

# How to make the workplace accessible and inclusive



15-18

1 h

## LEARNING OBJECTIVES

- Learn what accessibility and inclusivity are
- Learn why accessibility and inclusivity are important and necessary
- Learn how to make a workplace accessible and inclusive

## MATERIALS NEEDED

- A screen or projector to show videos or visual material
- A laptop or smartphone to research testimonies or data
- Educational videos or testimonies depicting minorities' struggles with (non) accessible and/or (non)inclusive spaces (Example: ["Different does not mean Difficult" by Jessica Kellgren-Fozard](#) – shortened or cut depending on your needs)
- Educational videos or testimonies depicting diverse and inclusive spaces or strategies and accessibility features or tools (Example: ["AMI's Molly Burke talks YouTube Accessibility" by AMI: Accessible Media Inc](#))

## LEARNING SCENARIO AND ACTIVITIES PROPOSED

### 1) Introduction (10 minutes):

Ask students to explain what they know about the concepts of accessibility and inclusivity and what examples they can give of their presence in their daily life (wheelchair ramps, braille instructions, subtitles and audio descriptions, awareness days/months, media representation, inclusive language, etc.). Have them identify who those acts and tools are useful for, how and why.

## 2) Explanation (30 minutes):

Explain what accessibility and inclusivity are and give clear examples of their necessity in daily life based on various testimonies of minorities and marginalised groups, such as disabled and neurodivergent folks, people of colour and indigenous people, members of the LGBTQ+ community, etc. This can result in a discussion about whether their environment, school or home are inclusive and accessible.

## 3) Examples (20 minutes):

Show a series of videos from social media and have students determine how accessible and inclusive they are based on criteria such as quality and clarity of the image and sound, subtitles or captions, audio description, rhythm, quantity of information, clarity of the content, etc. Those videos can be related to the topic or be selected from any random search or home page to keep the activity authentic.

## EXPECTED DIFFICULTIES AND PROPOSED SOLUTIONS

- You may encounter resistance depending on the pupils' point of view towards certain minorities and their understanding of diversity and equality. Engaging in such a lesson requires basing your points and activities on facts and statistics and preparing yourself for debates or disagreements through data and logical arguments to ensure that all students understand the purpose and the necessity of accessibility and inclusion regardless of their personal opinion on marginalised groups.

## ASSESSMENT

- **Role play activity:** Assign a role to each student of a person with a disability, learning disorder, neurodivergence or marginalised identity and make them research and identify what types of struggles they would face in a given workspace, then ask them to determine what they would need to have equal access to resources and to feel included and respected in that space.

### ADDITIONAL INFORMATION

- Various studies and reports have been done on the topic of accessibility and inclusivity, providing data about their effectiveness and necessity, such as the [United Nations Disability Inclusion Strategy progress report](#) and the [McKinsey & Co Diversity Wins report](#).
- Many websites and companies provide advice on how to make a workplace accessible and inclusive. Here are a couple of examples: [“How to Make Your Workplace More Accessible to People With Disabilities” by The Muse](#) and [“15 Tips for Building a More Inclusive Workplace in 2022” by Worktango](#).

### BIBLIOGRAPHY

- Initiative, W. W. A. (n.d.). Making Audio and Video Media Accessible. Web Accessibility Initiative (WAI). <https://www.w3.org/WAI/media/av/>
- Diversity wins: How inclusion matters. (2020, May 19). McKinsey & Company. <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>
- Boogaard, K. (2020). How to Make Your Workplace More Accessible to People With Disabilities. *The Muse*. <https://www.themuse.com/advice/how-to-create-an-accessible-workplace>