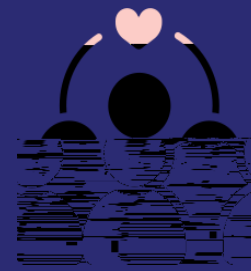




Inclusive Practice & You

Helpful Housekeeping



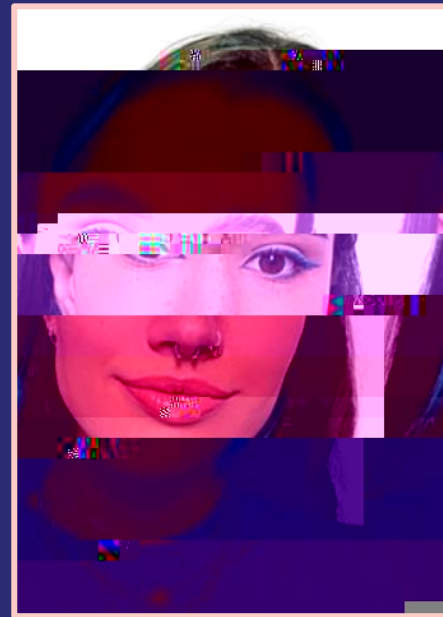
Please do put your hand
up if you have a question.

This is a safe and
inclusive learning
space

Who we are

Diversity and Ability is a multi award-winning social enterprise led by and for disabled people which supports organisations to create inclusive cultures where diversity is valued and people can thrive.

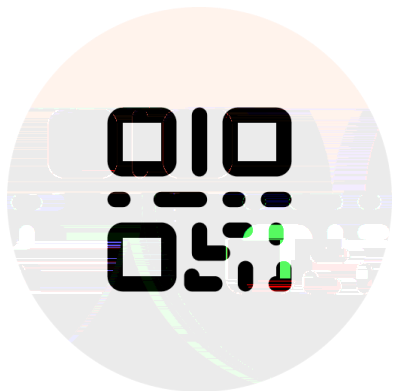
85% of our team identify as disabled or neurodiverse
100% of our clients would reuse our services



Freya Sumner
(they/she)

**Accessibility and
Inclusion Specialist**

Session Overview





Models of Disability

Disabling barriers

**Physical Access
Barriers**

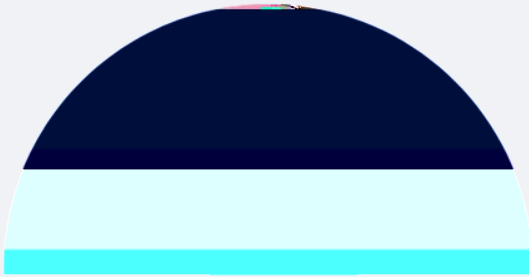
**Communication
Barriers**

**Lack of
representation**

**Deficit not asset-
based culture**

**Attitudinal
Barriers**

**Information
Barriers**



Impacts associated with disablement



Disability Etiquette



Communication
level



someone who is
d/Deaf or hard of
hearing

without permission

PA inclusion
when planning -
extra seating,
food, etc

Disability Etiquette



using day-to-day
terminology

Speak to the individual

assumptions

Every lived

Golden Rule:

If in doubt, just ask!

Written Information

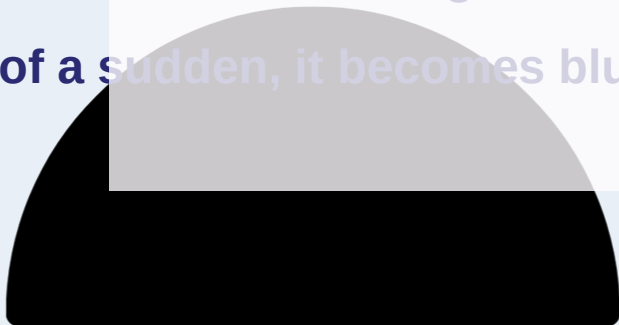
Use an accessible font such as Arial or another sans-serif font so that the text is defined and sharp



Use font size 12+ for printed handouts and 18+ for presentations.

Avoid text crossing lines

All of a sudden, it becomes blurry



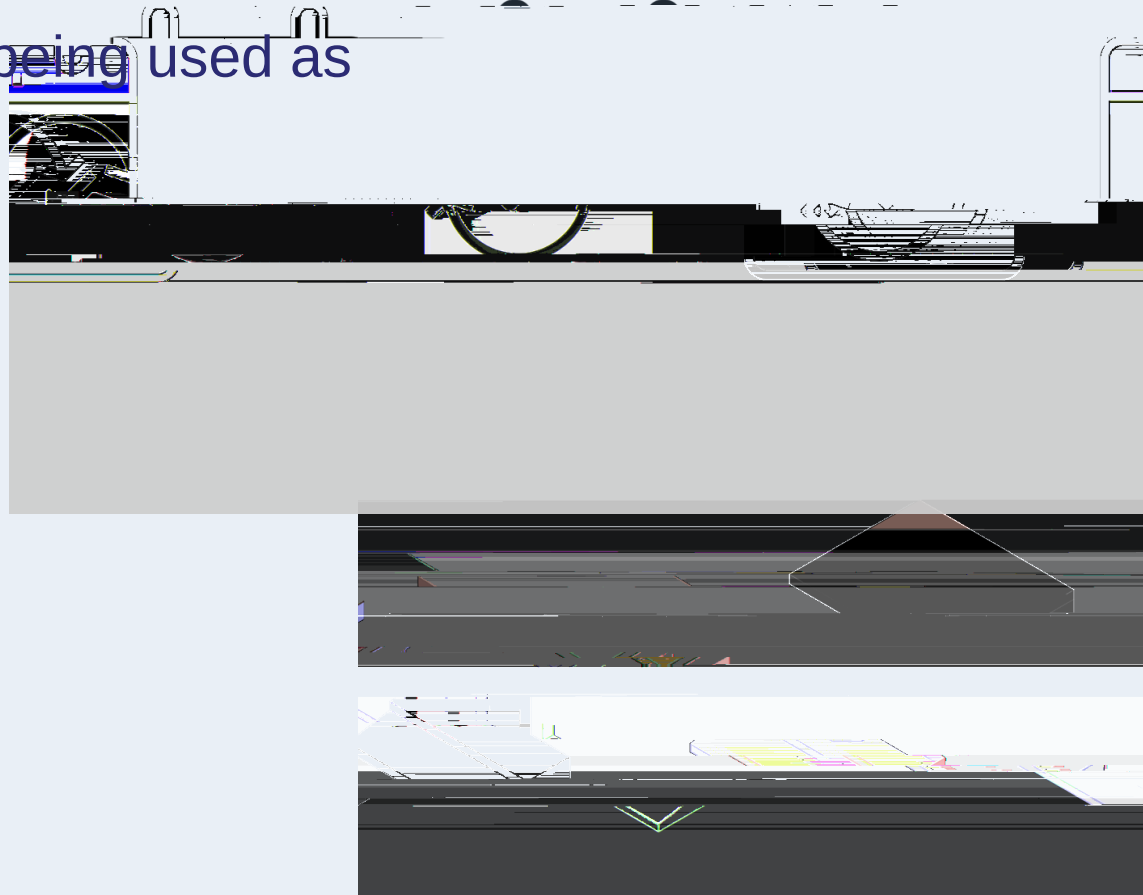
Keep PDFs accessible

Get 'buff'!

Physical Adjustments

Accessible toilets....not being used as storage!

Adjust lighting



Inclusion

At University

Why is this important? Numbers and the Law

332,000

17.3%

This has increased by **106,000**

UDL Examples

Some examples of Universal Design for Learning pledges made:

To make the
why of
learning more
explicit for my
learners

Convert a section of
content to an alternative

“Add a video
introduction to
online courses”

I will make assessments
more accessible by offering
additional choices to
demonstrate skills and

Checker within Microsoft
Word to ensure my

Positive impacts of Universal Design for Learning

Increased productivity

Acceptance of diversity

Boosted retention

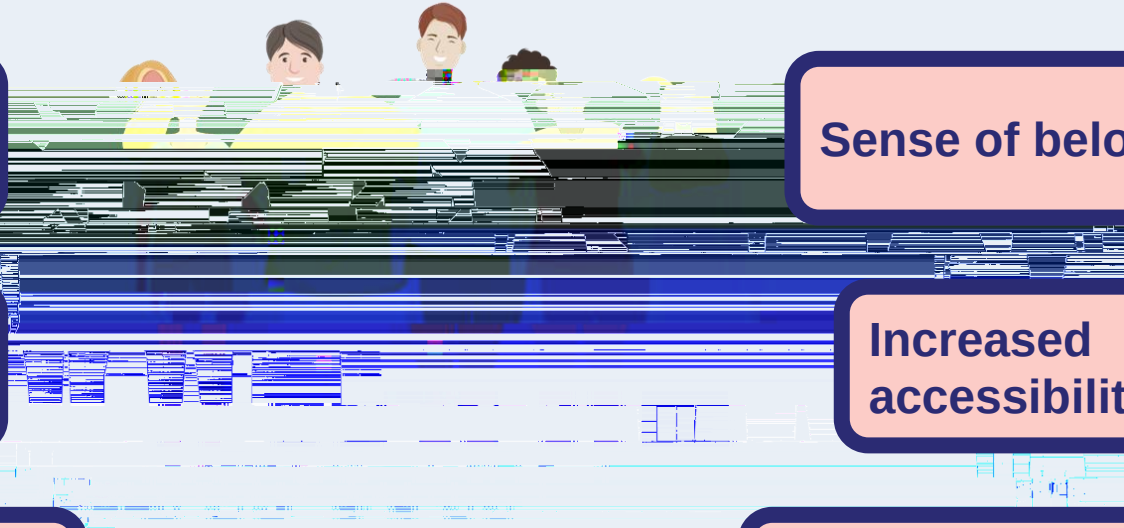
Sense of belonging

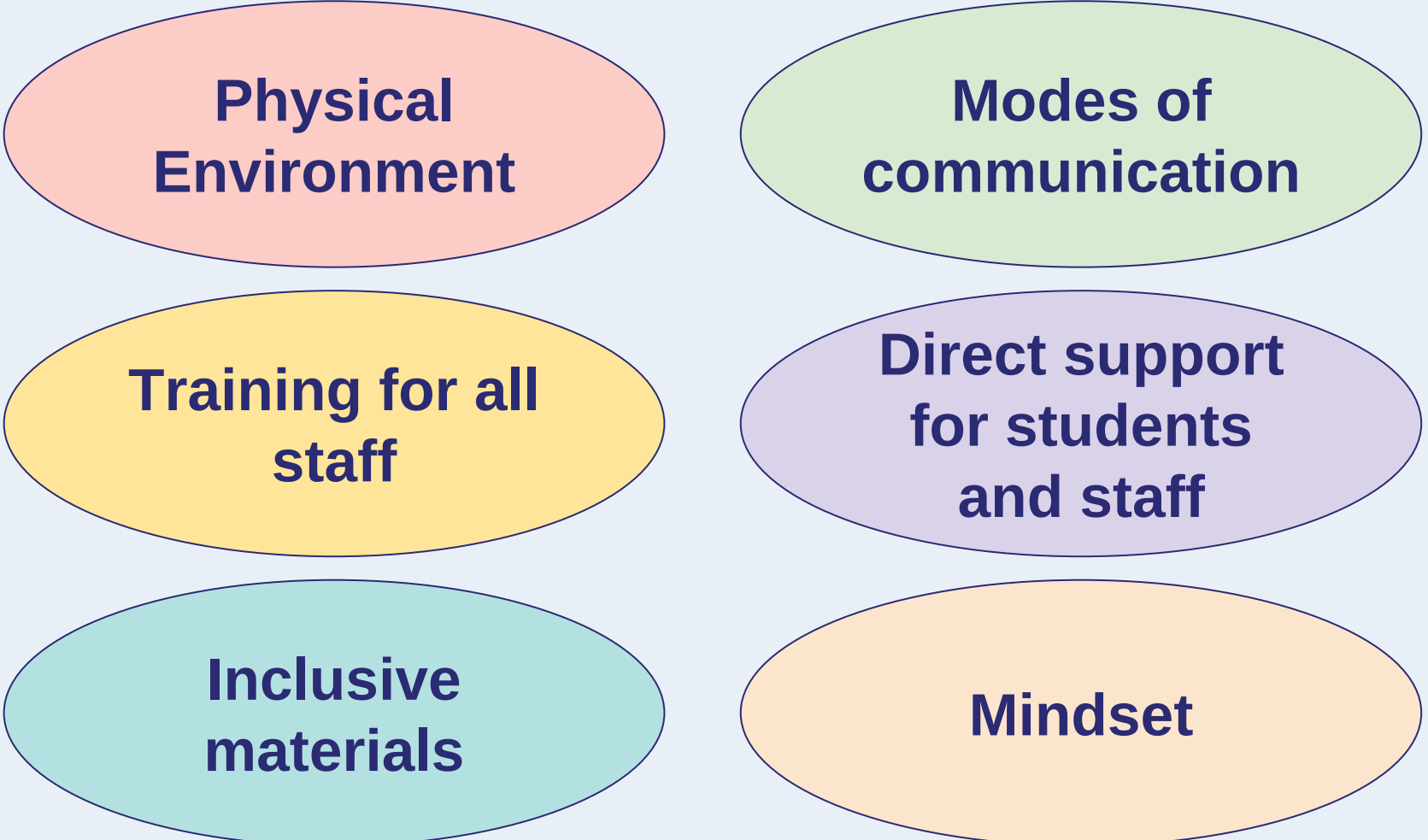
Better wellbeing

Increased
accessibility

Higher attainment

Improved confidence





**Physical
Environment**

**Modes of
communication**

**Training for all
staff**

**Direct support
for students
and staff**

**Inclusive
materials**

Mindset

Inclusion Starts in the Classroom

Create a safe space

Multiple ways to contribute

Flexible Learning Environment

Be clear about what support is
available -

The Benefits of Anticipatory Inclusion



Positives

Any
questions?







① Start presenting to display the poll results on this slide.



① Start presenting to display the poll results on this slide.



Social Media



diversity-and-ability



@dnamatters



@DandA_inclusion



diversity_and_ability

Contact Us



education@diversityandability.com



diversityandability.com