

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.



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.



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.



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.



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.