



Inclusive Events for All

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TSE Catersource 2024



Who Am I?

- 17 years in industry
- 13 years as a business owner
- 3rd generation event industry professional
- Dog mom, Broadway show connoisseur, and avid Diet Coke drinker



Why You Should Listen to Me

- 10 years in specialized childcare
- 7 years in student affairs
- Minor in psychology
- Neurodivergent
- Industry experience in venues, catering, planning, and bridal



What We Will Cover

- Keywords
- Types of Nontraditional Events
- Case Studies
- Q+A



A Few Rules

- No claims to be an expert in these areas
- Respectful language
- Safe space to ask questions
- Each venue, client, and situation is different
- Hold questions when you can
- Mentality of mindfulness



Keywords

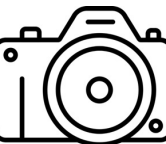
Ableism: Discrimination against disabled people; the tendency to regard people with a disability as incomplete, diminished, or damaged, and to measure the quality of life with a nondisabled standard.

Accessibility: The quality of being unstable, reachable, and obtainable

Diversity: The state or fact of being diverse; difference; unlikeness

Equality: The state or quality of being equal; correspondence in quantity, degree, rank, or ability

Inclusion: The practice of including and integrating all people and groups in activities, organizations, political processes, etc. *especially those* who are disadvantaged, have suffered discrimination, or are living with disabilities



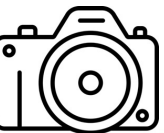
Keywords (cont.)

Neurodivergent: Relating to or showing atypical neurological behavior and development, as in autism spectrum disorder or dyslexia

Pronouns: The pronoun a person chooses to use for themselves (he/she/they/ze)

Tokenism: The practice of making no more than a token effort, as in offering opportunities to minorities equal to that of those of the majority

Unconscious Bias: Deep, general patterns and shortcuts of cognitive processing that a person is unaware of and that underlie implicit bias



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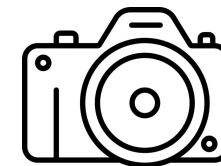
Visible Challenges:

- Blind/ Vision Impaired
- Deaf/Hard of Hearing
- Wheelchair/Walker
- Cerebral Palsy
- Downs Syndrome



Invisible Challenges:

- Autism
- ADHD
- Dyslexia
- Anxiety Disorders
- Chronic Fatigue
- Nursing Mothers
- Migraines



Venue Accessibility

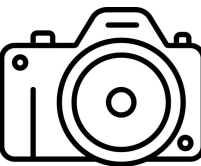
Obvious:

- Ramps
- Doorways
- Handrails
- Elevators
- Signage



Less Obvious:

- Gravel
- Multiple locations
- Lighting and Sound
- Guest Count
- Virtual and Hybrid Events





According to the CDC, 61 million adults across the U.S. identify as having a disability of some kind, and about 10% of those are invisible disabilities.

Pregnancy/ Newborns

- Date change
- Dress alterations: before and after
- Cake cutting
- Pumping schedule
- Family sitter schedule



Case Studies



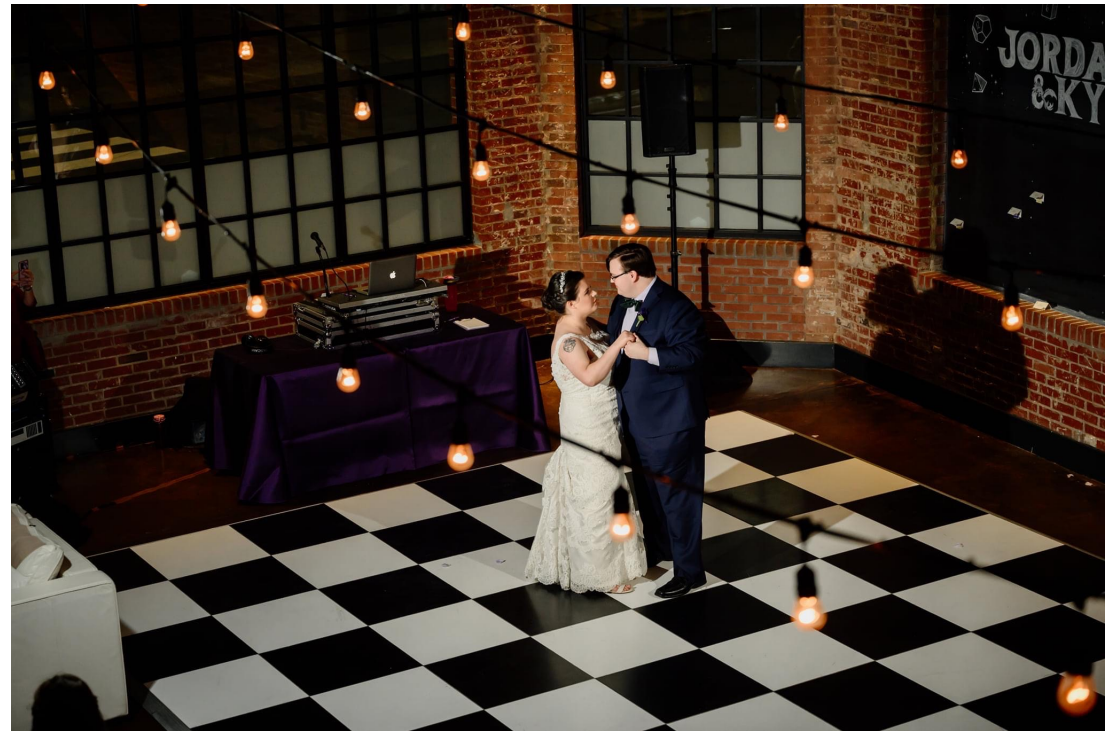
L+D

- Bride has chronic fatigue condition
- Several wheelchairs and walkers for guests
- Neurodivergent guest accommodations
- Unique timeline and floor plan
- Request for limited photos



J+K

- Both on the spectrum
- Planning was very intentionally drawn out; decision making was difficult
- Plans were locked in early on
- Quiet rooms for games
- Limited specialty lighting
- Private dances



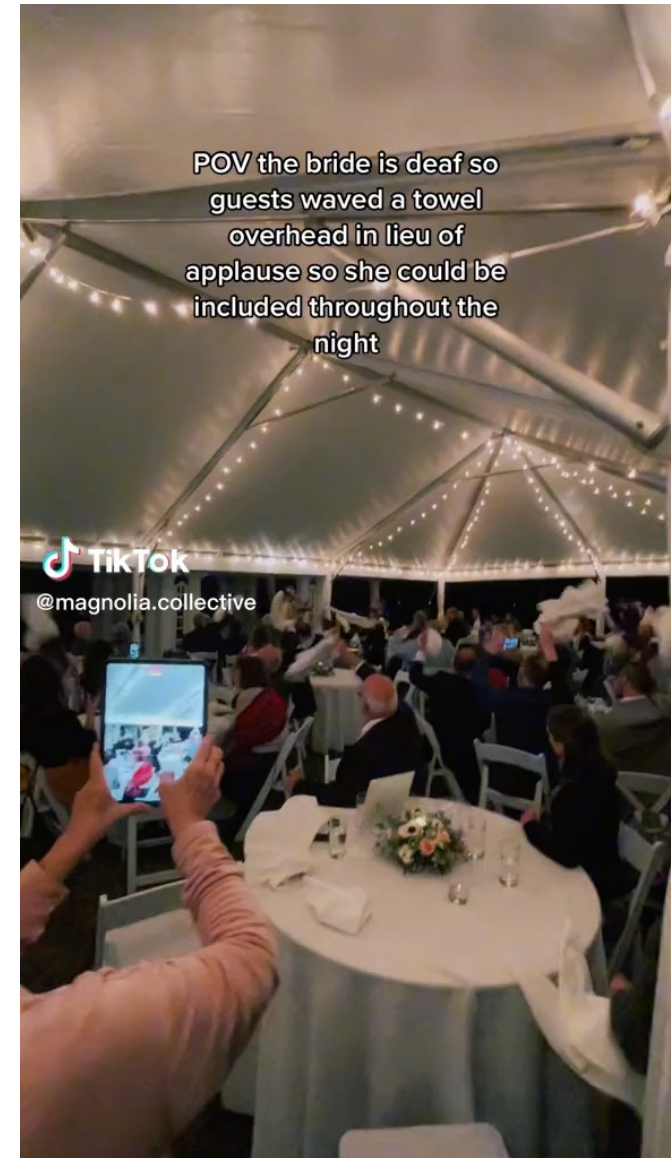
M+F

- Brother has DS
- Altered timeline for family on wedding day
- Altered dance schedule
- Additional on-site care for brother



E+B

- Bride was legally blind and deaf
- Groom was interpreter
- Non-traditional timeline
- Lighting
- DJ Projector and Screen



The Other Sister



Key Takeaways



- Every couple and circumstance is different
- It's our job to advocate for our clients, and work to ensure their needs are being met
- It is okay, and perhaps imperative, to ask questions
- Understand the priorities of your clients
- Guest experience is about more than the couple, but about the inclusive experience that we create for all guests in attendance

Questions?



Stay In Touch

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