

Accessibility and Acceptance: The work of the RUSA Accessibility Assembly

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What does the Accessibility Assembly Do?

- Assist with conference planning.
- Create resources to help librarians better serve patrons and work with staff with disabilities.
 - [Libraries Transforming Communities: Accessible Small and Rural Communities | Tools, Publications & Resources](#)
 - [Accessibility Assembly | Reference & User Services Association \(RUSA\)](#)
- Helped with the hiring process for Hillary Pearson, program manager in the office of Diversity, Literacy, and Outreach Services.
- Requested a mainstage speaker with a disability — ALA filled that request with Maysoon Zayid, motivational speaker and comic at the 2023 conference.
- Trying to make it possible for all groups working on accessibility/disability to know about each other and where possible, work together.

Goal: Centralizing and Revitalizing our Toolkits

Library Accessibility Toolkits:

What You Need to Know

- [Accessible Communication Styles](#)
- [Assistive Technology](#)
- [Autism Spectrum Disorders \(ASD\)](#)
- [Blindness and Low Vision](#)
- [Children with Disabilities](#)
- [Deaf or Hard of Hearing](#)
- [Developmental, Cognitive, and Intellectual Disabilities](#)
- [Learning Differences](#)
- [Library Staff with Disabilities](#)
- [Management](#)
- [Mental Health Issues](#)
- [Multiple Disabilities](#)
- [Patrons with Alzheimer's and Related Dementias](#)
- [Service Animals](#)
- [Virtual Accessibility](#)
- [Volunteers with Disabilities](#)



[ALA](#) American Library Association

Free PDF Downloads

- [Download "Serving Patrons with Disabilities in Small and Rural Libraries: Practitioner's Guide"](#)
- [Download the "Accessible Conversations in Small and Rural Libraries Facilitation Guide"](#)
- [Read "Accessibility in Libraries: A Landscape Review"](#)

Awareness vs. Acceptance

Awareness: Knowledge or understand that something is happening or exists.

Acceptance: The act of accepting something or someone : the fact of being accepted.

[Links to definitions from Merriam-Webster](#)



Universal Design

- The design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. ([Center for Universal Design](#))
- Think about accessibility from the beginning. Small things like how furniture is arranged or providing closed captions for videos are a good start, asking about needed accommodations can help you plan from the beginning.
- Everyone has the right to easily enter and use your library.



Things to think about

- How can the RUSA board help with acceptance for people with disabilities in ALA?
- What does acceptance look like in conference planning for my division, committees, presentations etc.?
- Do I have an idea for making acceptance happen within ALA?

