



*Easy Read Edition*

# **ASAN Equity Plan**

**Part 8: Build coalitions and  
relationships**

# Words to Know in Part 8



## coalitions

Coalitions are groups of organizations that work together to fix a problem.



A 3x4 grid of 12 stylized human figures. Each figure is represented by a circular head with a specific skin tone and a rectangular body with a specific clothing color. The skin tones range from light beige to dark brown. The clothing colors include green, blue, red, yellow, purple, brown, maroon, light blue, pink, and orange. The figures are arranged in three rows and four columns, with some positions empty, creating a sparse distribution.

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We will work on more projects about racial justice.



ASAN will look for new ways to work with organizations run by people of color that are part of:



- The autistic community.



- The disability community.



- The civil rights community.



Policies impact disabled people of color.



Experts who are people of color can talk about how policies impact people of color.



They might know important things that we don't know.



ASAN will talk with experts of color about all kinds of policies.

# Policy coalitions



The policy team will partner with:



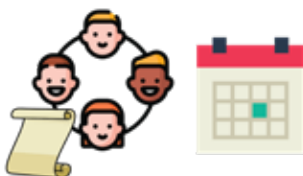
- Organizations that people of color lead.



- Civil rights organizations.



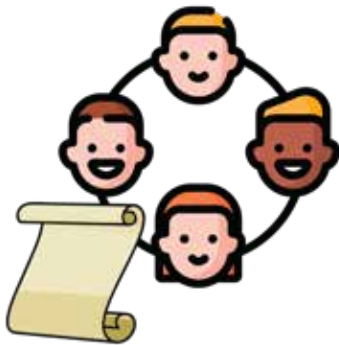
- Racial justice organizations.



The policy team will have a meeting every month.



At the meeting the policy team will talk about who we work with.



The policy team will:



- Find organizations we are not working with yet.



- Choose a person to talk to the organization.



- Make a plan to talk to the organization.





The policy team will also look for new coalitions to join.



They will join coalitions that focus on racial justice.



This will help us meet more organizations focused on racial justice.

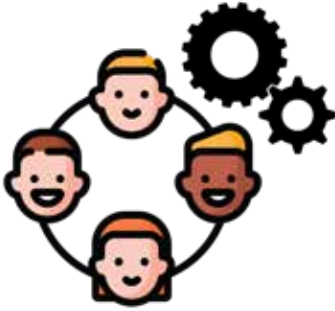


When we join coalitions, we will get to know the other groups in the coalition.



We will find new ways to work together.

## Programs and resources



ASAN has an operations team.



The operations team makes sure ASAN is able to do work.



The operations team also plans and runs ASAN's programs, like the Day Of Mourning or our advocacy trainings.



The operations team will start more relationships with organizations run by people of color.



The operations team will work with organizations run by people of color.



Here are some ways we can work with organizations run by people of color:



- Sharing resources.



- Working together on events.

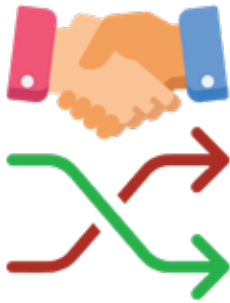


- Making new projects.

- Sharing campaigns.



Campaigns are a way for people to work together to make big changes.



For example, telling people to call their elected officials about a bill.



We will help and work with groups run by people of color, including:



- Advocacy groups.

- Coalitions.



- Networks.



We will also help more...



- ASAN affiliate groups.



- Self-advocate groups.



- Disability justice groups.



- Disability rights groups.



We will focus on helping groups run by people of color.



We will look for existing groups.



We will share their work.



We will also ask if there are ways we can support them.



We will also work with new groups.



We can share resources about how to start a group.



We will also ask if there are ways we can support them.



The new groups can tell us what they think ASAN should do.



## Legal cases

ASAN has a legal team.



The legal team does work about policies and laws.

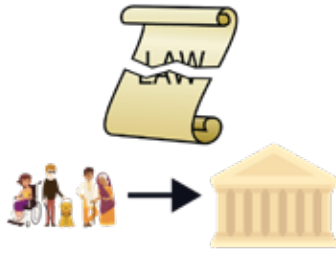


Our legal team works on court cases about autistic people.



There are laws that protect disabled people's rights.





When someone breaks those laws,  
disabled people can go to court.



A court case is when someone goes to  
court.



The court decides if that person broke the  
law.



Then, the court makes that person follow  
the law.



Or, the court makes that person pay money to the person they hurt.



Sometimes the court system is unfair.



It is especially unfair to disabled people of color.



We will fight to make sure courts are fair.



We will fight to make sure people have to go to court less.

Our legal team will keep working on court cases about autistic people.



We will pick court cases that can affect a lot of people at the same time.



We will make sure we work on court cases that matter to autistic people of color.





For example, our legal team is working on a court case about **restraint** and **seclusion** in schools.



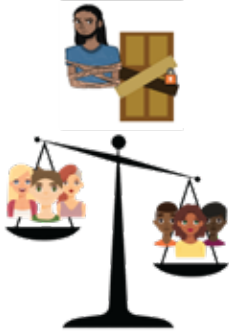
Restraint is when someone is tied or held down.



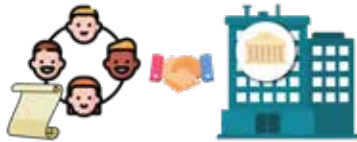
Seclusion is when someone is forced to stay in a room alone.



Restraint and seclusion are dangerous.



Students of color are restrained and secluded in schools more often than white students.



Our legal team will work with other groups that work on court cases.



Other groups include:



- Protection & Advocacy agencies.



- Civil rights law firms.



- Other groups that help people with legal problems.



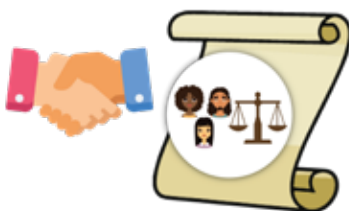
The legal team will also look for amicus briefs.



An amicus brief is a document you can write in a court case.



It tells the court what decision you want them to make.



We will join amicus briefs that focus on racial justice.

