

NARRATOR:

The Disability & Philanthropy Forum presents Marisa Torelli-Pedevska, Co-Founder & Head of Writing Programs at Inevitable Foundation.

MARISA TORELLI-PEDEVSKA:

There's this misconception that accommodations are tricky or they're expensive, or they take a lot to make happen. And what we found from our research is that's really not true. It's not that hard. And in entertainment specifically, it's actually a very accommodating space, if you think about it, but if you think about who's getting accommodated, right? Someone will get their private jet and their specific brand of water that they need, but someone else doesn't have a ramp or a bathroom, or this thing that costs a fraction of the price, but it's just not valued in the same way. And so it's not really can we make accommodations happen, it's like who is getting to benefit from those accommodations?

But I do think that the simplest answer is that we found it's just really not that hard. Asking people what they need in every situation, in every industry, it's just not that hard. And making those conversations normal just really allows for an environment for people to feel safe and feel like they can ask for what they need. I think we need to normalize those conversations across every industry. When someone starts a new job, you ask, "What can I do to make this job the best experience for you? What do you need to do your job well?" And so I know it sounds very basic, but that is really what we found. And I think we at Inevitable have built... We've built a majority disabled team, and we've built and retained such an incredible team by making accommodations such a normal part of our culture.

NARRATOR:

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