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August 2020

My Access Needs

no-one has ever asked me
no, wait
of course a lot of people have
but this time it was very specific

i wish it would become more commonplace
to ask
what do you need in order to feel safe at attending
so attending wouldn't be a privilege
to those
who feel safe at what is assumed
what is assumed
is the norm
of cisgender
able
bodies
and
minds
who are
neurotypical
and
probably
white
and in
many cases
also straight

that's who
the world
is built for
and the rest
of us
are left to
cope
the best we can

slipping through
the cracks
sliding through
the holes
in the net
overspending
our energies
to compensate
for not fitting in
masking
our neurodiversity
building
an armor
against misgendering
taking the extra time
it takes to recover
from making the extra work
it takes to get to places
that were not built for us

first and foremost, my access needs arise from solidarity to physical access needs of others. i need everyone to have the choice of attending if they wish. do your best to ensure this, and communicate clearly any failure to do so.

my personal access needs are in relation to mental health, neuro diversity and being trans in a cis world. three parts, here:

1. will i be safe as a trans person? i need you to make sure i will not be misgendered at any point of the process of our collaboration. my pronoun is she/her and only feminine or gender neutral terms are acceptable when referring to me. if mistakes happen, don't leave it to me or other trans people to correct them. be educated about transphobic language (for example terf terminology like "woman born woman" etc), so you will recognise it when it arises. take responsibility to confront any instances of transphobia that might arise from my presence or otherwise.
2. will i be safe as a neurodiverse person? i need clear and upfront communication, from proposal to finishing the project. i want all contact through email, unless we specifically agree otherwise. if we haven't met, please tell me who you are and how you know about me. i need to know so i know if i can trust you enough to go further. tell me what you expect from me and what i can expect from you. bring money up. it will need to be discussed and it should be the commissioner and not the freelancer who makes the initiative.
3. will i be safe as someone who struggles with her mental health? i would preferably need a calm, private space to rest before and after i exert myself. i need consent to be an ongoing process in our collaboration. i need to hear that having socially unpleasant symptoms will not be judged. i need an environment, where rest is openly appreciated.

all this said
i love to work
and i love to work
with people

this is an ongoing process
we're in this together
via solidarity
let's make the best of it

looking forward to working with you