

DISABLED IN
HIGHER ED



Access for All: It start with you!

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Who are Disabled In Higher Ed?

- New Movement for Disabled People
 - Highlight
 - Celebrate
 - Empower
- Create awareness & inform allies
- October 2020 - Disabled Empowerment in Higher Ed month #DEHEM



What is Disability?

- CDC - any condition of the body or mind
 - Impairment
 - Activity Limitation
 - Participation restrictions
- Ultimate Intersectional Identity
- Does not discriminate



Poll

How much of the world's population is estimated to have a disability?



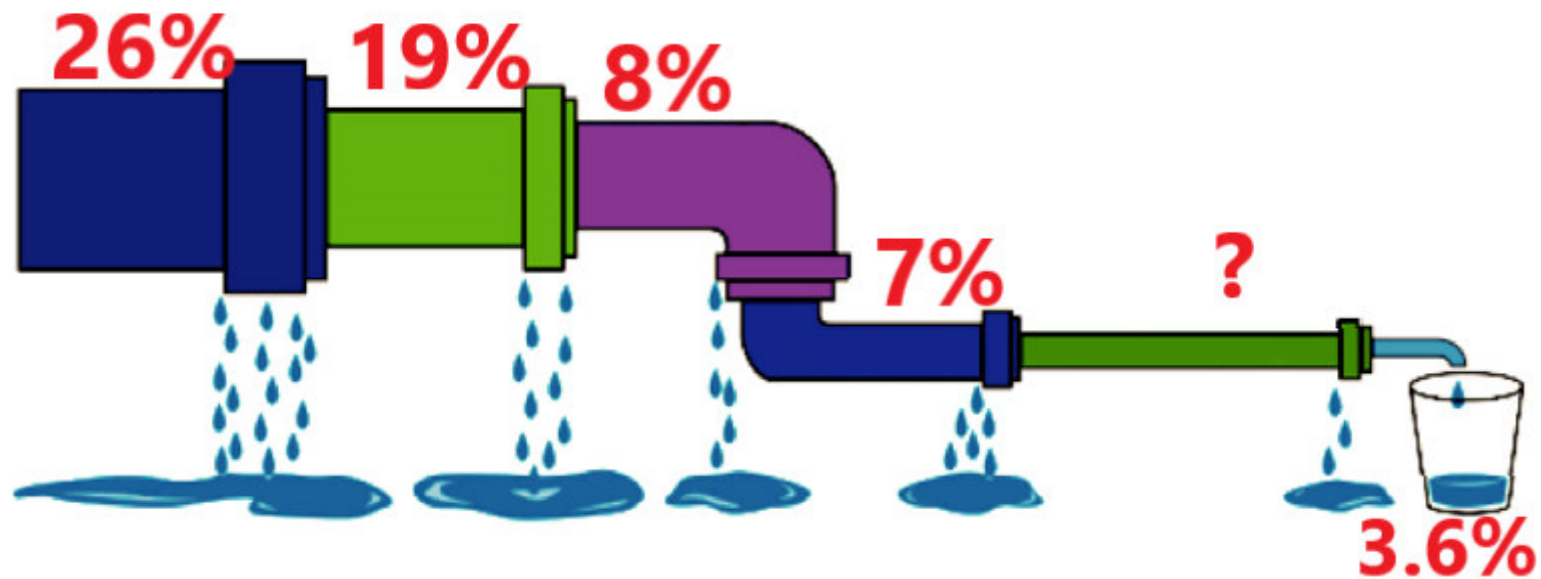
The Forgotten Minority

- UK 3.9% staff, US 3.6% tenured profs
- Rarely mentioned in EDI initiatives
- Seen as ungrateful, an inconvenience
- Accessibility
 - Time consuming
 - Unnecessary? Optional?



Leaky Pipeline?

- Not true results



Academic Ableism



Being a Better Ally

- Include Disabled in the Conversation
- Tackle Your Ableism and Call Out Others
- Labs - accessiblecampus.ca, Perdue ABIL
- Ensure Research Accommodations
 - Faculty and Staff
- Make Your Work Accessible – Universal Design



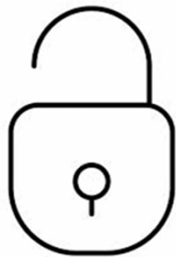
Tackling Ableism

- Easier said than done..
- Take time
- Inclusive language
- Asking Disabled People instead of Disability Researchers



What is Universal Design?

- Accessible by design
- For everyone regardless of age, disability or any other factor.



Access



Understand



Interact/Use



Some Terms

1. **Alt text** - Meaningful text description of an image
2. **Camel Case** - When the first letter of each word in a hashtag is capitalized
3. **Captions** - General term for subtitles and closed captions
4. **Screen reader** - Assistive technology used by visually impaired
5. **Transcript** - Unsynchronized text description of multimedia material



Documents

- Use headings (you can set)
- Use Sans-Serif fonts or Times New Roman
- Spacing Minimum 1.5
- Give alt text or mark images as decorative
- Table of contents if over 10 pages
- Be careful when using/designing tables



Poll 2

Do you know how to
write alt text?



How Can I Write Alt Text?

1. Pictures

Who? Identity important? Wearing/Visual Description?
Colours? Where? Is the date/event/location important?
Description of location?

2. Figures, Graphs & Data visualisation

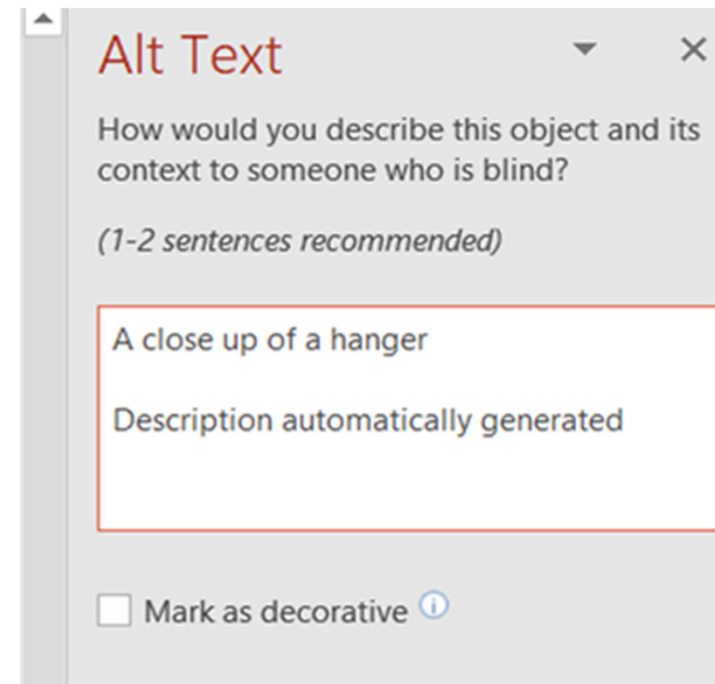
Kind of figure? Why this particular?
What happening? Indicate colours if relevant.

***All text on an image must be included in the alt text or a linked transcript.**



Why not auto-generated?

Not good enough





Thank You

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