

FMC Disability and Accessibility Awareness and Coordination Group

FMC is committed to welcoming individuals with disabilities and providing them with the accommodations necessary for full inclusion in all aspects of FMC. The Disability and Accessibility Awareness and Coordination Group (DAAC) was established to ensure that FMC lives up to this commitment by:

- fostering an understanding of various types of disabilities and their associated challenges
- expanding knowledge and acceptance of accommodations that respect the needs and dignity of people with disabilities
- ensuring inclusion of people with disabilities in FMC decision-making processes
- heightening awareness of our personal attitudes and actions that discriminate against those with disabilities
- exploring the ways in which accepting and welcoming those with disabilities reflects our Quaker values and testimonies and strengthens our community

DAAC is under the care of the FMC Clerks Team and currently is comprised of current and former meeting clerks who have knowledge of and interest in disability issues. Over time, DAAC will make every effort to expand membership to include individuals with various types of disabilities to ensure broad representation of voices in the disability community and to balance the power dynamics that sometimes work to the detriment of improving inclusion and accommodation.

DAAC will engage in a variety of actions and activities to achieve its objectives, including (but not limited to) the following:

- coordinating with the multiple planning efforts currently underway that address re-opening the meeting as the pandemic subsides, as well as restructuring meeting and employee functions in the face of recent economic and staff changes
- exploring and incorporating best practices for inclusion and accommodation
- supporting educational activities such as workshops with clerks, committees, and the community to raise disability awareness and share insights and best practices
- working with meeting and committee clerks to ensure the accessibility of all FMC meetings and activities
- embracing the wealth of knowledge and insight we can learn from those at FMC who have disabilities and nurturing the leadings of FMC members/attenders who are committed to raising our awareness of disability issues, accommodation, and inclusion
- providing support and assistance to individuals who need help navigating the meeting and its structures or who experience discrimination (implicit or explicit) at FMC on the basis of their disability

For questions, suggestions, or accommodations requests, please contact DAAC at:

thedaac@fmcquaker.org