**Special Events and Programs**

The organization’s programs and events are accessible to people across the spectrum of human abilities and in the most equitable ways possible.

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**Visitor Questions:**

*Can I effectively participate in special events and programs?*

<table>
<thead>
<tr>
<th>Emerging</th>
<th>Basic</th>
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<tbody>
<tr>
<td>“No, but we want to do better.”</td>
<td>“Mostly, we meet the legal requirements and reach out to some communities.”</td>
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- We are aware that special events and programs should include programmatic accessibility.

- Staff recognize that they can serve a wider audience with special events and programs than in-person programs.

- Programmatic accommodations are implemented in recorded versions of special events and programs.

- Staff are looking to increase their knowledge of accessibility in virtual programming.

- Staff develop programs with their audience’s varied needs, interests, and comfort levels in mind.

- Accommodations are available upon request for live special events and programs.

- Staff regularly observe special events and programs of other organizations to better understand practices in the field.

- All special events and programs have measurable goals and outcomes.

- Presenters share information about how to access any accommodations at the beginning of the program.
### Good

“*Yes, we’re listening for ways to better engage new communities.*”

- Staff consult with multiple communities in the program planning process.
- People who are part of the communities being discussed in the program are represented and/or included in the program.
- Special events and programs offer multiple options for engagement.
- All special events and programs are evaluated for effectiveness the first time the program happens.
- We revise special events and programs based on evaluation.

### Better

“*Yes, we’re aiming for inclusivity and collaborate with and for our communities.*”

- Special events and programs are collaboratively created with community members who have relevant experience in all stages of development.
- Multiple accommodations are readily available as part of special events and programs.
- Programs include options for engagement before, after, and/or during the program.

[Source](pamuseums.com/accessibility-excellence)