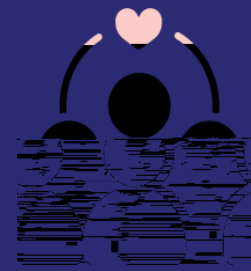




# Inclusive Practice & You

# Helpful Housekeeping



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

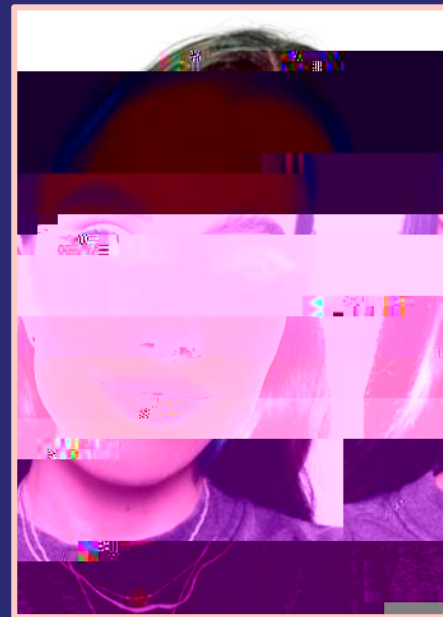
This is a safe and  
inclusive learning  
space

# 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**

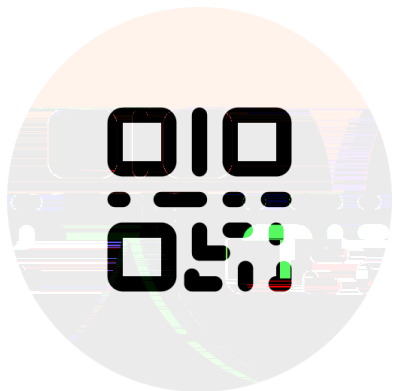
# What we do

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# Session Overview

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# Models of Disability



# Disabling barriers

**Physical Access  
Barriers**

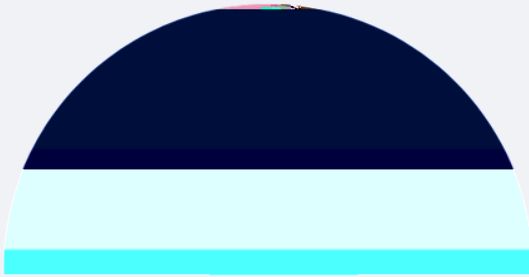
**Communication  
Barriers**

**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

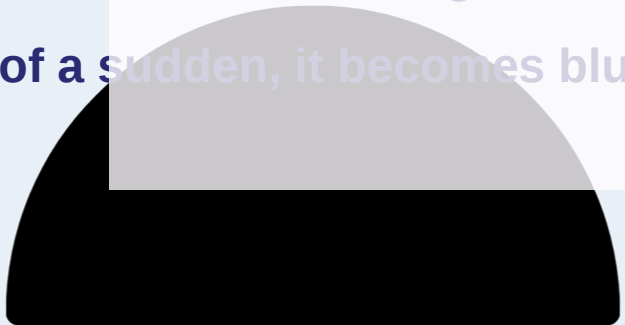
Use an accessible font such as Arial or another sans-serif font so that the text is defined and sharp



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

Avoid text crossing lines

All of a sudden, it becomes blurry



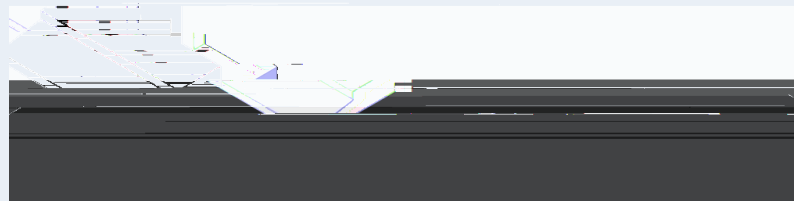
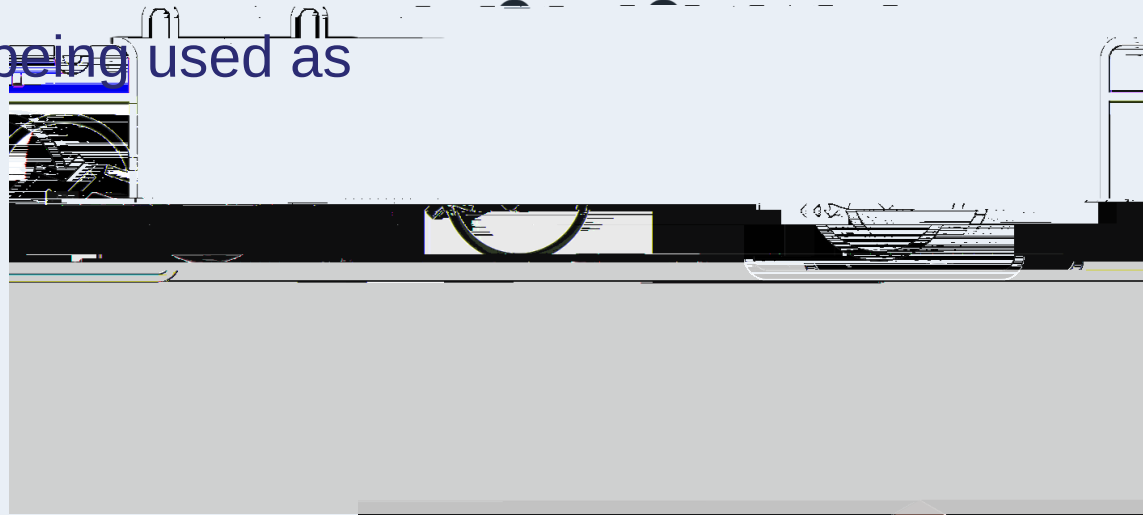
Keep PDFs accessible

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

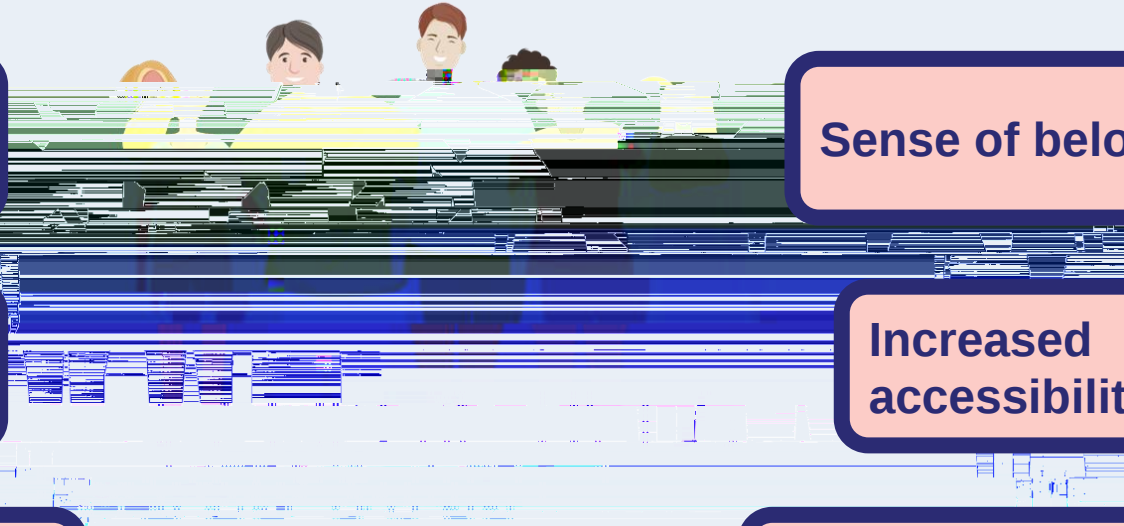
Sense of belonging

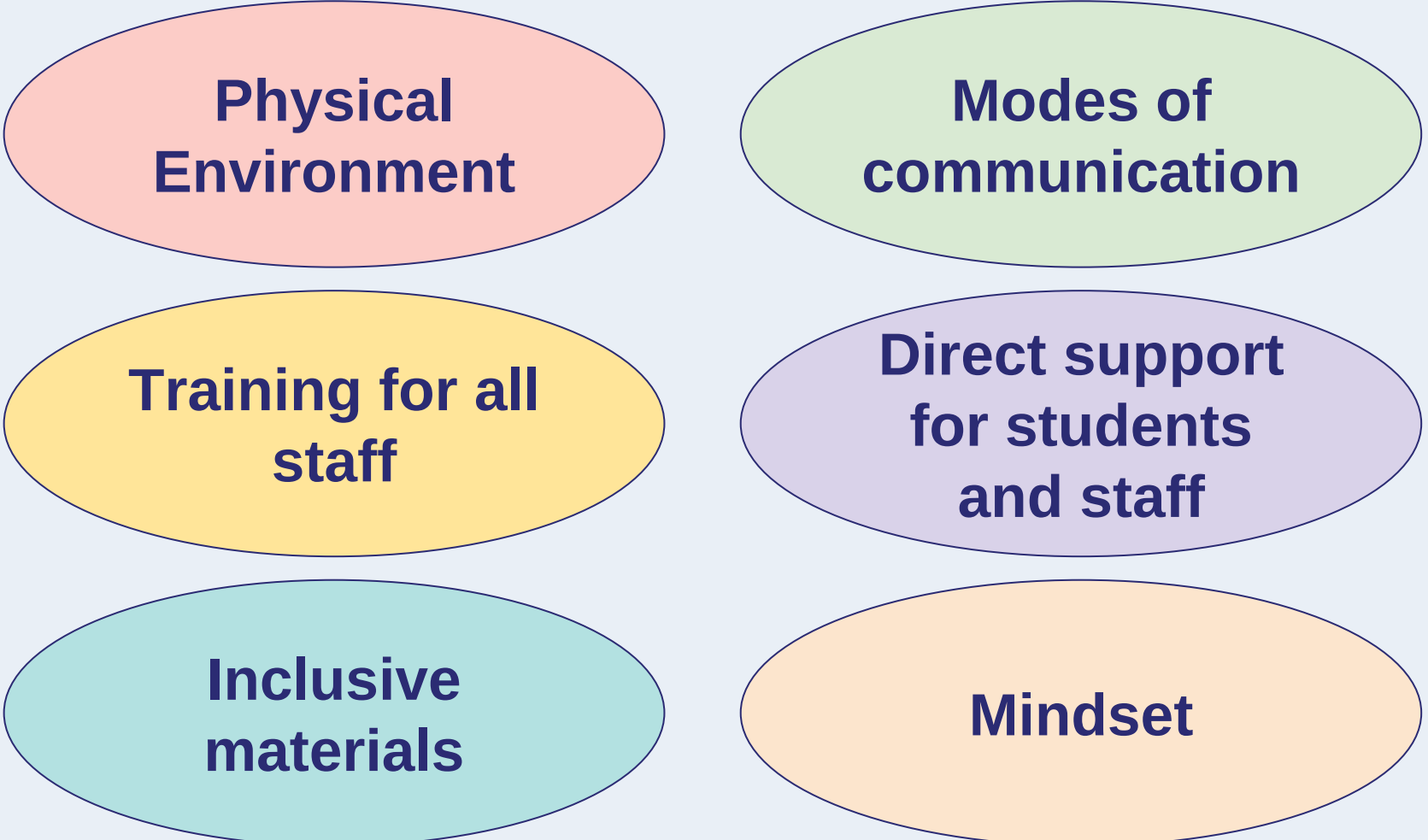
Better wellbeing

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

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[diversity-and-ability](#)



[@dnamatters](#)



[@DandA\\_inclusion](#)



[diversity\\_and\\_ability](#)

## Contact Us

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