

Group Discussion

DEI Group Discussed Participants have limited vision and some are blind.

What problems may this group encounter with this activity designed the way it is?

What accommodations in general would help this group?

How could you apply this to make programmatic changes to this activity to improve DEI?

not being able to see emojis

not being able to read far away text

large print

higher contrast

**read aloud/
other accessible technology**

make presentation large print, high contrast

audio recording of presentations

Raised images or braille

raised texture emojis

seating closer to board if necessary

Make it online so participants can zoom in

guide dog accessibility

Group Discussion

DEI Group Discussed impairment

Participants are deaf or have a hearing

What problems may this group encounter with this activity designed the way it is?

It might be difficult to translate certain information and or names into ASL

The slideshow has very little written on it, and relies heavily on hearing the speaker

What accommodations in general would help this group?

ASL translators, subtitles, and a transcript of the presentation.

More descriptive slides



How could you apply this to make programmatic changes to this activity to improve DEI?

Ensure that both the speaker and the slides convey enough information on their own

Group Discussion

DEI Group Discussed have ADHD or are neurodivergent

What problems may this group encounter with this activity designed the way it is?

need additional accommodations to understand activities

Need additional caretaker

Dyslexia

Staying on track with the activity

What accommodations in general would help this group?

Someone on the staff that has familiarity with working with neurodivergent folks

giving a smaller selection of choices/emojis

Have fidget toys available

Providing written instruction sheets

Provide written & verbal instructions several times

How could you apply this to make programmatic changes to this activity to improve DEI?

Being understanding that every person's situation is different- approach everyone with patience

Provide written verbal instructions several times

Providing written instruction sheets

Group Discussion

DEI Group Discussed Participants have Autism

What problems may this group encounter with this activity designed the way it is?

Have trouble paying attention, sensory issues, being overwhelmed

Sensory Overload

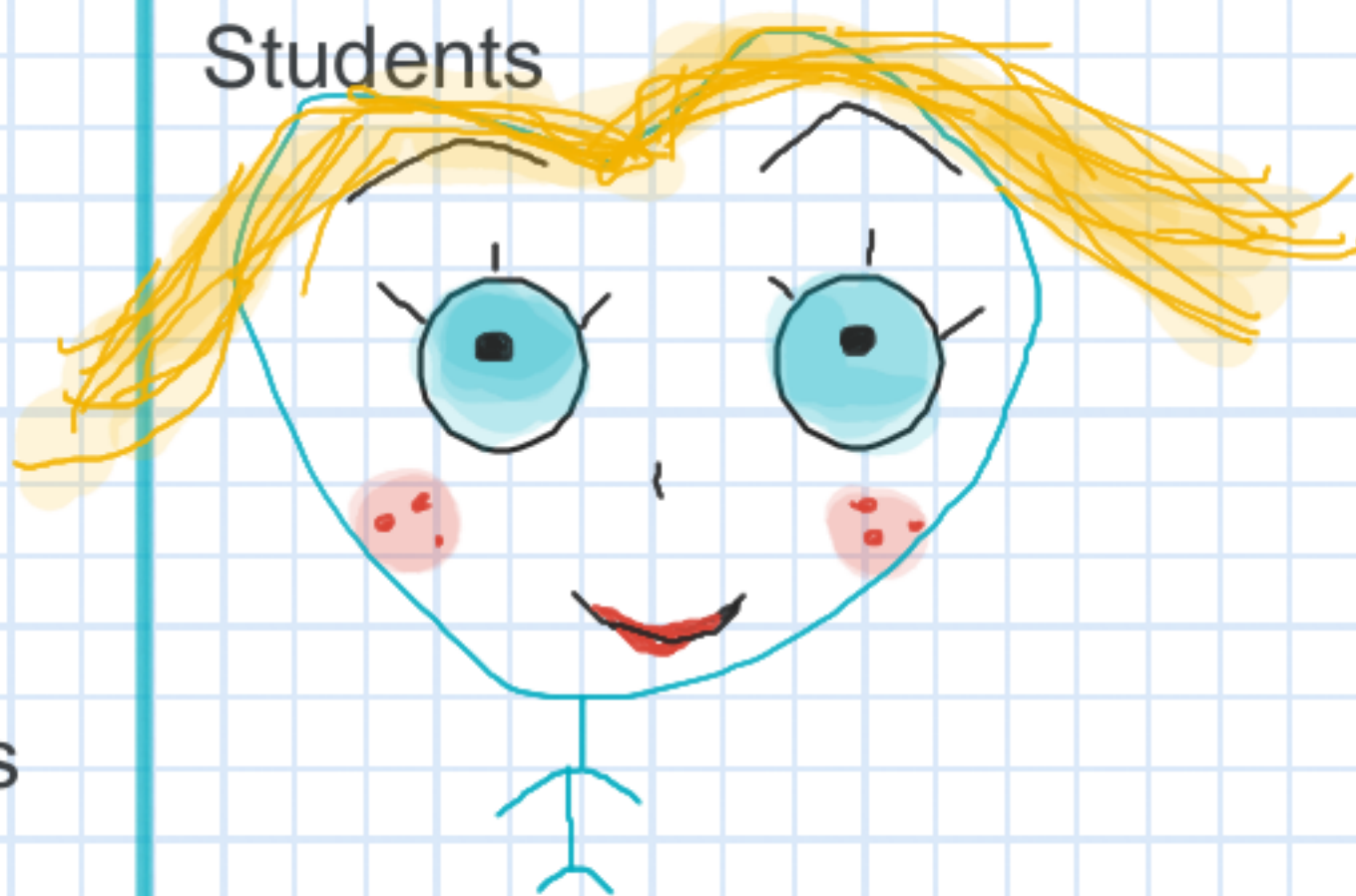
Trouble expressing themselves, trouble connecting with group members

Communication Issues

What accommodations in general would help this group?

Avoid nonliteral language, minimize background noise, do not force anyone to speak
Have calming items like stress balls

Provide Sufficient Breaks for the Students



How could you apply this to make programmatic changes to this activity to improve DEI?

Ensure that educators are lenient and flexible in their learning plans

Educate the Educators on how to properly accommodate

