Disability Inclusion and Accessibility in Conflict Resolution

Lainey Feingold | @LFLegal | LF@LFLegal.com

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What is disability inclusion?

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

What is digital accessibility?

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

Journey to Inclusion

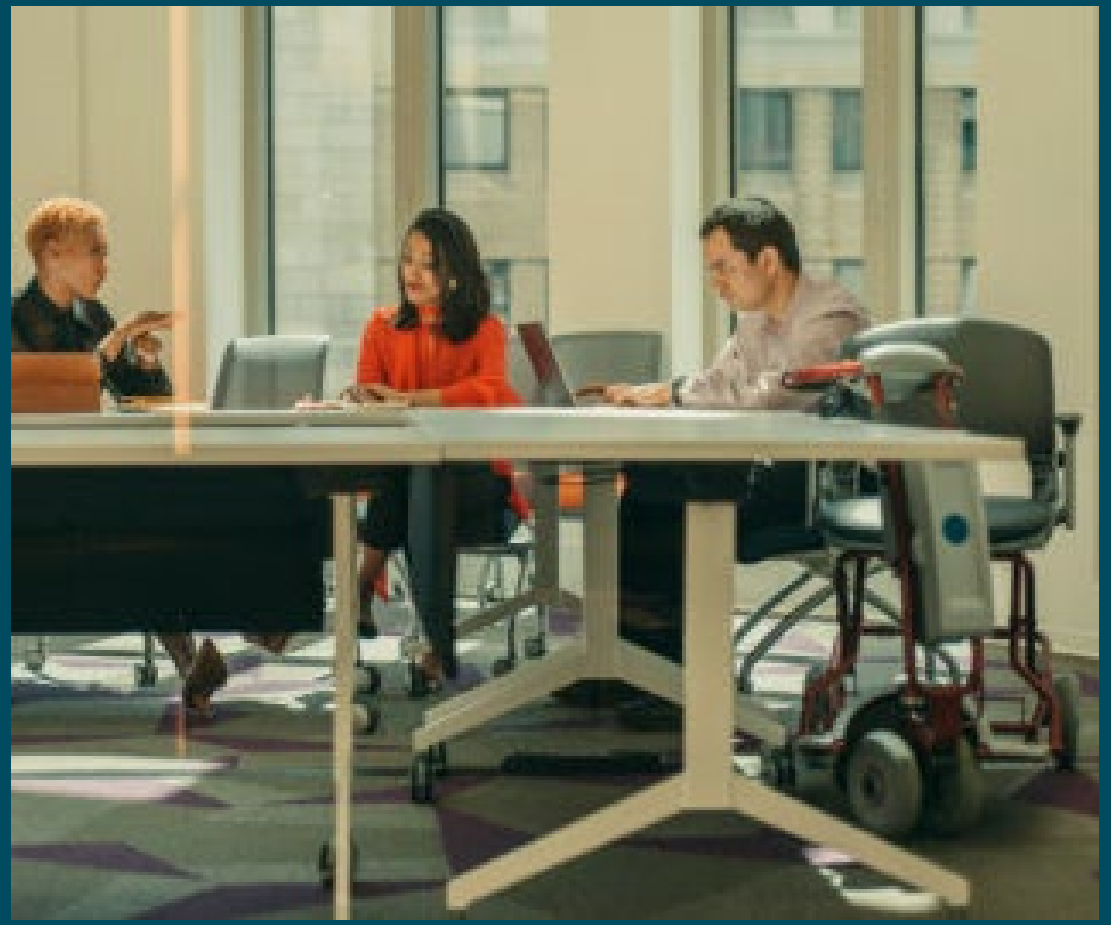
“The future depends on what you do today”
--Mahatma Gandhi

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

No Shortcuts

OverlayFactSheet.com
OverlyFalseClaims.com

Structured Negotiation

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

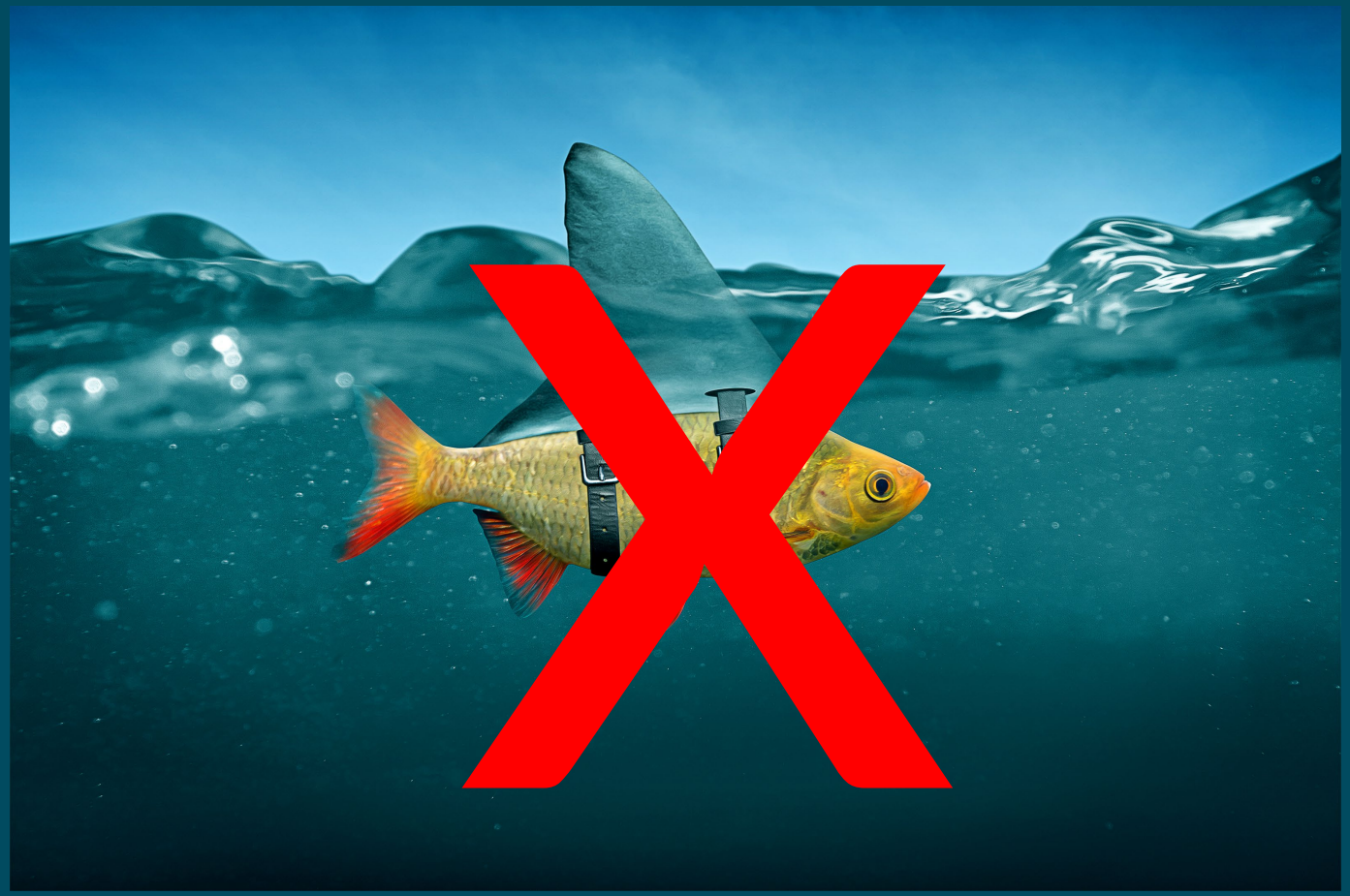
Why does SN work?

“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!

Lainey Feingold
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