

- 1. Use your platform to increase the visibility of disabled authors.**
Raise the voices of disabled authors by sharing their social media posts and inviting them on to your blog, podcast or newsletter. Discover ADCI members on Twitter here: bit.ly/3LEBshw
- 2. Check disabled authors are represented at meetings, panels and events you're attending.** If you see a lack of diversity ask the organisers about it. Direct them to ADCI (disabledauthors@gmail.com) if they have further questions.
- 3. Ask about event accessibility for both in-person and online events.**
This is not just for disabled authors but readers as well. Even if you don't have specific needs, the more we normalise asking what accessibility options are available, the faster it will become normal practise to ensure access for all. ADCI and Inklusion have guides on how to make events accessible. clairewade.com/adci & inklusionguide.org
- 4. Support the #KeepFestivalsHybrid campaign.** Set up by Red Door Press and ADCI member Penny Bachelor, the campaign aims to ensure that disabled authors and participants continue to be part of literary festivals and events, despite the return to in-person. As a speaker, ask for events you appear at to be made available live online and/or for a limited period afterwards. It doesn't have to be complicated or expensive to do. Find out how... bit.ly/3xtjzs7



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- 5. If you're judging competitions etc make yourself aware of the Fries Test.** Similar to the Bechdel Test, which asks whether a work of fiction has two women who talk to each other about something other than a man, the Fries Test ensures positive disability portrayal. You must be able to answer yes to the following questions:
- Does a work have more than one disabled character?
 - Do the disabled characters have their own narrative purpose other than the education and profit of a nondisabled character?
 - Is the character's disability not eradicated either by curing or killing?
- 6. If you offer mentoring or other opportunities to underrepresented voices add disability to your list** - if you haven't already. Always use inclusive language; Neurodivergent, D/deaf and chronically ill authors for example may not consider themselves disabled so for the avoidance of doubt spell this out or use the legal definition of disability if needed.