



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


Tuesday, March 21st 2023



**INFLUENCE
BUILD
CONNECT**

NSDTA Showcase Series Calendar of Events

April 2023 Theme: <i>Simulation Training</i>	May 2023 Theme: <i>Adapting to Change</i>	June 2023 Theme: <i>Equity, Diversity, and Inclusion</i>	July 2023 Theme: <i>Community of Practice</i>
September 2023 Theme: <i>Well-being</i>	November 2023 Theme: <i>Equity, Diversity, and Inclusion</i>		

A panoramic nighttime view of the Pittsburgh skyline, featuring numerous illuminated skyscrapers and bridges over the Allegheny River. The city lights reflect on the water, and the surrounding hills are visible in the background. In the foreground, a red trolley is visible on a track, and trees with some autumn foliage are in the lower right.

2023 NSDTA EDUCATION
CONFERENCE
PITTSBURGH, PA
OCTOBER 22ND-25TH



CALL FOR PROPOSALS
DUE BY APRIL 5TH

AWARD SUBMISSIONS
OPEN EARLY JULY



**Looking Beyond the Visible
to Prepare for the Invisible:
Accessibility is Equity,
Diversity and Inclusion**

Introduction



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



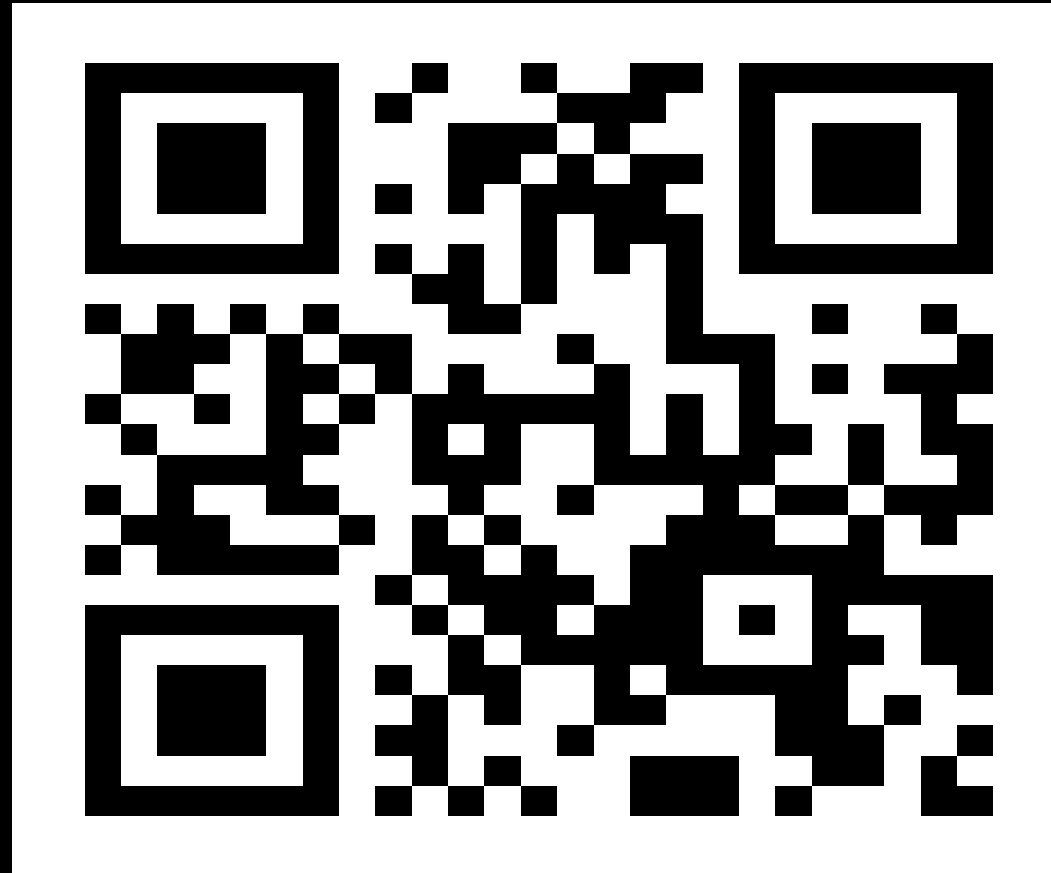


Objectives

- **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

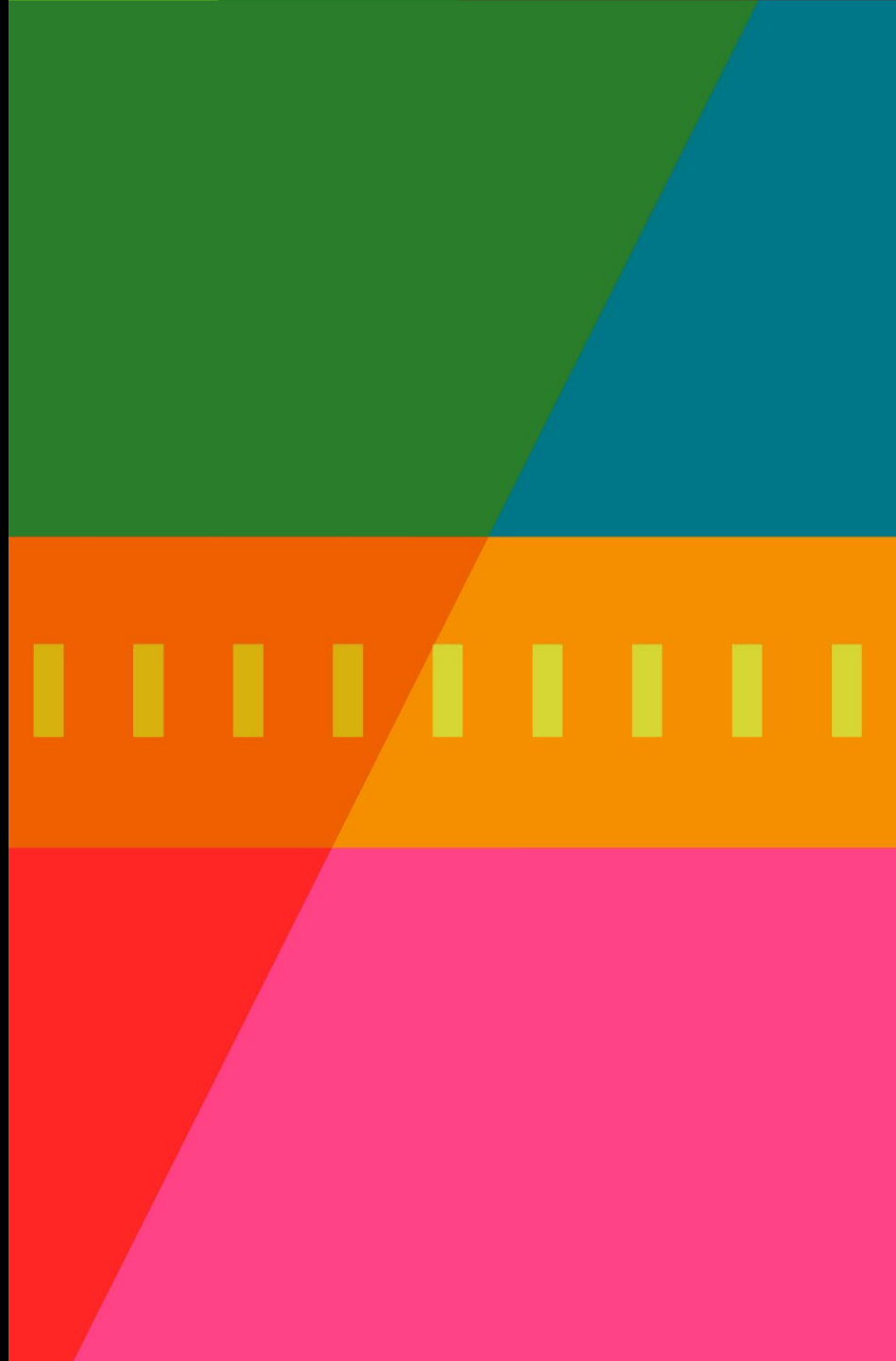
- Diversity
- Equity
- Inclusion



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.

The background features a collage of geometric shapes in teal, green, orange, pink, and red. A vertical orange strip on the left contains a yellow film strip with rectangular perforations.

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**



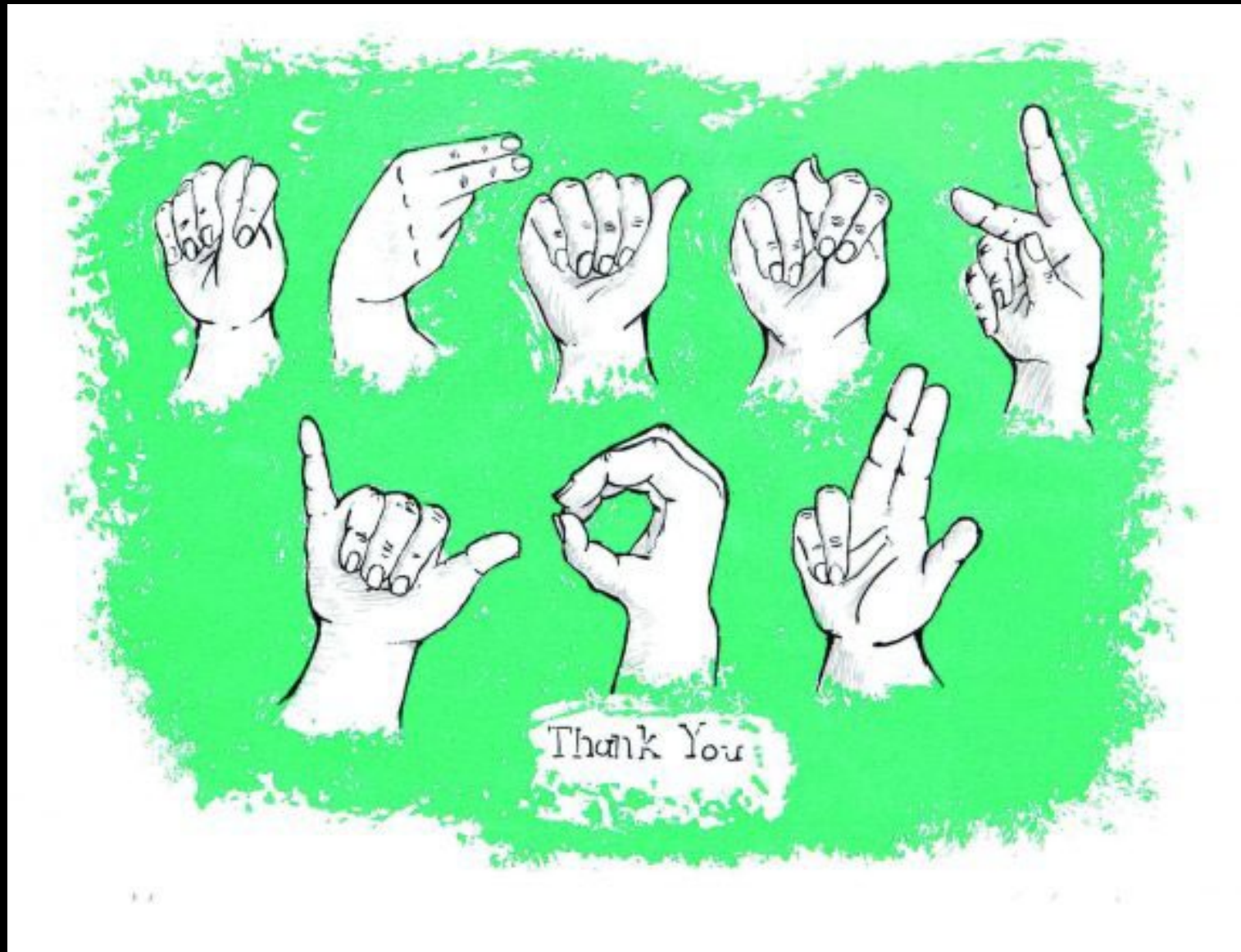


How to Create an Accessible Workplace?

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>