

CONVERSATION STARTERS:

ACCESSIBILITY

Conversation Starter: E.O. 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce defines accessibility as outlined below. Many Components and Services may have their own definition or provide additional relevant information (linked in the resources section at the bottom). Consider asking members of your team if the accessibility definition resonates with them, then ask them why or why not.

Accessibility is...

The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.

E.O. 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce (June 25, 2021)

Scenarios for Discussion

Scenario 1

You have been notified by a member of your team that the building the team works in is not accessible to them for several reasons. They can perform their job duties, but with many additional barriers and added burden. You have coordinated with your MEO/EEO Office, and they are aware of the concerns, but are extremely backed up. They state that they will come out to assess and address the situation within the next 3-6 months.

How might you support this team member in the meantime?

Scenario 2

Some members of your team are not understanding the importance of accessibility measures, making comments that accessibility is just another way for people to “take the easy way out.”

What would you say in response to these team members? How would you explain what accessibility is and why it is important?

Accessibility vs. Accommodation Activity

Reasonable accommodation is a change in the work environment or in the application process that would enable a person with a disability to enjoy equal employment opportunities (*E.O. 13164, Establishing Procedures To Facilitate The Provision Of Reasonable Accommodation*).

Directions:

Step 1: Ask your team to read each description independently and circle accessibility or accommodation depending on what they feel best fits the description

Step 2: Come together as a group to debrief the answers chosen (**correct answers are upside down at the bottom of the sheet**)

Step 3: Ask your team if anyone disagrees with any of the answers given and why

1. Adjusted time and date for Military Entrance Processing Stations physical due to religious considerations	Accessibility or Accommodation
2. Elevators, escalators, and stairs available within barracks	Accessibility or Accommodation
3. Text-to-speech computer-based systems upon request during Military Entrance Exams	Accessibility or Accommodation
4. Restrooms on all floors of every building on base	Accessibility or Accommodation
5. Braille writing on all signage	Accessibility or Accommodation

Answer key: 1. Accommodation 2. Accessibility 3. Accommodation 4. Accessibility 5. Accessibility

Additional Questions

1. What is your definition of accessibility?
2. Are there examples of accessibility measures that your team carries out well?
3. Are there examples of accessibility measures that your team struggles to carry out?

Resources

[Department of Homeland Security](#)
[The Uniform Federal Accessibility Standards](#)
[Title 29 U.S.C., Section 794d \(Section 508 of the Rehabilitation Act\)](#)
[Title 36, CFR, Part 1191](#)
[Title 42, U.S.C., Section 12204](#)
[DoD Office for Diversity, Equity, and Inclusion](#)

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