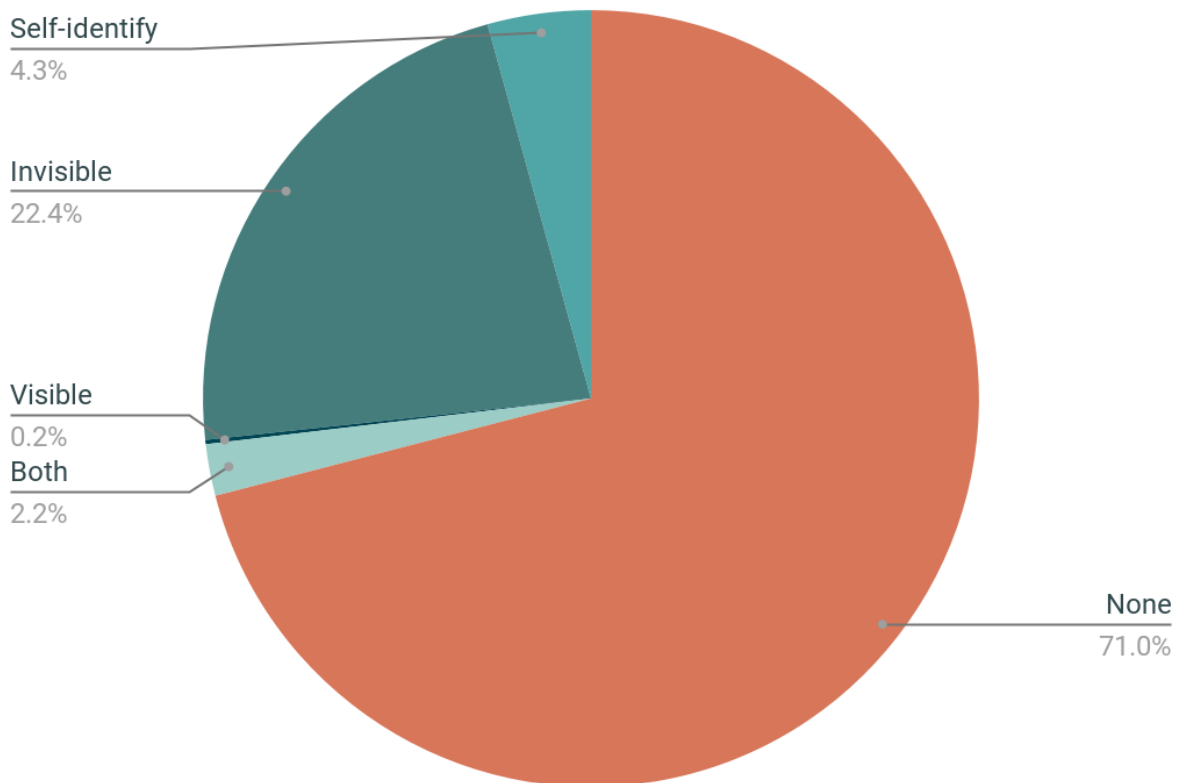
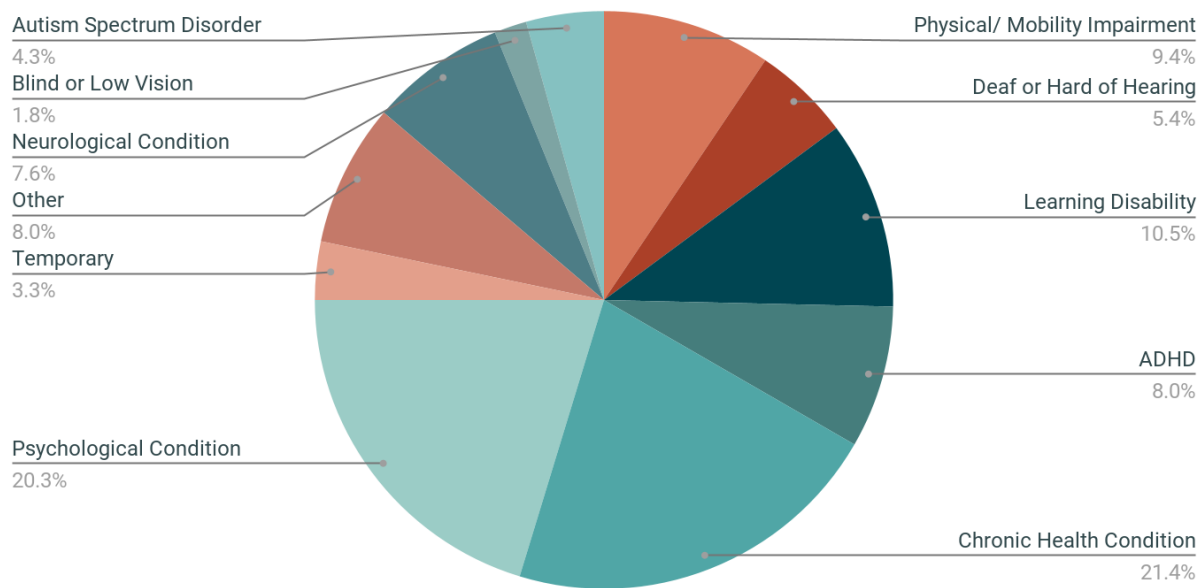


EIC Meet and Greet- Accessibility Survey Notes  
July 20, 2021

- General info:
  - Excellent response rate
  - 558 total respondents, 162 of whom identify as having a disability
  - That's ~29% of respondents identifying as having a disability, which is just over the United States national average
    - According to the Centers for Disease Control, ~26% of American population have a disability: [Disability Impacts All of Us Infographic](#)
    - According to the World Bank, ~15% of the world's population has a disability: [World Bank's Disability Inclusion Overview](#)
- Invisible vs. Visible disabilities
  - The vast majority of respondents with disabilities identified as having invisible ones.



- Types of disabilities:
  - \*this data is preliminary
  - The most common disabilities were psychological conditions and chronic health conditions with over 40% of respondents identifying as having one. People could select multiple options for this answer so the number of responses isn't equal to the number of people who identified as having disabilities.



- A couple of interesting insights:
  - This is not unique to the field, but the most common reasons people didn't disclose their disabilities
    - Were uncomfortable sharing
    - Concerned that direct supervisor would see them as less capable
    - Did not feel it was necessary
- And the most common accommodations needed according to the survey:
  - Accommodations for chronic pain
  - Need for a flexible schedule
- It is clear from the survey that people with disabilities have faced a lot of challenges in the field, and that many people without disabilities think primarily about visible disabilities and not invisible disabilities. We have work to do
- Timeline
  - We are sharing out now the preliminary info
  - Currently working on 1st draft of report then will be soliciting feedback from the rest of the EIC committee and others to produce a report that draws appropriate conclusions, is accessible, and uses the most inclusive language
  - Hope to have a report ready for membership by the next annual meeting
  - We also hope to present about this in Los Angeles and tie into the theme of "Reflecting on the Past, Imagining the Future"

Extra information to share if there is time:

- It wasn't all negative- some positives:
  - One of most positive experiences for in person events:

- Meeting organizers helped to resolve any issues that came up, so kudos to AIC staff and volunteers
- Positive virtual
  - Transcripts and/or presentation notes were shared ahead of time, or available afterwards
- Some early takeaways
  - Some changes that have been implemented (eg: live cc) were wanted
  - Many ppl want transcripts for talks
  - Ppl want more resources for learning and also about giving more accessible talks, etc.
  - One of our biggest challenges will be working to make AIC more accessible for many people who sometimes have conflicting needs. For instance, some people with disabilities said the online meeting was much better for them with regards to their disability while others lamented how much more difficult the format was.