what message you want to put out there and also what’s your budget and normative, sort of, approach is. I think that we in the disability community do that as a standard practice because we engage with diverse stakeholders regularly. But some nonprofits that I know of provide it on an as-needed basis due to budgeting constraints, due to just the size of the room. Maybe it's just a small group of people that don't have sign language interpreters. But we like to use CART even if there's nobody with a hearing impairment, who is hard-of-hearing, we like to use CART at all of our events because we also have the secondary benefit that Emily talked about, which is we get a transcript of the discussion so that we have a way to take action upon it. So, it has two purposes. One, in case somebody didn't request it, but obviously maybe English isn't their first language. They can read the conversation and be more involved then just listen to the conversation. I also have a friend of mine that is perfectly hearing, for example, but he has difficulty sometimes processing the audio that he's hearing. So, it's not a hearing impairment, but it's a processing of the audio that he's hearing. So again, it creates another way for, for our community, the diverse communities that we serve, to really feel like they belong, and it gives us as the organizers an added tool which is a transcript. Now, we also organize events at the U.N. And the U.N. actually requires for any event, site event organized at the conference state parties to have captioning. And/or sign language interpreters. But actually, mostly captioning. So, the way that we do that sometimes is with a live captioner and sometimes it's with a remote captioner. If you have a remote captioner, sometimes the price is a bit lower, but you have to make sure you have a really good data connection and also a really good set of microphones so that you're capturing the conversation, again, where Emily said. I will handout microphones, maybe the room is tiny, whatever, but the microphones helped the remote captioner ensure that everything is really clearly transcribed.

I also hear from Veronica, in one of the questions and answers for checklist of requirements and best practices. We'll definitely be doing that. And we want to empower you with these best practices that you can share with the venues. And back to my earlier story, put it in your procurement process, put it in your contracting process, so your foundation, your nonprofit, can't then sign a contract with a venue if it doesn't ensure that the venue is accessible. And then in terms of your own process of organizing the events making sure that the venues also have the, all on the same page with you. I as a public speaker request and require that -- if somebody wants me to speak at their event, that they would provide captioning or sign language interpretation as well as if the video's going to be produced from my speech, that it's captioned. So that's part of my speakers contracts as well. JC Rafferty says if an event should provide interpretation as a standard, which language interpreter should one use? Or do you need ASL interpretation? Would love a best practice. I'll let Emily answer this. But from my perspective, I think that you need to know your audience. You need to know your community which is why I always started the conversation with the invitation letter and the invitation form. Because if you can get the data, if you can get the knowledge of who your community is, not just their name, title, and e-mail address, but the kind of accommodations that would help them feel included, right? Then you have a better way of responding. If that's language interpretation, sign language interpretation and other kinds of accommodations - Do you want to answer that Emily?

Emily Harris: Yeah. I agree with everything you've said. When I was talking about interpreters, I was talking about ASL. But this raises a really important point, which is that there are deaf people who speak many different languages and there are those of us who are deaf and hard-of-hearing who do not use ASL. It's a language unto itself. So, if you want to have a standard, I agree with Victor. I think captioning is a good standard that is going to reach a lot more people. It can be a little more expensive, but if you can afford just a standard procedure, captioning is great. It doesn't mean you won't need to get an interpreter because there are people who much prefer to have interpreters. But as the questioner points out, there are other kinds of interpretation besides ASL, even within the deaf community. So, there's acute speech. There's tactile interpretation as well. So, my advice would be to use, if you want a standard, to use CART and really get the input from your audience. The other thing that you can find out if somebody calls you on the basis of an invitation and asks for ASL interpretation, they may actually have a preferred vendor. And so, if there's somebody that they prefer that means that you're not going to get dinged for having a poor-quality ASL interpreter which I have also done.

Victor Pineda: And I want to invite anybody else who has any other questions to just put the questions in the Q & A section which is just down there at the bottom of the Q & A button or the chat feature, actually. Please. I see Eric here. Hey Eric, Welcome. Should a conference organizer include a list for the conference conferees to know that there are accessible restaurants and night spots that are in the area. I think individuals have such differing functional abilities that it works better for them to inquire directly about their desired night spots. Well again, that goes back to your protocol and your approach. So, my rule of thumb is am I providing my audience the equal treatment and respect as their nondisabled peers or nondisabled counterparts? So, that means that if I'm offering a conference venue and the venue's accessible and then I give a list of recommended hotels by the venue, it's nice, it's a small gesture to ensure that the list of the hotels you provide, all have some level have common accessibility features built in. So, don't recommend an Airbnb or don't recommend a small bed and breakfast that might not be accessible per se. Or at least signal the information that some of these recommended spots. That you have taken a step to ensure that there's a level of transparency, that these hotels are all accessible. That's something that we talked about, for example, with the San Francisco film foundation, San Francisco film festival where they've got two venues for screening films that are really not ideal for people with disabilities, to people that use wheelchairs, because the only two places in these historic theaters where you can sit is the very, very back or the very, very front. And they had no audio listening devices or loop devices or things like that. So, on their website they never even took the added step of signaling that this historic theater would not be ideal. So, I as a participant could choose - do I want to watch this 7:00 showing in a theater that isn't that accessible or do I want to go to the next day when the same film is showing at another theater that's more accessible. So, these are all, again, examples, Eric of how to communicate the level of accessibility considerations for your participants. Whitney asks about what considerations should we have for people with, intellectual or psychosocial disabilities. Emily?

Emily Harris: A couple of things that, that I'm aware of and I will say I'm not an expert in this area. One is when you think about your invitations, again, if you're using electronic invitation platform, ideally, you have not set a very rapid time out on that platform. You can usually adjust that timeout. I'd give it the maximum. There's no reason that it hurts you to have them be able to have it open for a long time. Another is to put things in as plain language as possible. So, there are guidelines you can find on the web for plain language that really makes things more readable for everybody. Another is in the venue itself, first of all, to let people know if for some reason the event is going to have particularly loud sounds or strobe lighting or bright lighting or flashes so that they can prepare for that or decide whether they want to participate or not. If you can avoid those things, it's ideal. But if that's part of your event, then just to be very clear that people should know what they are. And to have, if, at all possible, a quiet room. So, a place that people who may need a break can leave, but it is understood that's not a place for others to sit and gab and schmooze. It's really a place for people who have sensory or other disabilities that require them to just have a short and very quiet break. So, those are a few things. I think maybe we should skip to the last slide. The next slide just says don't forget to do an evaluation. So, you know, using feedback forums so you can do better. The point there is this is really a continual learning opportunity. But the final slide does have the checklists that we want to recommend to you. The first is the Chicago Community Trust guide. And section three has a lot of information about events. You'll also find towards the back of the guide a series of tip sheets. There's one for meetings as opposed to more conferencey-kinds of events. So, take a look at that. These are all free, available on the web. I was looking for something really short and sweet. And I came across this guide that the Cornell University department of human resources has used for their accessible meetings and it's really a very nice, short checklist. So that's a great place to start. And then a couple of more in-depth guides, again, the Chicago Community Trust guide is more general for many topics. These next two bullets, the ADA National Network planning guide for temporary events, accessible is very specific to events. And then the mid-Atlantic ADA Center is actually an on-line resource where you can click-through to answer, anticipate many of the questions. So, all of these are highly recommended. If you go online you may find others. Just make sure that they are from some official kind of entity and most important, not only finding your own checklist, but finding ways to interact with people with disabilities in your communities, in your networks, and get their expertise. So, let's go to the next slide and then we can go back maybe to leave the resources up. Connecting with your local disability community will give you both audience and also expertise. Bring in experts and to the extent possible those experts have disabilities but remember that I'm hard-of-hearing. I don't know what it is like to use a wheelchair. So, you do need to recognize that there is great diversity, but you may be able to find an expert on events. Planning in advance is the most important thing. I think we can suggest, but don't let this overwhelm you. There's a lot here. A lot we've said. But don't let it stop you from asking people who you're inviting what accommodations they need. And then you can tailor the event to the people in your audience and what they're really looking for. So that's, that's all for the slides. And Eric if you want to just let the resources slide sit on the screen for the rest of our short time together. That’d probably be helpful. This will be on the web and will it be sent to participants or Franklin or...

Eric Ascher: This is Eric. This presentation, as I posted in the chat - the PowerPoint will be up on our website probably within the next five to 10 minutes after this webinar ends. And the recording of this webinar should also be up by the end of the week, ideally with captions.

Emily Harris: Great.

Victor Pineda: Well, I think, Emily, you have really done a phenomenal job giving us your deep experience with the ADA25. Do you have any indications whether we are going to do an ADA30 or any other kind of big ADA events? Because I think a lot of the people on the call today, there is over 150 people on the call, are going to want to find out how they can connect with the disability communities in their own cities and, and locations where they serve people. You did the ADA25 and organized the whole nationwide sort of push to get people engaged. So, I was just thinking, is there anything that you think that we can do to sort of engage our participants today with celebrating the diversity, but also engaging more directly with the disability community?

Emily Harris: You give me too much credit, Victor. I organized ADA25 Chicago. So, it was a local, regional event. But for those who are new to this, the anniversary of the Americans with Disabilities Act is a central moment for the disability community. So, the act was signed into law by George H.W. Bush, the first, in 1990. So, we are coming up on the 30th anniversary in 2020. And the actual date is July 26th. However, usually those anniversaries are celebrated pretty broadly. When we did the 25th anniversary in Chicago, we made it a year long event. There are- if you look on the web and you just Google ADA30, I believe the national ADA network which is a great set of resources if you're not familiar with them, there are multiple ADA Centers that the Federal Government funds and they each manage a region. So, the Midwest region, the one I'm familiar with is here at the University of Illinois in Chicago. But there is one near you. And as a whole, they kind of try to bring together people around these anniversaries. So, there's actually, I believe, already a toolkit online for ADA30. And a great moment to really recognize this civil rights legislation, how it has been absolutely world changing, even though there is a lot more to do and to demonstrate your excitement about being more disability inclusive in your work.

Victor Pineda: Great. I'm just going to answer a couple of the final questions as we wrap up. That two people talked about food accommodations. And I myself have difficulty chewing and difficulty swallowing, so it's always nice for me to see sort of a variety of different types of foods. Meaning different sizes- small sized foods, for me, in particular, are easier. Thinking about specific dietary constraints also within your invitation form. Also, if you feel like food is going to be an important part of your event, obviously addresses the issue of celiac disease and making sure that there's a variety of steps with the catering company. Again, to know who your audience is, and important to - if the food is going to be an important part of the event, is going to be served, just to be able to capture your audience's, participant's preferences. And then Amy talks about whether a particular partner organization sends out the invites to an event and the partner organization does not include accessibility. What's the best way to help raise awareness and send them useful resources like ideas. Well, I think this is what today's conversation was all about. We're giving you a chance to sort of think through this conversation, you can engage internally with your nonprofits and your foundations on the conversation of events and making sure nobody is left behind, left out, being proactive about engaging with the diverse communities that you serve, capturing their needs in the invitation, I think, is a good way to start, getting your procurement policies and your internal process, a way to start of standardize accessibility is really important. And ensuring that you choose your own accessibility policy. And I think these checklists and resources that Eric, Emily, have put together can serve as a template for you to create your own policy or your own approach. Then you can share, as the de facto, as the standard approach either with partners or with venues as you go forward. Well, it's fantastic to have such a big and diverse group of people on today's call. It was really great to spend some time with all of you. Emily and I do this work with our respective communities. I'm going to leave my e-mail here in the chat if any of you guys want to reach out or have any questions about what we do, And then obviously, Eric and – and our colleagues at RespectAbility can also provide anymore follow-ups as needed.

Eric Ascher: So, what I would like to say, first of all, is a huge thank you to Victor and Emily. You both did fantastic and we really appreciate all of the great insight that you both gave us on this webinar today. So, we have five more webinars to go in this series. And the next one is in two weeks - we're off next week for Thanksgiving - about recruiting and accommodating and promoting people with disabilities to employment, volunteer leadership, and Board positions. You can find all of the webinars at the link below. And here's some contact information. Please stay tuned. The PowerPoint for this should be posted momentarily to our website. And thank you so much for joining us. When you close out of this webinar it will give you a quick two-question feedback form, we would really appreciate you filling out. It’s two questions to fill out. Thank you so much for joining us today and we’ll see you hopefully in two weeks!