

D&A Diversity
and Ability

US
UNIVERSITY
OF SUSSEX

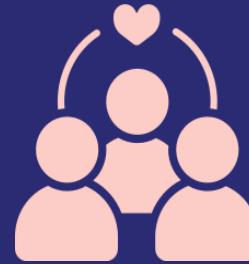


Inclusive Practice & You

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.

D&A specialises in training & consultancy, supporting both employees and employers to be the best they can be. D&A is driven by authentic lived experiences.

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

D&A Diversity
and Ability



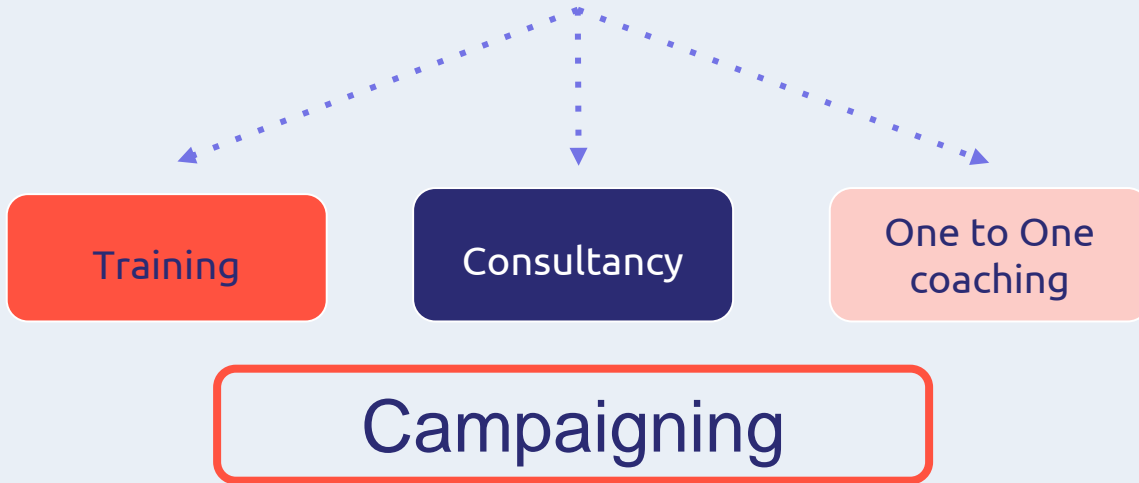
Freya Sumner

(they/she)

**Accessibility and
Inclusion Specialist**

What we do

Our core strands



D&A Diversity and Ability

**WE INFORM, EDUCATE,
& ADVOCATE**



Session Overview

- Introductions and housekeeping
- Models of disability
- Disabling barriers and their impacts
- Disabilities and neurodiversity
- Disability etiquette
- Inclusion at University
- Questions and reflections

**CELEBRATE
DIFFERENCE**



slido



Join at slido.com
#InclusiveSocialWork

ⓘ Start presenting to display the joining instructions on this slide.

slido



**How confident are you with
implementing inclusive teaching
or social work practices?**

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

Models of Disability

How society defines and explains disability



- **The Medical Model**

- The problem is with the individual.

- **The Social Model**

- Society is responsible

- **Celebratory Model**

- Everyone can thrive

**Consider throughout
today's session**

Models of Disability

**How society defines
and explains disability**



Disabling barriers

**Physical Access
Barriers**

**Lack of
representation**

**Attitudinal
Barriers**



**Communication
Barriers**

**Deficit not asset-
based culture**

**Information
Barriers**

Impacts associated with disablement

Exclusion

**Negative
Attitudes**

Anxiety

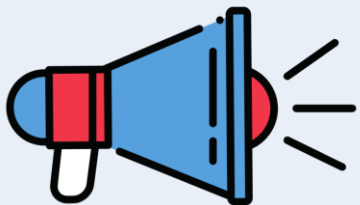
**Hidden
Barriers**

Intersectionality

Low Self-Esteem

**Loaded
Language**

Disability Etiquette



Don't shout at someone who is d/Deaf or hard of hearing

Communication level



Don't move someone without permission



PA inclusion when planning - extra seating, food, etc

Disability Etiquette

Let's go for a walk

Did you see...?

Speak to the individual

Don't worry about using day-to-day terminology



Don't make assumptions

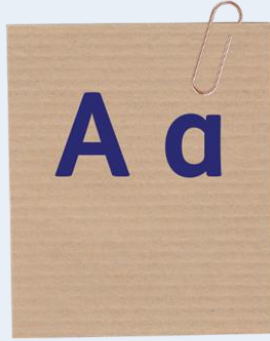
Every lived experience is unique

Golden Rule:

If in doubt, just ask!

Written Information

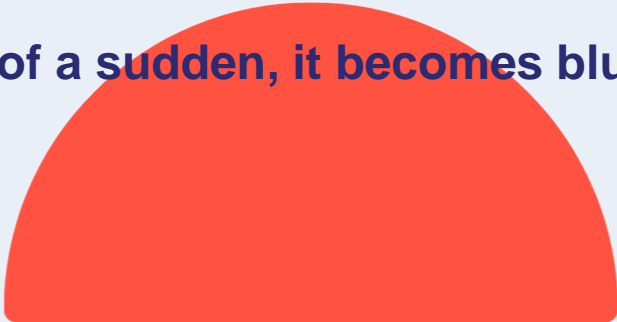
Use an accessible font such as Arial or another sans-serif font so that the text is clearly defined and spaced.



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

Avoid text crossing lines

All of a sudden, it becomes blurry



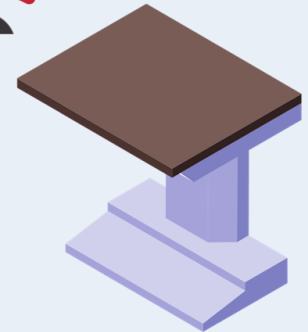
Get 'buff'!



Keep PDFs accessible

Physical Adjustments

- Accessible toilets....not being used as storage!
- Adjust lighting
- Changing the space of the working environment
- Hearing loops and Roger pens
- Acquiring / awareness of assistive technology

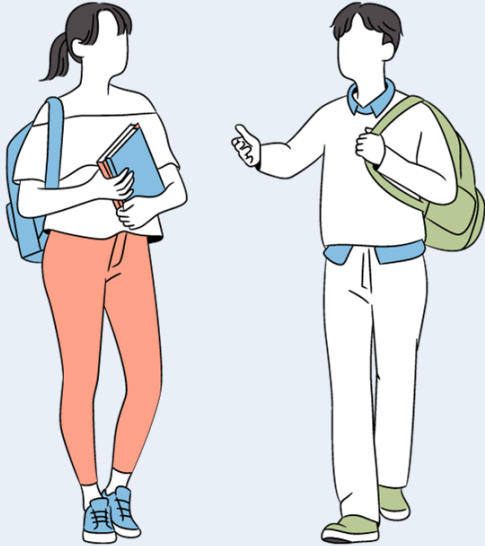


Inclusion

At University

Why is this important? Numbers and the Law

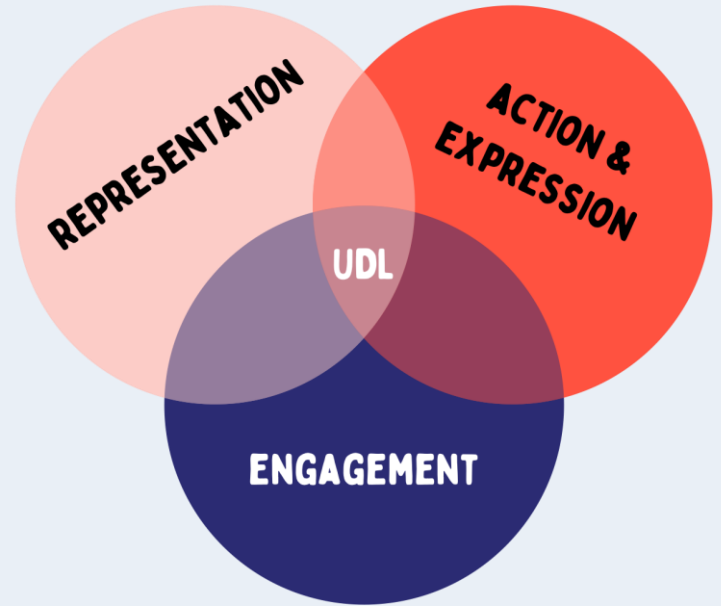
332,000



- The number of 'home students' in the UK who said they had a 'disability' (2019/2020). This is **17.3%**
- This has increased by **106,000** or **47%** since 2014/15. Much of this increase has been in those reporting a mental health condition
- HEPs have legal responsibilities to support disabled students under this act under the Equality Act 2010.

Universal Design for Learning (UDL)

- A framework used to improve and optimise teaching and learning for all that helps give all students an equal opportunity to succeed
- Branch of UD related to learning
- This approach offers flexibility in the ways students access material, engage with it and internalise their learning
- Individual accessibility at the heart of strategic and goal oriented learning



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
format”

“Add a video
introduction to
online courses”

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

“I will use the Accessibility
Checker within Microsoft
Word to ensure my
material is as accessible”

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 - without having to ask
- Think about language/barriers
- Who's in the room and who's not - why?



Take an **anticipatory approach** by...

Making sure everyone feels included, well supported, treated with fairness and has equitable access to opportunities.

The Benefits of Anticipatory Inclusion

Positives

```
graph TD; A((Positives)) --- B(Acceptance of diversity); A --- C(Normalisation of difference); A --- D(Increased confidence); A --- E(Better wellbeing); A --- F(Increased productivity); A --- G(Lower absenteeism); A --- H(Authentic belonging); A --- I(Boosted retention); A --- J(Increased accessibility);
```

Acceptance of diversity

Normalisation of difference

Increased confidence

Increased accessibility

Better wellbeing

Boosted retention

Increased productivity

Authentic belonging

Lower absenteeism

Any
questions?



slido



**How confident are you with
implementing inclusive teaching
and social work practices now?**

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

slido



**Share one key thing you
have learned today**

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

slido



What future session topics would you like to see at Sussex Uni to support you to ensure your teaching and social work practices are inclusive?

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

slido



On a scale of 1-5, how much did you enjoy today's session? (1 is low, 5 is high)

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

CELEBRATE DIFFERENCE



Social Media



diversity-and-ability



@dnamatters



@DandA_inclusion



diversity_and_ability

Contact Us



education@diversityandability.com



diversityandability.com