

AIDE (Accessibility, Inclusion, Diversity, and Equity) Checklist

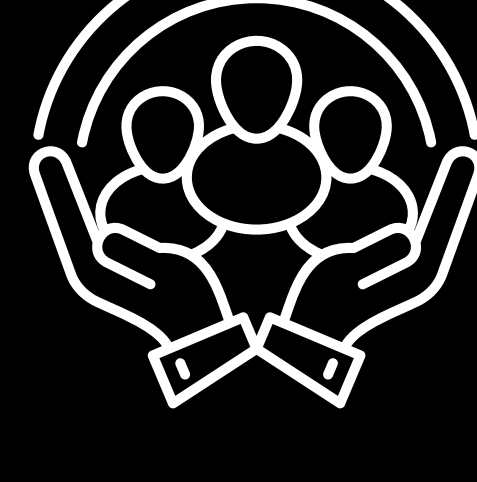
Here is a checklist based on AIDE (Accessibility, Inclusion, Diversity, and Equity) principles that can be applied to support deaf people.



Accessibility



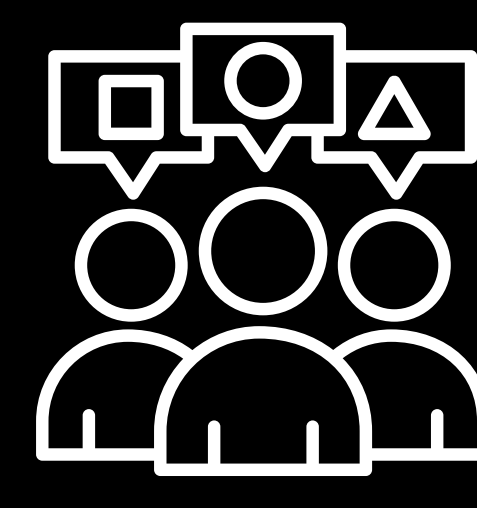
- ☐ Are communication channels accessible to deaf individuals? This can include providing sign language interpretation, captioning, or assistive listening devices.
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- ☐ Are physical environments, such as buildings and public spaces, designed to be accessible to deaf individuals? This includes considerations such as visual signage and visual alarms.



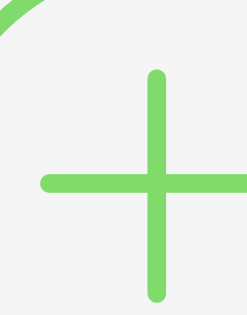
Inclusion



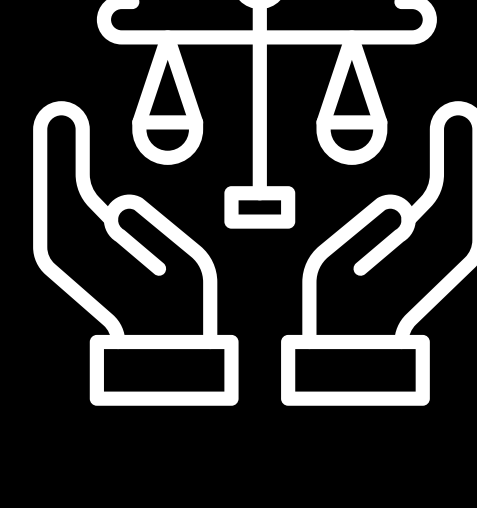
- ☐ Are deaf individuals actively included and involved in decision-making processes that affect them? This can involve seeking their input and involving them in discussions and planning.
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- ☐ Are deaf individuals provided with equal opportunities for participation and engagement in various activities, such as education, employment, and community events?



Diversity



- ☐ Is the diversity of the deaf community recognized and respected? This includes acknowledging and valuing the different experiences, perspectives, and identities within the deaf community.
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- ☐ Are efforts made to promote understanding and acceptance of different forms of deafness and communication methods, such as sign languages like Auslan?



Equity



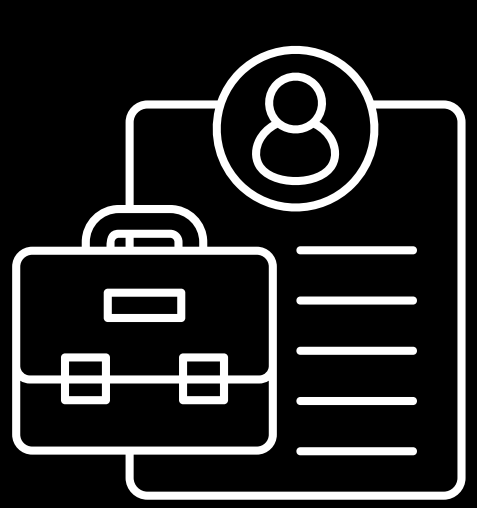
- ☐ Are resources and support services distributed equitably to deaf individuals? This includes ensuring that deaf individuals have equal access to education, healthcare, employment opportunities, and other essential services.
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- ☐ Are reasonable accommodations provided to meet the specific needs of deaf individuals, such as providing communication support or assistive technologies?



Education



- ☐ Are educational institutions inclusive and accessible to deaf students? This can involve providing appropriate accommodations, qualified sign language interpreters, and ensuring that instructional materials are accessible, such as through captioning or providing transcripts.
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- ☐ Are deaf students given equal opportunities for participation, engagement, and academic success?



Employment



- ☐ Are workplaces inclusive and accessible to deaf employees? This includes providing reasonable accommodations for effective communication, ensuring equal access to training and professional development opportunities, and promoting a supportive and inclusive work environment.
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- ☐ Are employers actively seeking to hire and retain deaf individuals, recognizing the unique skills and perspectives they bring to the workforce?



Health



- ☐ Are healthcare services accessible to deaf individuals? This includes providing qualified sign language interpreters or other communication support, ensuring accessible healthcare information, and training healthcare professionals in deaf cultural competency.
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- ☐ Are deaf individuals able to fully participate in healthcare decision-making processes and receive appropriate and equitable care?



Advocacy and support



- ☐ Are advocacy efforts in place to address the rights and needs of deaf individuals? This can involve supporting and partnering with deaf organizations, advocating for policy changes, and raising awareness about the issues affecting the deaf community.
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- ☐ Are support networks and resources available to deaf individuals, including mentoring programs, peer support groups, and access to information and services?

This checklist provides a starting point for considering how AIDE principles can be applied to support deaf individuals. It is important to continually evaluate and improve upon these areas to ensure that deaf individuals have equal opportunities, access, and inclusion in all aspects of society.