



Practicing Allyhood: What Can You Do to Support the Disabled Community at the University of Michigan?

- **Demand Accountability** from the university and from colleagues when you notice discrimination, inaccessibility, and ableism.
- **Advocate for Disabled Leadership**
 - **Pay attention to and preference** disabled perspectives.
 - **Insist that disabled stakeholders serve on hiring committees** for positions that profoundly impact the disabled community, such as DEI positions and the upcoming searches for the Services for Students with Disabilities (SSD) director and coordinators.
 - **Disabled people are the experts on disability.** Let them take the lead in conversations and trainings about disability.
- **Include Disability in DEI** as an identity category with its own culture.
 - **Understand ableism** as a system of oppression that interlocks with other systems such as racism, sexism, and homophobia.
 - **Include “Accessibility”** in your unit’s DEI plan (**IDEA**).
 - **Promote the creation of a Disability Cultural Center** at the University of Michigan and support it when the time comes.

- **Embrace Universal Design for Learning (UDL)**
 - **Attend Professional Development** workshops, trainings, and classes on UDL, and share what you learn with colleagues.
 - Incorporate UDL accommodation statements in **syllabi**.
 - **Caption** videos, gifs, and images in all course materials.
 - **Implement the Digital Accessibility Standard Practice Guide** in your unit once it is released (Spring 2020 Semester!).
 - **Be flexible** and offer multiple means of engagement, expression, and participation in the classroom.
- **Embrace Universal Design in Event Planning**
 - **Empower event attendees** to share accommodation needs.
 - Include available resources, accommodations, and a contact person in all **event postings**.
 - **Refer to the “Ten Tips for Inclusive Meetings”** from the HR website (included in the packet).
- **Keep Learning!** The disabled community is diverse, intersectional, and constantly growing, so there is always more to learn!
 - **Respectfully, have the courage to ask and the understanding to listen.**
 - **Mirror the language** disabled people use to talk about themselves. When in doubt, ask!
 - **Remember that many disabilities are invisible.**
 - **Follow social media conversations** to learn directly from disabled people and do better. Suggested places to start include: #AccessibilityFail #WhyDisabledPeopleDropOut #AbleismExists #ThingsDisabledPeopleKnow #DisabilityTooWhite #a11y #CripTheVote #ActuallyAutistic #AbleDsAreWeird #DisabilityUMich
 - **Follow #ActuallyDisabled advocates** on social media.
 - **Check in** with disabled students and colleagues to make sure that they feel supported and welcome... and **believe them!**

“Nothing About Us Without Us”