

1. **Review your Representation** – How many disabled authors are you working with? Proportionally it should be at least 20% of your list.
2. **Assess your Accessibility** – Examine everything from physical access to virtual meetings and events, all forms of communication, websites and online submission processes. Are they accessible to all and if not, how can they be improved? Hire disabled consultants to user-test experiences and follow their feedback.
3. **Demonstrate How You're Adapting** – Call for submissions by disabled authors and visibly detail the accessibility and inclusion processes you have in place.
4. **Support your Disabled Staff** – Acknowledge the expertise they bring, and trust and invest in them to develop disability positive titles.
5. **Create Specialist Schemes & Opportunities** – Set up mentoring projects, funding programs and literary prizes to support and encourage disabled authors and staff.
6. **Remove Barriers to Inclusion in Existing Schemes** – Review schemes that require in person commitments and develop alternative forms of participation.
7. **Check your Disability Portrayal** – Use The Fries Test on every publication.
8. **Honour Authentic Voices and Experiences** – Include disabled voices in all conversations and when commenting on disability, turn to disabled people over their non-disabled counterparts.
9. **Build Relationships** – Create links with disabled readers, bloggers and critics.
10. **Disability Awareness Training for All** – Beware of ableism and unconscious bias.
11. **Celebrate Disability** – Being disabled isn't something to be ashamed of. Disability Pride Month in July is the perfect opportunity to celebrate disabled voices.

