1. **Our committee is currently working on the following:**
   a. i. Finalize questions for post-meeting survey, in coordination with LRPC
       ii. Review and discuss survey results
       iii. Plan accommodations for next ARO meeting in 2022, especially for live/in-person accessibility – meeting will be scheduled around September.

2. **Our top five action items for the previous year were:**
   a. Review committee mission for new committee
   b. Determine Accessibility needs for the 2021 virtual ARO meeting
   c. Make posters accessible for those with hearing loss
   d. Make talks and posters accessible for those with color blindness
   e. Review communications and guidelines to promote accessibility

3. **Outcomes for 2020**
   a. Committee mission has been defined: Our mission is to promote a community in which members with disabilities have full, equal, and integrated access to all conference activities, programs, and services, as well as to promote a community that appreciates the variety of individual perspectives that people with disabilities have about disability, identity, culture, and pride.
   b. Accessibility needs were identified for 2021 with a focus on the needs of people with hearing loss and people with color blindness. These needs were encapsulated into guidelines that are being distributed by email and by the ARO website.
   c. Guidelines were developed specific for poster presentations including recommended use of Google Meet, and instructions provided for use of Google Meet, including troubleshooting.
   d. Guidelines and plan for captioning for symposia and podium sessions reviewed and approved (combination of CART by captioners and live Zoom automatic captions through Zoom business subscription).
   e. Review of communications and guidelines to promote accessibility is ongoing. The key focus at present is to communicate with the broader ARO community to identify any unmet needs. The primary tool for doing so is the post-conference survey.

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