ALT Text of Logo: A tall blue rectangle, like the universal accessibility sign, with a circle outline in the center; 25 percent of the circle is colored in lime green, 75 percent is colored in white. Below the circle, says "1IN4." Number 1 is in lime green color and 1IN4 is in white.

1IN4 Authentic Disability Representation Rubric

This rubric is designed as a tool for works of art and entertainment which include storylines related to disabled, neurodiverse, and Deaf people. Its purpose is to help evaluate the authenticity of the disabled representation portrayed. Enhancing authenticity will eliminate the perpetuation of tropes and dispel the stigma associated with disability.

If your work does not include any disability representation, we encourage you to find ways that it can be organically added so that it reflects the world's population and the vast potential audience base, in which one in four people have an apparent or non-apparent disability.

Instructions: There are 5 categories with a maximum of 5 points available for each category. Total score will range from 0-25 points; 25 being the highest score.

Categories

1. Acting: Authentically disabled, neurodivergent, and Deaf talent
2. Staff: Pre/production/post hired disabled, neurodivergent, and Deaf staff
3. HOD: Disabled, neurodivergent, and Deaf producers/heads of department (positions of influence)
4. Subject matter/story
5. Project development status

Category 1: Authentically disabled, neurodivergent, and Deaf talent

Placement of specific disabilities should be portrayed by disabled talents of the same or similar disability. For maximum authenticity and inclusion, hire talent that corresponds to the disability of the character (i.e. do not hire a physically disabled actor for Deaf parts).

a. Having disabled, neurodivergent, and Deaf-identifying talent as character in lead role: **5 pts**

b. Having disabled, neurodivergent, and Deaf-identifying talent as character in supporting role: **4 pts**

c. Having disabled, neurodivergent, and Deaf-identifying talent as character with acting role: **3 pts**

d. Having disabled, neurodivergent, and Deaf-identifying talent as extra/background character: **2 pts**

e. Having disabled, neurodivergent, Deaf character portrayed by a non-disabled, neurotypical, hearing actor: **-1 pt**

Notes:

Category 2: Pre/production/post hired disabled, neurodiverse, and Deaf staff

a. Involvement of 25 percent of disabled, neurodivergent, and Deaf workers in any pre/prod/post role (i.e. assistant, writer, producer, composer, sound mixer, etc.): **5 pts**

b. Involvement of 20 percent of disabled, neurodivergent, and Deaf workers in project (i.e. assistant, writer, grip, composer, sound mixer, etc.): **4 pts**

c. Involvement of 15 percent of disabled, neurodivergent, and Deaf workers in project (one in each; pre, production, and post.): **3 pts**

d. Involvement of 10 percent of disabled, neurodivergent, and Deaf workers in project (i.e. writer, on-set worker is required): **2 pts**

e. Involvement of 1 percent of disabled, neurodivergent, or Deaf worker anywhere in project: **1 pt**

f. No involvement of disabled, neurodivergent, and Deaf-identifying worker in Project: **-1 pt**

Notes:

Category 3: Disabled, neurodivergent, and Deaf producers or positions of influence/heads of department (HOD)

a. Disabled, neurodivergent, and Deaf producer, showrunner, director, post-supervisor, writer, access coordinator (minimum of five positions of influence/HOD): **5 pts**

b. Disabled, neurodivergent, and Deaf producer or HOD (minimum of four positions of influence): **4 pts**

c. Disabled, neurodivergent, and Deaf producer or HOD (minimum of three positions of influence): **3 pts**

d. Disabled, neurodivergent, and Deaf producer or HOD (minimum of two positions of influence): **2 pts**

e. At least one disabled, neurodivergent, and Deaf-identifying producer or HOD: **1 pt**

f. No disabled, neurodivergent, and Deaf-identifying person in position of influence or HOD: **-1 pt**

Notes:

Category 4: Subject matter/story

*Stereotypical portrayals of disability resource: *Road Map for Inclusion: Changing the Face of Disability in Media* by Judith Heumann*

a. Seamless integration of disability, Deaf, neurodiversity, and story (no focus on disability,(i.e. when a character wears glasses, there is not an explanation for why they do so, it's just part of the identity): **5 pts**

b. Seamless integration of disability, Deaf, neurodiversity, and story (disability is featured as part of human experience, but the story is not centered around the disability (i.e. everyone is different, no stereotypical portrayals of disability): **4 pts**

c. Outdated writing & production: has 1 stereotypical portrayal of disability* but well-intentioned integration of disability, Deaf, neurodiversity, and story (disability is featured but not centered): **3 pts**

d. Outdated writing & production: has 2 stereotypical portrayals of disability*, Deaf, neurodiversity, and story (disability is featured but not centered: **2 pts**

e. Outdated writing & production: has 3 stereotypical portrayals of disability*, Deaf, neurodiversity, and story (disability is featured but not centered): **1 pt**

f. Negative portrayal of disability: story consists of numerous outdated stereotypical portrayals of disability* (disability is **not** featured as part of human experience): **0 pt**

g. Negative portrayal of disability: story consists of religious customs/practices to "heal" or drive evil spirits out of disabled body (disability is **not** featured as part of human experience): **-1 pt**

Notes:

Category 5: Project development status

a. "Complete, in the can". (The term 'in the can' comes from early cinema, where finished rolls of film were put into cans to be shipped to cinemas.) high production value, hired disabled, neurodivergent, and Deaf workers, has audio description and captions, ready for licensing: **5 pts**

b. "Complete, in the can." Lower budget scale, hired disabled, neurodivergent, and Deaf workers, has audio description and captions, ready for licensing: **4 pts**

c. Finished pre production, in some level of production, script has been vetted, looking for funding, has included audio description and captions in budget, will hire disabled, neurodivergent, and Deaf workers: **3 pts**

d. Currently in pre-production, has included audio description and captions in budget, plans to hire disabled, neurodivergent, and Deaf workers: **2 pts**

e. Currently in pre-production, **no plans** to hire disabled, neurodivergent, or Deaf workers, has audio description and captions in budget: **1 pt**

f. Currently in pre-production, has **not** included audio description and captions in budget, no plans to hire disabled, neurodivergent, or Deaf workers: **-1 pt ***

*If the project does not have captions and audio description - or does not plan to - the project gets a negative one in this category. [1]

Total points: ___ / 25

Notes:

<mark>1IN4</mark> Coalition – History

Launched in 2021, the 1IN4 Coalition (1IN4) is an intersectional coalition of disabled creatives currently working in Hollywood focused on long-term institutional shifts to **increase <mark>access</mark>**, employment, and authentic representation for disabled people in the entertainment industry.

1IN4 is focused on increasing employment and allyship of disabled people by creating and supporting initiatives that break down the barriers between Hollywood and the disabled community, at every level of content creation. This includes employing disabled people, telling authentic stories, and igniting change for the 1.3 billion disabled people around the world.