

Non-deaf Self-Advocacy AIDE (Accessibility, Inclusion, Diversity, and Equity) Checklist

It is important for you, non-deaf (hearing) individuals, to be allies and advocates for the rights and needs of deaf people in Australia.

This document is a checklist to guide you in

supporting their self-advocacy eﬀorts.

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# Educate Yourself

Seek knowledge about deafness, Deaf culture, and the experiences of deaf individuals.

Learn about diﬀerent communication methods used by deaf individuals, such as sign language, speech reading, or written communication.

# Reﬂect on Attitudes and Biases

Examine your own attitudes, biases, and assumptions about deafness and deaf individuals.

Challenge any stereotypes or misconceptions you may hold and be open to changing your perspective.

# Communicate Respectfully

Be patient and respectful when communicating with deaf individuals. Allow them time to process information and express themselves.

Use clear and concise language and be willing to adapt your communication style to meet the needs of the individual.

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# Ensure Accessibility

Advocate for accessibility in various settings, such as educational institutions, workplaces, and public spaces.

Encourage the use of accommodations, such as sign language interpretation, captioning, or assistive technologies, to ensure eﬀective communication.

Put the accessibility in ﬁrst when planning an event (meeting, show, gathering, conference, community event, and so on) and check with deaf people on their preferences on both types of accessibilities and the events themselves.

Avoid imposing a sense of obligation on a deaf person or people to attend your event just because you have made it accessible for them.

# Foster Inclusion

Actively include deaf individuals in conversations, meetings, and social activities.

Ensure that deaf individuals have equal opportunities for participation and engagement.

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# Amplify Voices



Use your platform and privilege to amplify the voices of deaf individuals.

Share their stories, experiences, and achievements to raise awareness and promote understanding.

# Be a Supportive Ally

Oﬀer support to deaf individuals when needed, but also respect their autonomy and self-advocacy.

Ask how you can best support them and be willing to listen and learn from their perspectives.

# Address Barriers and Discrimination

Speak up against barriers, discrimination, and exclusion faced by deaf individuals.

Advocate for policies and practices that promote accessibility and inclusion in all aspects of society.

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# Seek Collaboration and Input



Collaborate with deaf individuals and deaf organizations to better understand their needs and perspectives.

Involve them in decision-making processes that aﬀect them, seeking their input and expertise.

# Continuous Learning and Growth

Commit to ongoing learning and growth in your understanding of deafness and deaf culture.

Stay updated on advancements in accessibility, technology, and inclusive practices.

Remember, by promoting

accessibility, inclusion, and equity, we can work together to create a more

inclusive and accessible society.

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