Speaker 1: The Disability and Philanthropy Forum presents Tolu Adegbite, product designer and developer at Meta.

Tolu Adegbite: Every single person deserves to have access to your website, to the ability to order pizza through your app. We all deserve that, but I think further, we need to consider that accessibility has so many facets to a disability, affects people in so many different ways. And I think there's this tendency to see issues as one-sided, or only including certain groups of people, but with every single issue under the sun, the intersections of someone's identity is going to affect how they experience that issue. So, really, I want to drive home the fact that accessibility has multiple facets. If you are creating a solution and only considering one group of people with disabilities, but not considering intersections like race, gender, sexual identity, you are not considering the full spectrum of your users, and you are still being ableist. Ableism, again, has intersections with racial identity, with gender identity.

 One really... One thing that I think of really often, I was flying through an airport the other day, and we have all these, the airport has lots of these things that work with you, waving your hand in front of them. So, while you have your soap dispenser. You have your dryer. You have your tissue paper dispenser. And in one way, you might see this as universal design. It's more accessible. I don't have to press something. I don't have to touch something in order to get this dispense. But as someone with darker skin, I very often encounter the issue where the dispenser just will not work for me. I stick my hand in front of it, and just doesn't register that someone's there. So, in one way, this tool is really helpful as a universal design tool because it prevents you from having to touch something.

 But on the other hand, the people who designed it didn't consider the full intersection of experiences, because I, as a black person, can't always use these things because the sensors don't pick up dark skin very well. So, I'll have instances where someone with lighter skin will have to come along and actually put their hand in front of a soap dispenser so I can use it, which is pretty ridiculous in 2022. So, I would just encourage us to think about intersection of experiences, but at the same time, one person is not always capable of seeing all these intersections. Right? Which is why representation is important, which is why you need people with different disabilities on your team, which is why you need to get people of different races on your team to see these issues.

Speaker 1: To continue your learning journey, visit disabilityphilanthropy.org.