NSDTA Showcase Series: Looking Beyond the Visible to Prepare for the Invisible: Accessibility is EDI

Tuesday, March 21st 2023
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CALL FOR PROPOSALS
DUE BY APRIL 5TH

AWARD SUBMISSIONS
OPEN EARLY JULY

2023 NSDTA EDUCATION CONFERENCE
PITTSBURGH, PA
OCTOBER 22ND-25TH
Looking Beyond the Visible to Prepare for the Invisible: Accessibility is Equity, Diversity and Inclusion
Introduction

Dr. Quinchele L. King, MSW (she/her/hers)
Objectives

• Understanding the definitions of disability and accessibility
• How to develop an accessible workplace
• Learn how accessibility increases productivity, qualified employees, and retention
• Promote the expansion of customer service
Let’s Take a Poll!
DEI & Accessibility

- Diversity
- Equity
- Inclusion
Disability

Broadly defined as a condition or function judged to be significantly impaired relative to the usual standard of an individual or group.

The term is used to refer to individual functioning, including physical impairment, sensory impairment, cognitive impairment, intellectual impairment, mental illness, and various types of chronic disease and illness.
Invisible Disability

Classified as a physical, mental, or neurological condition that is NOT visible from the outside yet can limit or challenge a person’s movements, senses, or activities.

People usually assume disabilities to be physical or visual when many disabilities are not apparent.
Understanding Invisible Disabilities

- Percentage of people with a disability
- Disclosing one’s disability
- Supporting employees with invisible disabilities
Statistics

What are the percentages of those with disabilities employed?
Accessibility

- Design of products, services, environments to be usable by people with disabilities
- Ability to access
Why does Accessibility Matter?
Dimensions of Accessibility

- Physical Accessibility
- Technological Accessibility
- Attitudinal Awareness
Developing an Accessible Workplace

- Human Resource Professionals Role
- Recruiting Strategies
- Interviewing Strategies
- Accommodating for Accessibility
- Website Accessibility
How to Create an Accessible Workplace?
Accessibility Resources

- Web Content Accessibility Guidelines (WCAG)
- World Wide Web Consortium
- Work without Limits
- Employer Assistance and Resource Network on Disability Inclusion
- Explore Access (Tools for promoting disability access and inclusion)
- Microsoft.com
Questions & Answers
Share Your Experience!

https://www.surveymonkey.com/r/nsdta032123