

Disability Inclusion and Accessibility in Conflict Resolution

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A background image showing two dolphins swimming underwater. The dolphins are dark in color, and the water is a deep blue. The dolphins are positioned in the upper half of the frame, with one slightly ahead of the other. The text "What is disability inclusion?" is overlaid in the center of the image in a white, sans-serif font.

What is disability inclusion?



Policies, practices, culture
that **include (don't exclude!)**
people with disabilities in
our work

A background image of two dolphins swimming underwater, rendered in a dark blue, semi-transparent style. The dolphins are positioned diagonally across the frame, with one slightly behind and above the other. The text is overlaid on the left side of the image.

**What is digital
accessibility?**

A background image of two dolphins swimming underwater, rendered in a dark blue, semi-transparent style. The dolphins are positioned behind the text, with one slightly above and to the left of the other.

**Technology and content
disabled people can use**

For example, not everyone can

- Use a mouse
- See a screen
- Hear audible content
- React quickly
- Tolerate flashing content

Technology *can*
work for
everyone

Accessibility and inclusion are about people



Bring the human issues to the table.

Accessibility is a bridge



Accessibility is the difference between



Accessibility + Inclusion = Privacy



A faint, artistic background image of two dolphins swimming underwater, rendered in a light blue tone against a darker blue background. The dolphins are positioned diagonally across the frame, with one slightly ahead of the other.

Journey to Inclusion

"The future depends on what you do today"
--Mahatma Gandhi



Journey to inclusion – communications

- Email
- Social Media
- Forms (retainers; confidentiality ++)
- Documents exchanged in mediation
- PowerPoints
- Microsoft accessibility checker

Journey to inclusion – in person

- Wheelchair accessible
- Accommodations
- Disability awareness + language



Journey to inclusion– virtual

- Captions | ASL | breaks | accessibility
- Websites
 - Mouseless Monday
 - Accessibility Insights
- Mediation and training platforms
- Accommodations



A background image of two dolphins swimming underwater, rendered in a dark blue, semi-transparent style. The dolphins are positioned diagonally across the frame, with one in the foreground and one slightly behind it.

No Shortcuts

OverlayFactSheet.com
OverlyFalseClaims.com

Structured Negotiation





**Quarter century at the intersection of
disability, conflict resolution, and
accessibility**

Why does SN work?



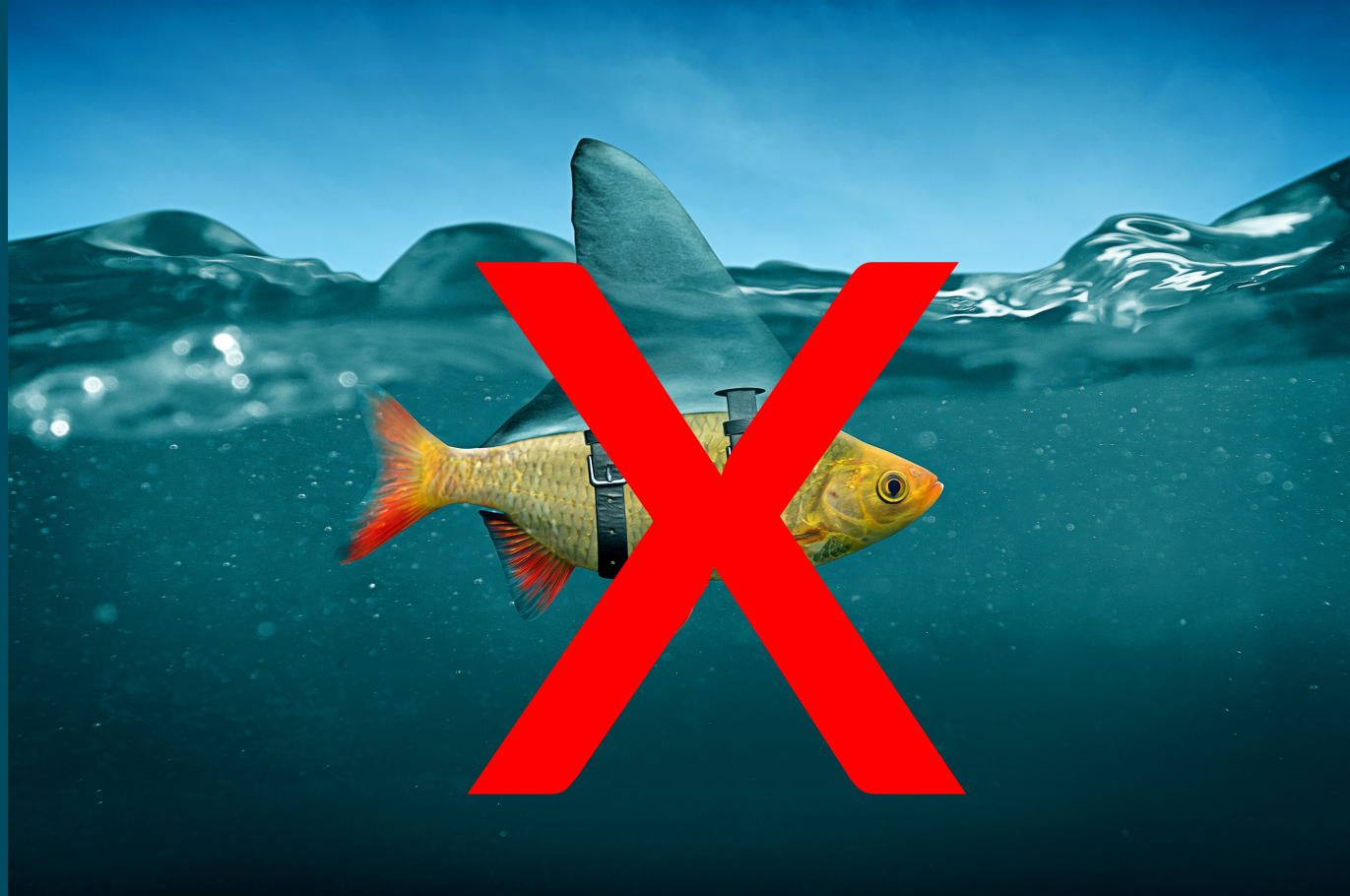
“People in conflict engage in authentic conversations that build understanding between them.”

--Center for Understanding in Conflict website

Fear



You don't need to *act* like a shark



Be a dolphin instead



Accessibility *is* Delicious



Stay in touch!

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