



Inclusive Creative Arts planning

# Artful Connections

CSLP inclusion webinar November 20, 2024  
Stephanie Haines

**Today we'll explore tools, techniques, and strategies to make arts experiences more inclusive. Together we can unlock the potential for everyone to participate in and enjoy the arts.**

# Today's webinar outline

**01** Welcome

**02** Goals of the webinar

**03** Accessibility  
Refresher

**04** Creative Arts strategies  
& adaptations

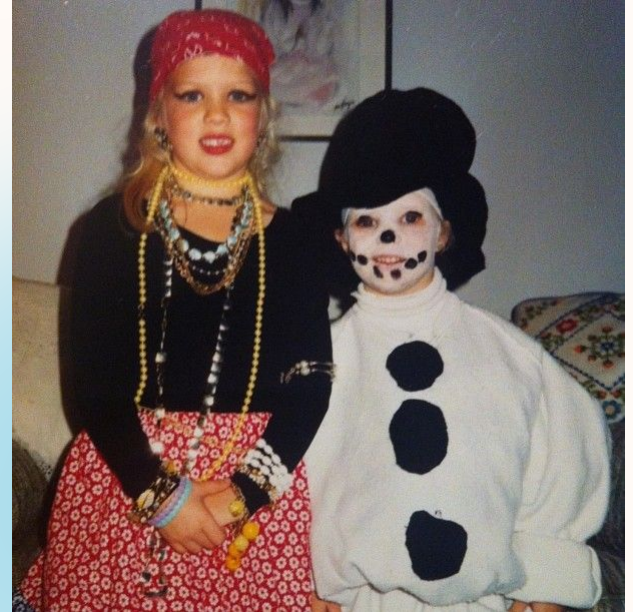
**05** How to continue  
growing

**06** Community Partners



My passion is for teaching, arts, and accessibility for all ages, in all places.

# Stephanie Haines





Indiana Arts Commission

# Grants Financial Dashboard

645

# of Grants

596

# of Grantees

\$5.0M

Total Awarded

\$7.8K

Average Grant Amount

## Funding by Fiscal Year



## Funding by Program

Program	Amount
Arts Organization Support (AOS)*	\$2,668,071
Arts Project Support (APS)*	\$763,280.05
Creative Convergence (CC)*	\$49,995
Fellowship for Creative Teaching (FCT)*	\$166,000
Indiana Cultural District (CD)*	\$50,000
Lifelong Arts Indiana (LLA)*	\$514,569
On-Ramp Career Accelerator (OR)*	\$78,000
<b>Total</b>	<b>\$5,006,718.34</b>

\*Denotes an active program

Fiscal Year

FY24

IAC Region

All

Page Selection

Overview

Grantee List



Program

All

County

All

City

All

## Funding Map



County

Congressional District

Senate District

House District

Source: Indiana Arts Commission | Last Updated: October 14, 2024

Funding for the Indiana Arts Commission and its programs is provided by the State of Indiana and the National Endowment for the Arts, a federal agency.



NATIONAL ENDOWMENT for the ARTS



# Introduction to Accessibility in the Arts

## 1 Session Goals

Understand accessibility basics and learn practical strategies for inclusive arts experiences.

## 2 Importance

1 in 4 people in the US have a disability. People can acquire disabilities at any time of life.

## 3 Impact

Inclusive arts programs can significantly improve quality of life and social connections for participants.

# Takeaways



## Understand

Accessibility is an important consideration always.



## Gain Confidence

Know that you can do this!



## See Possibilities

There are many right answers to accessibilities.



A black and white photograph of an elderly man with a long, flowing white beard and hair. He is wearing a dark suit jacket over a light-colored collared shirt. He is looking off to the left of the frame with a slight smile. The background is dark and out of focus. A white rectangular box is overlaid at the bottom of the image, containing the text "We are large. We contain multitudes." in a bold, black, sans-serif font.

**We are large. We contain multitudes.**

# Understanding Accessibility

A refresher on Accessibility and the  
Americans with Disabilities Act (ADA)



# Understanding Accessibility

## Definition

Accessibility in arts means creating environments and experiences that allow everyone to participate fully.

## Legal Framework

The Americans with Disabilities Act (ADA) mandates equal access to public spaces and programs.

## Types

Programmatic accessibility and physical accessibility are two components of examining accessibility.

# The ADA Protects People with Disabilities

## **A person with a disability is someone who:**

- has a physical or mental impairment that substantially limits one or more major life activities,
- has a history or record of such an impairment (such as cancer that is in remission), or
- is perceived by others as having such an impairment (such as a person who has scars from a severe burn).

If a person falls into any of these categories, the ADA protects them. Because the ADA is a law, and not a benefit program, you do not need to apply for coverage.

# Examples of Disabilities

There is a wide variety of disabilities, and the ADA regulations do not list all of them. Some disabilities are visible and some are not. Some examples of disabilities include:

Cancer

Diabetes

Post-traumatic stress disorder

HIV

Autism

Cerebral palsy

Deafness or hearing loss

Blindness or low vision

Epilepsy

Mobility disabilities such as those requiring the use of a wheelchair, walker, or cane

Intellectual disabilities

Major depressive disorder

Traumatic brain injury

**The ADA covers many other disabilities not listed here.**

# ADA Titles

- I - Employment
- II,A - State and Local Government Services
- II,B - Public Transit
- III - Businesses that are Open to the Public
- IV - Telecommunications
- V - Other Important Requirements

# III. Businesses that Are Open to the Public

Businesses and nonprofits serving the public. Examples:

- Restaurants
- Hotels
- Retail stores
- Movie theaters
- Private schools (including housing)
- Doctors' offices and hospitals
- Day care centers
- Gyms
- Organizations offering courses or examinations

**General requirement:** Businesses must provide people with disabilities an equal opportunity to access the goods or services that they offer.

# Key Vocab



**Readily achievable barrier removal:** "Readily achievable" means easily accomplishable and to be carried out without much difficulty or expense. This is considered in the context of your organization size and capacity, which means it is a different bar for every organization.

**Reasonable accommodations:** A "reasonable accommodation" is a modification or adjustment to a program, the physical environment, or the way things usually are done that enables a person with a disability to participate equally.

**Equal opportunity to benefit:** Simply put, persons of any ability level should be able to approach and use anything in your space, AND persons of any ability level should be able to participate in any activities and events at your space. This includes spaces you don't own, but are renting or using for a public activity.

It's your legal responsibility,  
and...

**It's the right thing to do.**

# Contact Your Region/ADA Center

The ADA National Network consists of 10 regional ADA Centers and an ADA Knowledge Translation Center. The regional ADA Centers are distributed throughout the United States to provide local assistance and foster implementation of the ADA. Find the ADA Center that serves your State by clicking on the map below.



# Creative Arts Adaptations



# Adaptations for Creative Tools

1

## Identify Barriers

Recognize common challenges like fine motor difficulties or visual impairments in creative activities.

2

## Make Accommodations

Implement solutions like thick-handled brushes, tactile materials, or digital music apps.

3

## Continue growing

Keep learning and finding new ways to grow your understanding and capacity in accessibility.





## Identify Barriers

1. Put a place in your registration for participants to request accommodations.
2. Make sure you consult with the participant. They know best.
3. Do a self-assessment/site survey of your space and materials

## Provide Accommodations

1. Can be as simple as moving chairs or making a larger space between tables.
2. Hire interpreters or purchase equipment
3. Create a flexible plan

# Types of Accommodations

Many people's first thought when they hear the word 'accessibility' is a ramp or a larger bathroom stall. However, these are only small parts of a much larger environment that should be made inclusive and welcoming to the diverse disability community.

# Physical accommodations

Physical accessibility is the way our physical space meets the needs of everyone in our community. This *could* include ramps and bathroom stalls, but it can also include arranging tables and chairs, lowering labels and signs, and making sure the front desk is at a comfortable height for wheelchair users to approach.

# Programmatic accommodations

Programmatic accessibility is the way in which we create program experiences that include people of all abilities. It can be as simple as dimming or brightening the lighting of a classroom, creating large-print documents, or providing details on sounds and lighting before a performance. They don't have to be huge and expensive to be helpful.



Roll over image to zoom in



Roll over image to zoom in





Roll over image to zoom in





Zot Artz

Zotartz.com



# Inclusive Planning for Arts Experiences

## Universal Design for Learning (UDL)

Apply UDL principles to provide multiple means of engagement, representation, and expression.

## Participant

**Feedback** Collect and incorporate input from participants with diverse abilities and backgrounds.

## Outreach & Marketing

Implement targeted outreach strategies to engage underrepresented groups in arts programs.

## Welcoming

**Atmosphere** Use simple language and clear signage to create a comfortable environment for all.

## Assistive Listening Systems

These systems transmit amplified sound via hearing aids, headsets or other devices.



## Sign Language Interpretation

The symbol indicates that Sign Language Interpretation is provided for a lecture, tour, film, performance, conference or other program.



## Accessible Print (18 pt. or Larger)

Large print is indicated by the words: "Large Print," printed in 18 pt. or larger text. In addition to identifying



# Common Types of Accommodations

- American Sign Language Interpretation
- Audio Description
- Communication Access Real-Time Translation (CART)
- Closed Captioning
- Communication
- Food and Dietary Restrictions
- Image Captions for Web Accessibility
- Lighting and Flash Warnings
- Live Streaming Events
- Mobility

- Personal Care Assistants (PCA) and Service Animals
- Restrooms
- Seating and Seating arrangements
- Sensory Rooms
- Large Print Text
- Touch Tours
- Transportation
- Screen Reader checks
- Creating accessible documents/websites



MENU



S

# How to Grow Accessibility

[IAC](#) > [Programs and Services](#) > [Resources](#) > [Accessibility](#) > [How to Grow Accessibility](#)

## Train yourself/staff/volunteers on disability etiquette and language

- [Disable Disrespect Language Guide](#)
- [Choosing Words when Talking about Disability](#)
- [Inclusive Language Guide](#)
- [People First Language](#)
- [Basic principles of disability etiquette](#)
- [Disability Sensitivity Training Video](#)

## Advertise your willingness to make accommodations

- Use the [universal symbols](#) for accessibility services
- Make a public notice ahead of your event to invite accommodations requests (it's common to ask for two weeks advance notice for certain accommodations)
- Include a line for accommodation requests in every registration or ticket sales form

## Connect with local disability advocacy and support groups to learn more about resources in your community

- [Easter Seals](#)
- [ARC Indiana](#)
- [Bosma Enterprises](#)

# Find local connections



*For people with intellectual and developmental disabilities*

<https://thearc.org/>

## A Leader in Disability Rights

The Arc is the largest national community-based organization advocating for and with people with intellectual and developmental disabilities (IDD) and serving them and their families. We work tirelessly to uphold our vision that every individual and family living with IDD in the United States has access to the information, advocacy, and skills they need to support their full inclusion and participation in the community throughout their lifetimes.

600 + **STATE AND LOCAL CHAPTERS NATIONWIDE**



**American Council  
of the Blind**

Together for a bright future

Over 70 state and special interest affiliates.

<https://www.acb.org/>

# Find local connections - arts



*A Jean Kennedy Smith Arts and Disability Program*

<https://www.accessvsa.org/>

The Kennedy Center's Access/VSA International Network provides community, education, and resources to creatives, educators, and arts leaders striving for the full inclusion of people with disabilities in arts and culture.



<https://opendoorartsma.org/>

Open Door Arts (formerly VSA Massachusetts), an affiliate of Seven Hills Foundation, increases access, participation, and representation of people with disabilities in the arts.



<https://www.art-reach.org/>

Art-Reach creates, advocates for, and expands accessible opportunities in the arts so the full spectrum of society is served.



MENU



S

# How to Grow Accessibility

[IAC](#) > [Programs and Services](#) > [Resources](#) > [Accessibility](#) > [How to Grow Accessibility](#)

## Prepare your front line event staff/volunteers on how to make accommodations on the spot

- Make sure they know basic Disability Etiquette & language (see above)
- Make sure they know what flexibility is available for people with disabilities
- Make sure they know which other staff they can go to for help when presented with an accommodation request

## Do an audit of your website, printed materials, and physical space

- Website audit resources:
  - [Easter Seals Tech](#)
  - [Web Content Accessibility Guidelines](#)
  - [Introduction to Web Accessibility](#)
- [Printed material guidelines for large print](#)
- [Physical space accessibility audit checklist](#)
- [Overall accessibility checklist from NEA](#)

## Add accessibility goals to your strategic plan to ensure that it is a part of your everyday work at every level of your organization

True accessibility is an ongoing, core component of an organization. A disability-inclusive organization/program/event is designed well before a person registers to attend or enters the space.

# Key Takeaways

1

## Understand

Recognize the importance of accessibility in fostering inclusive creative environments.

2

## Adapt

Implement practical tools and strategies to make arts experiences accessible to all.

3

## Plan

Use inclusive planning principles to create welcoming and diverse arts communities.

4

## Act

Commit to implementing at least one new accessibility strategy in your practice.

# Resources and Next Steps

National Endowment for the Arts	<a href="https://www.arts.gov/accessibility">arts.gov/accessibility</a>
Indiana Arts Commission	<a href="https://www.in.gov/arts">in.gov/arts</a>
VSA Indiana	<a href="https://www.vsai.org">www.vsai.org</a>
Indiana Arts Commission Accessibility Resources	<a href="https://www.in.gov/arts/programs-and-services/resources/accessibility/">https://www.in.gov/arts/programs-and-services/resources/accessibility/</a>

## **Additional Resources:**

[Service Animal and Emotional Support Animal resource](#)

[The Great Lakes ADA Center](#)

[NEA Cultural Administrator's Guide to Accessibility \(large file\)](#)

<https://www.artsaccessresources.org/>

[Brief Accessibility checklist from the NEA](#)

[Frequently Asked Questions - IAC accessibility](#)

[Steps to responding to an accommodation request](#)

[The Great Lakes ADA Center](#)

[ADA Planning Guide for Temporary Events](#)

[General Resources and an ADA help hotline](#)

[IAC self-assessment checklist](#)

# Things we didn't go over

Person-first/ Identity-first language

<https://askearn.org/page/people-first-language>

Disability etiquette

<https://disabilityin.org/resource/disability-etiquette/>

Disability Justice

<https://sinsinvalid.org/10-principles-of-disability-justice/>

Service Animals

<https://www.ada.gov/topics/service-animals/>

You can do  
this!



Umbrella Sky Project, Batesville Area Arts Council



**Stephanie Haines**

Indiana Arts Commission  
Arts Education and Accessibility

Program Manager

[Shaines@iac.in.gov](mailto:Shaines@iac.in.gov)