



Easy Read Edition

ASAN Equity Plan

Part 2: Listen to our community.

Listen to our community.



ASAN is always listening to the autistic community.



We want to know how the community feels about our work.



We also want to know if the community thinks we should change our work.



ASAN will find and make more ways to listen to the autistic community.



ASAN will include the autistic community's ideas in how we make decisions and do our work.



In this section, we'll talk about how we will listen to our community. We will also talk about how we will change what we do.



Surveys

ASAN does a survey of our community every year.



In 2021, we will start using the survey in new ways.



We will use the survey to learn how the community feels about the work ASAN is doing.



We will use what we learn to change what we work on and how we do the work.



We will use the survey to learn which parts of our work are helping.

In the survey:



- We will ask about how people use our programs and **resources**.



- Resources are things we have that are useful.
- Some examples of resources are:



- Books.



- Reports.



- Toolkits.



- Presentations.



- Videos.



- We will ask what barriers make it hard for them to use our programs and resources.



A **barrier** is something that stops you from accessing things you want or need.



- We will ask if the community needs something that ASAN is not doing right now.

- We will ask questions about different parts of people's lives, like:



- Race.



- Gender.



- Age.



- Religion.



- And more.



- We will learn about who cannot use our programs and resources.



- We will plan to make the survey in Spanish also.



- We will think about how to share the survey with people who cannot use the internet.



- For example, we could work with people who will share the survey in person.



- Or we could share the survey by sending it in the mail.



The survey tells us what issues are important to our community.



ASAN will work on issues that are important to our community.



ASAN staff will meet every year to look at how people responded to the survey.



ASAN will change our work.



ASAN will focus on the issues that are important to the community.



We will meet to talk about what new things we can do to help with those issues.

New website tool



ASAN will make a new tool on our website.



This tool will ask people about whether our work was helpful.



You can tell us if a resource is hard to read.



You can tell us if you think a resource should talk about a certain topic.

You can tell us if you loved the resource.



We can use the tool for:



- Our website.



- Our toolkits.



- Our books.



- Our other resources.

Find out who can use our work. Find out who doesn't know about what we do.



ASAN has a communications team.



The communication team tells our community about our work.



We want to share what we are working on with the whole community.



ASAN wants to know who is hearing about our work.



But ASAN also wants to know who is not hearing about our work.



We want to make sure everyone who needs our help knows about us.



The communications team will do a project to find out who is not hearing about our work.



ASAN is national.



The main way we connect with people is on the internet.



But not everyone is on the internet.

The project will answer these questions:



- What limitations does our online community have?



- A limitation is something that stops you from doing what you want.



- An example of a limitation is some social media has word limits that make it hard to talk about all the parts of an issue.



- How do people find our online community?



- Who are we not including in our online community?



- How can we include people who are not part of our online community?



- How can we include people who do not know they are autistic?



- How can we include people who cannot use the internet?



- How can we include people who deal with other barriers?



The communications team wants to help people use our resources.



Some people do not have access to our resources.



Some people do not have access to many resources, because of barriers.



We will think about how to support people who speak languages other than English.



We will also focus on people who cannot use the internet.

Who does our policy work help?



ASAN has a policy team.



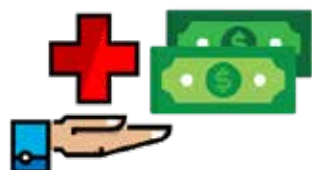
The policy team finds policies for us to support and helps with new policies.



A policy is a rule that people or the government make about how they will do things.



For example, Medicaid is a part of health policy.



Our policy team advocates for more funding for Medicaid.



We want to make sure the work helps everyone.



We need to think about how our work helps people of color.



If our work isn't helping people of color, we need to change our work.



The policy team will meet 4 times a year to talk about their work.



The policy team will think about what went well.



The policy team will also think about who their work helped.



ASAN knows it is important to focus on autistic people of color.



Autistic people of color experience both ableism and racism.



The policy team will look to see if they are making real change.



There are many important issues.



ASAN is only one organization.



We can't work on every issue.



We have to choose which issues that we can work on.



We will choose issues that will help autistic people of color.

Listening sessions and focus groups



ASAN will hold a focus group with autistic people of color.



A focus group is when a group of people get together to talk about something.



The people in the focus group tell us what they think. They will tell us how we can do better.



We will hold the focus group online.

In the focus group, we will talk about things like ...



- Who ASAN's work helps.



- Who the resources ASAN makes help.



- How ASAN can help autistic people of color more.

We will make sure the focus group includes autistic people from many...



- Races.



- Genders.



- Sexual orientations.



- Other identities.



We will make sure the focus group includes nonspeaking autistic people.



We will make sure the focus group includes autistic people with intellectual disabilities.



We will make sure people have accommodations they need to be part of the group.



Accommodations are changes that make things easier for people with disabilities.



Accommodations help us get the same things as non-disabled people.



We will do this to make sure everyone in the group has a chance to tell us what they think.



We will talk about many things during the focus group.

We will talk about things like:



- Toolkits ASAN could make.



- Resources ASAN could make about topics that affect autistic people of color.



- Planning out new resources.



- Resources that ASAN has already made.



We will write a post about the things we learned from this focus group.



We will share what we learned on ASAN's website.



We will not put any personal information about focus group members in this post.



We will keep focus group members' names and other personal information private unless they want to share them.



We will hold more focus groups in the future.



Some focus groups will be for autistic people with intellectual disabilities.



Some focus groups will be for nonspeaking autistic people.



We will include autistic people of color in every focus group.



We know that the focus groups will be a lot of work for the people in them.



We want to pay people for their work.



We will pay the people who attend our focus groups.

We will also have listening sessions.



Listening sessions are big meetings where we listen to the community.



Listening sessions have more people than focus groups.



We want to hold listening sessions with autistic people of color.



We want to hold listening sessions with nonspeaking autistic people.



We want to hold listening sessions with autistic people with intellectual disabilities.



We want to hear what people think about ASAN's work.



We want to know if our work is helping them.



We want to know what people think we should do.



We want to know what else we should do.



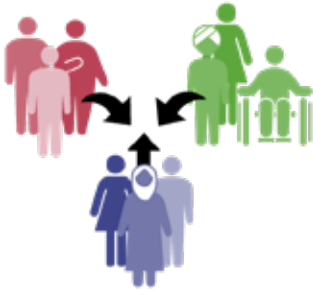
We will learn a lot from focus groups and listening sessions.



We will use what we learn from each focus group to plan the next focus group.



After we have some focus groups and listening sessions, we will have a meeting.



All ASAN staff will come to the meeting.



We will talk about what we learned from the groups.



We will talk about how we will use what we learned to make our work better.



We will talk about what we will do next.



We will also continue to talk to autistic people of color about projects.



ASAN already talks to autistic people of color about new projects.



We also talk to people of color who have other disabilities.



When we do this, we pay the people we talk to.



ASAN will look for more chances to consult autistic people of color on new projects.



We want to hear their perspectives.



We want to hear what they think of the project.



We will pay them for their work.



We will also continue to talk to autistic people of color about projects.

Putting feedback into practice



Feedback is what we learn from our community.

We get feedback from:



- Surveys.



- Focus groups.



- Listening sessions.



We want to make sure we use feedback in all the work we do.



We will get feedback about how we can make sure our work includes racial justice.



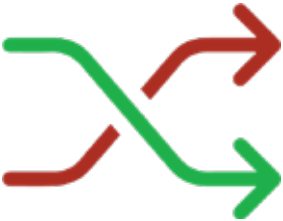
Racial justice is a way of treating people of color fairly.



Racial justice means making sure people of color have the same access to resources as white people.



Racism in the past and today has harmed people of color.



Racial justice means making changes to address that harm.



Racial justice is more than getting rid of **discrimination**.



(Discrimination means treating people badly because of who they are.)



Racial justice is making sure there are new plans to make sure things are fair.



Racial justice is part of disability rights.



Many people of color have disabilities.



Racism is connected to ableism.



We will continue to do this work.



We will listen to community feedback and use what we learn.



We want to do things that make ASAN a better place.



We want to do things that make anti-racism a bigger part of our work.



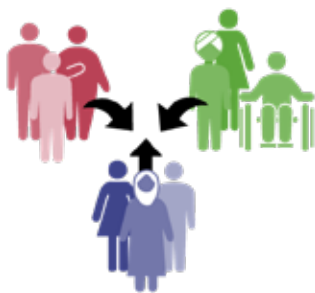
We want to do things that make racial equity a bigger part of our work.



We want to do more than talk about these things.



We don't want to say we'll do things but never do them.



So management will work with all staff.



We will work together to look at community feedback.



We will use feedback to learn what goals that matter to the autistic community.



We will work towards these goals.



We will continue to do this work.