

1 of 2 Staff recommended edits: Add a clear definition of intersectionality

What is intersectionality?

Intersectionality is a way of understanding how a person's different identities – such as race, gender, class, sexuality, disability, etc. – can affect the way they experience life. It's like looking at life through many different lenses at the same time. It helps us understand that people's experiences can't just be split into separate categories.

We now include disability when we talk about intersectionality because people with disabilities face unique challenges. When you mix disability with other parts of a person's identity, it can change the way they experience discrimination or privilege. This helps us understand that everyone's experience is different and more complex than just one part of their identity.

Today, intersectionality is used to study how different social categories, including disability, combine to shape people's lives and opportunities. This broader view helps us analyze social justice issues more thoroughly and inclusively.

2 of 2 Staff recommended edits: Revise the last sentence of the second paragraph of the Introduction

Some people are born with disability, and disabilities can also be acquired throughout life. Be mindful that there are many types of disabilities that may not present in ways that fit in with these descriptions. Disabilities present in different ways for everyone and need different accessibility options for each person. Two people with identical diagnoses can have entirely different symptoms, experience entirely different barriers and require opposite accessibility features from one another. Levels of disability are not static, they can increase and decrease in severity with different environmental and situational factors. It is important not to predict someone's needs based on previous interactions with them, but rather to check in and adjust **as appropriate.** ~~to people's ever-changing needs whenever necessary.~~

Recommendation:

1. That the Accessibility Advisory Committee (AAC) consider and provide feedback on the two staff recommended edits to Appendix A captured in Attachment 1 of the report.
2. That the AAC review Appendix A of the Member Handbook and connect with staff by September 6, 2024, if interested in making changes to a section of the Appendix.
3. That the AAC provide staff with their feedback and recommendations for discussion at the October 15, 2024 AAC meeting.