

Identifying Barriers & Setting Goals

DIY ADA Planning Workbook Supplement

Identifying Accessibility Barriers

Adapted from Upstream Arts' S.M.I.L.E. Framework

How might participants face barriers related to...

Type of Barrier	Considerations for Possible Barriers
Sensory Experience	<ul style="list-style-type: none">● Seeing activities● Hearing activities● Fragrance/chemical allergies● Sensory processing disorders (overstimulation)● Mental health/social concerns
Mobility	<ul style="list-style-type: none">● Site location● Transportation and travel● Getting to a building entrance● Exterior/interior doorways● Exterior/interior pathways, including distance of travel● Navigation/wayfinding● Accessing different levels via steps/steep inclines● Counter/window height● Restroom access● Emergency evacuation● Bringing service animals
Communication	<ul style="list-style-type: none">● Being able to access content in a preferred way● Requesting assistance/accommodation in a preferred format● Having a clear way to learn about the organization's offerings and the accessibility of particular projects
Knowledge	<ul style="list-style-type: none">● A lack of awareness/skills/expertise by leaders● Others' assumptions someone cannot participate● Knowing what to expect● Understanding how to participate● Awareness of services offered/choices one could make about how to participate● How to ask for assistance/accommodations

Setting Goals

Acronym Letter	SMART Goal Characteristic	SMART Goal Characteristic Details
S	Specific	Is this goal targeted: Who, What, Where, When, Why?
M	Measurable	Are there metrics or milestones telling you that you're making progress toward achieving the goal?
A	Achievable	Is it within your power to achieve this goal?
R	Realistic	Are you/is your team willing, ready, and able to take on this goal?
T	Time-bound	Does this goal have an appropriate deadline attached?

What's missing from these goals? How might you rewrite them as SMART goals?

Some audience members will request American Sign Language interpretation.

In the next 12 months, we will make all of our theater productions accessible.

In the month of July, our team of 3 teaching artists will produce 56 two-hour painting workshops.

How do you prioritize your goals?

ADA guidelines recommend prioritizing addressing barriers in the following priority order:

1. **Priority 1:** Accessible entrance into the facility
2. **Priority 2:** Access to goods and services
3. **Priority 3:** Access to restrooms
4. **Priority 4:** Any other measures necessary

For small organizations with limited resources MRAC suggests:

1. **Priority 1:** What is your community already asking you to address?
2. **Priority 2:** Who have you been trying to engage, and what barriers do they face?
3. **Priority 3:** What other strategies can you readily achieve without major resources?