



## CALLING UP: Performance of MicroJustice

### ACCESSIBILITY CHECK-IN

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"All bodies have strengths and needs that must be met. We are powerful not despite the complexities of our bodies, but because of them. We move together, with no body left behind. This is disability justice." -Patty Berne, [Sins Invalid](#)

**WHAT:** Accessibility check-ins disrupt ableism in meeting culture. The majority of meeting systems, structures, and cultural norms are centered around the needs of abled, neurotypical participants. As a result, neurodiverse and people with disabilities are prevented from fully participating. An accessibility check-in provides an opportunity at the beginning of a gathering for every participant to share what they need in order to bring their whole selves to the process. These check-ins play an important role in developing an accessible workplace, establishing a culture of inclusion, as well as fully supporting individual participants.

**WHY:** By asking everyone to share their needs, we take the burden of disrupting ableism off those who are made vulnerable by it. Because disabilities can be invisible or temporary, we normalize the idea that you can't know someone's accessibility needs simply by observing them. We create a welcoming and inclusive environment that doesn't make neurodiverse and disabled peoples feel "othered". Accessibility check-ins allow each of us to acknowledge the unique needs our bodies present at any moment, empowering us to collectively address barriers to our shared participation. This improves meeting systems, structures and norms for everyone, not just disabled and neurodiverse peoples.

**HOW:** After sharing your name and other introduction topics (gender pronouns, title, organizational affiliation etc) simply and concisely share whatever access needs you're experiencing. Possible answers include, but are not limited to: "as a Blind participant, I need you to repeat your name each time you speak"; "as a participant with hearing issues I might need you to repeat language and I'll signal with my hand to let you know"; "I have mobility needs that may require me to stretch my legs"; "my blood sugar is low and so I'll need to eat during this meeting"; "because of my dyslexia, I'd like to have time with any text before being asked to read it aloud"; "I am pregnant and will be leaving often to use the bathroom" etc. Only share needs that you feel comfortable disclosing. We all have access needs, even if we're not used to identifying them! You may also say, "All my access needs are met at this time." That sentence affirms what is working in the space as well as equalizing power between all participants. Be aware that the stakes of sharing needs are different for each of us, so please resist making jokes about your own needs or those of others.