



# Deaf-Friendly Tips for Social Organizers

1. **Create accessible multimedia content** by making sure it is captioned. In addition to third-party captioning services, a few free captioning tools are available. Transcripts and video/image descriptions are not just ideal for video - it also ensures accessibility to DeafBlind audiences, is suitable for podcasts, and as a bonus, makes your content easily searchable by search engines and users.
2. **Amplify (and pay) Deaf, DeafBlind, DeafDisabled, Hard of Hearing, and Late-Deafened individuals** by offering leadership roles, meaningful projects within your organization, and opportunities to be speakers, panelists, and workshop facilitators. Compensation (such as a stipend, honorarium, speaker fee) shows you value their lived experience narratives, skills, and resources.
3. **Arrange for interpreting services** by hiring local interpreters and select interpreters who also represent the target group of the movement. If you are having an event with multiple speakers or speakers in multiple locations, identify a single interpreter who can coordinate all the interpreters (you will need more than one). If financial hardship is an issue, consider gathering donations, sponsorships, and/or tapping into local/city/state funds.
4. **Make access easy to identify.** If you have individuals or organizers who know sign language or ProTactile, create a badge for them so they are easily identified and let your staff and other organizers know they should be the referral points for communication needs.
5. **Ensure there are wheelchair accessible restrooms** for those with mobility challenges. Outdoor port a potties should be Americans with Disability Act (ADA) compliant and you should designate a relief area for service dogs
6. **Communicate your accommodations to the community** by sharing information across your platforms such as whether you will have an interpreter present, captions, and where people can go for accommodation needs.
7. **Assure you provide good lighting.** Deaf, DeafBlind, DeafDisabled, hard of hearing, and late-deafened individuals need to see/touch interpreters and speakers. If it's dark, provide proper lighting. If there is a stage, provide an assigned space near the stage for access.

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8. **Be prepared to communicate in a variety of ways.** Have pen and paper with you at all times. Learn basic sign language and ProTactile techniques. Print your agenda on paper and/or social media for people to read.
  9. **Network with local Deaf, DeafBlind, and Hard of Hearing organizations.** They can help you to spread the word about your initiatives and events - as well as connect you to local interpreting agencies and accessibility resources. A good way to start is with a search query for “deaf organizations near me” or contacting your state’s department of social and health services.
  10. **Plan in advance mobility access.** If you are hosting a march, make sure the entire route is wheelchair accessible, has curb cuts, and is smooth without potholes or uneven surfaces. Make sure buildings and stages have appropriate ramps. Do not have any events on grass, ever, unless you provide safe, secure, and smooth walkways that can be wheeled over.

The best thing you can do to create an accessible experience?  
**ASK community members directly!**

