SAFETY 23

CONFERENCE + EXPO

SAN ANTONIO | JUNE 5 - 7

AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Deliver Inclusive Safety Training to Reach Diverse Learners

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General Housekeeping Information

When a general alarm is activated in the Henry B. Gonzalez Convention Center, evacuate the building immediately by proceeding to the nearest exit and wait for the “all clear” to be given. There is a public address system that will announce instructions during an alarm.

Please note that smoking is not allowed in the conference or exposition spaces.

Please place all cell phones in a silent condition.

Attendee Feedback is Important! Please complete an electronic session evaluation for each concurrent session attended. Evaluations can be found in each of the session detail pages on the Safety 2023 App.

PICTURE THIS

- What would be different about this session if this situation applied to you?
- What learning barriers would you encounter, if any?
- What accessibility tools could you use to help you learn?

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Possible Learning Challenges

Sensory

Mobility

Non-Apparent

Low Literacy

Digital Literacy

Language/Culture

Our Story

Safety/Training Geeks

Neurodiverse

Person with Disabilities

Language Learners

UNIVERSAL DESIGN

Universal Design
=
Inclusive Design

Curb Cut Effect

Everyone Benefits

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The Principles of Universal Design

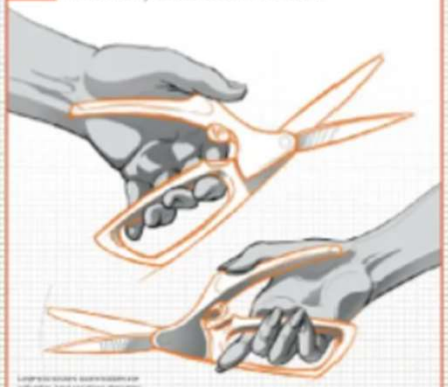
The design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design.

1 Equitable Use

The design is useful and marketable to people with diverse abilities.

2 Flexibility in Use

The design accommodates a wide range of individual preferences and abilities.



3 Simple and Intuitive Use

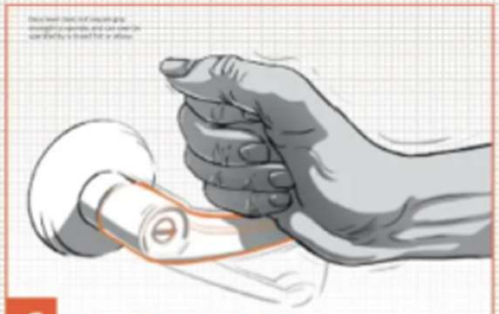
Use of the design is easy to understand, regardless of the user's experience, knowledge, language skills, or education level.

4 Perceptible Information

The design communicates necessary information effectively to the user, regardless of ambient conditions or the user's sensory abilities.

5 Tolerance for Error

The design minimizes hazards and the adverse consequences of accidental or unintended actions.



6 Low Physical Effort

The design can be used efficiently and comfortably and with a minimum of fatigue.

7 Size and Space for Approach and Use

Appropriate size and space is provided for approach, reach, manipulation, and use regardless of user's body size, posture, or mobility.

Center for Universal Design at NC State

UNIVERSAL DESIGN FOR LEARNING

Learner Diversity

Sensory

Mobility

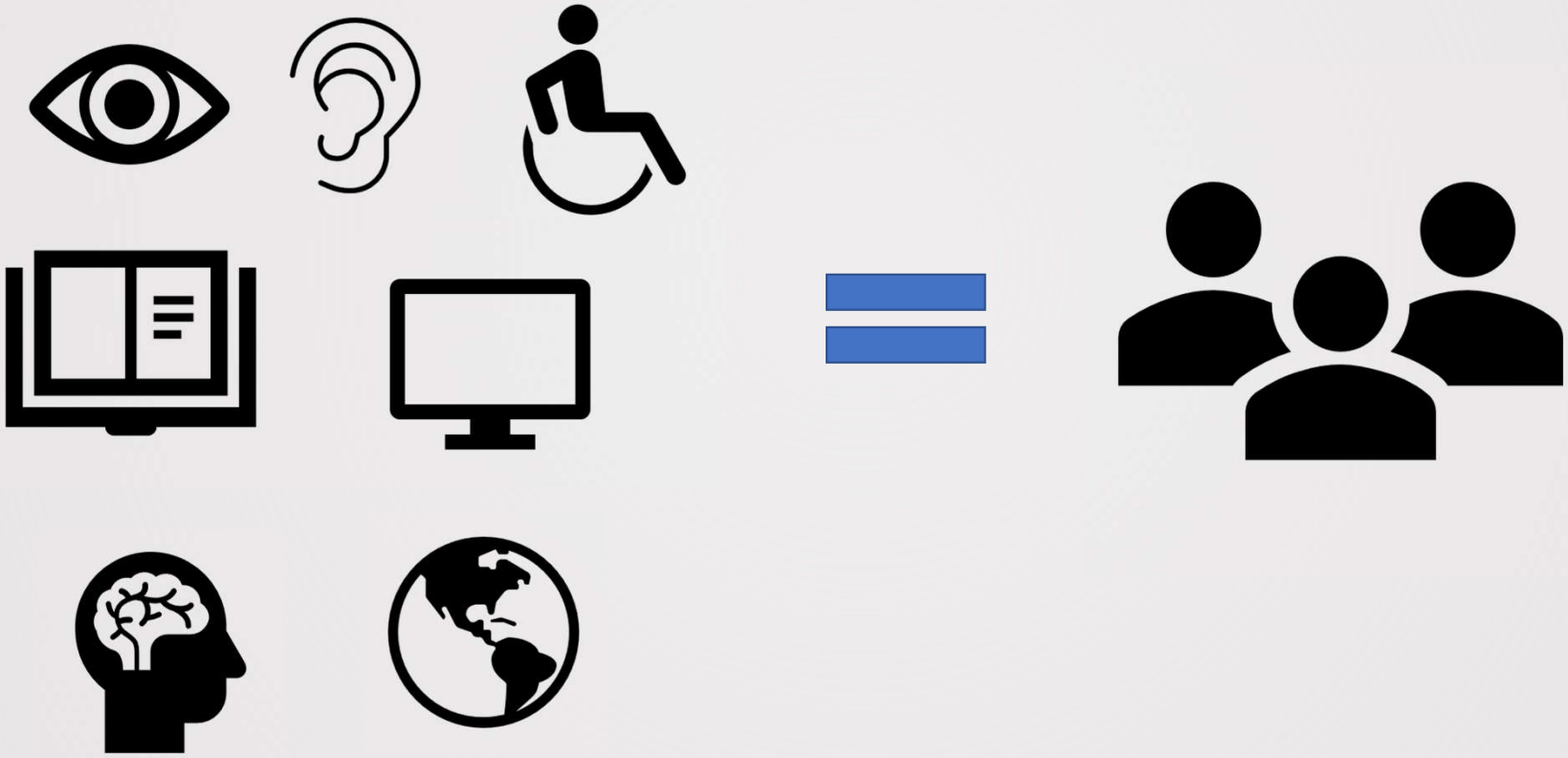
Non-Apparent

Low Literacy

Digital Literacy

Language/Culture

UDL Framework



Benefits to Learners

- Greater access
- Greater opportunities
- Greater satisfaction

Benefits for Safety Trainers

- Reach diverse populations
- Systematic and structured approach

American with Disabilities Act/ Section 508

Start with UDL and Accessibility in Mind

APPLYING UDL AND ACCESSIBILITY TO TRAINING

Inclusive Language

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Considerations for Learner Diversity

Sensory

Mobility

Non-Apparent

Low Literacy

Digital Literacy

Language/Culture

Considerations for Vision

Sensory

- Optimized Seating
- Large Text and Images
- High Contrast Colors
- Text or Symbols
- Use Sans Serif Fonts
- 24-28 point font
- Proper Lighting
- Describe slides/images

Considerations for Hearing

Sensory

- Optimized Seating
- Use Visuals
- Face Front of the Audience
- Appropriate Volume
- Closed or Open Captioning
- Provide Transcripts
- Proper Acoustics
- Microphone and Speakers

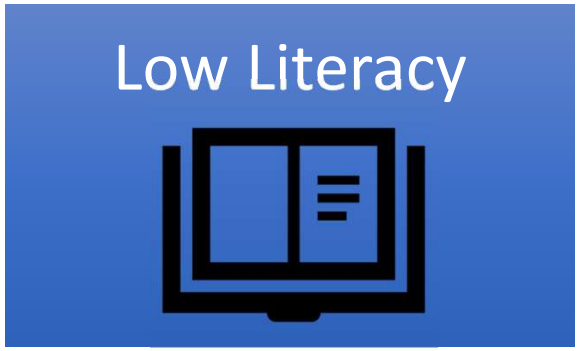
Considerations for Mobility

- Optimized Seating
- Easy to Navigate Classroom
- Accommodation Unique to Each Individual
- Ask What They Need

Considerations for Non-Apparent Disabilities

- Simplified Instructions
- Easy to Navigate
- Easy to Understand
- Predictable
- Sans Serif Font, i.e. Arial
- Multiple Presentation Formats
- Record Training

Considerations for Low Literacy



- Simplified Instructions
- Use Visuals
- Use Peer Language
- Use Familiar Words
- Interactive Format
- Limit Content Material
- Concrete Examples
- Record Training

Considerations for Digital Literacy

- Print Hard Copies
- Blended Learning
- Offer Digital Tutorials
- Simple Instructions
- Provide “How-To” Job Aids

Considerations for Language Learners

Language/Culture

- Use Images
- Appropriate Reading Level
- Hands-On Experiences
- Real-World Application
- Record Training
- Use Translator Tools

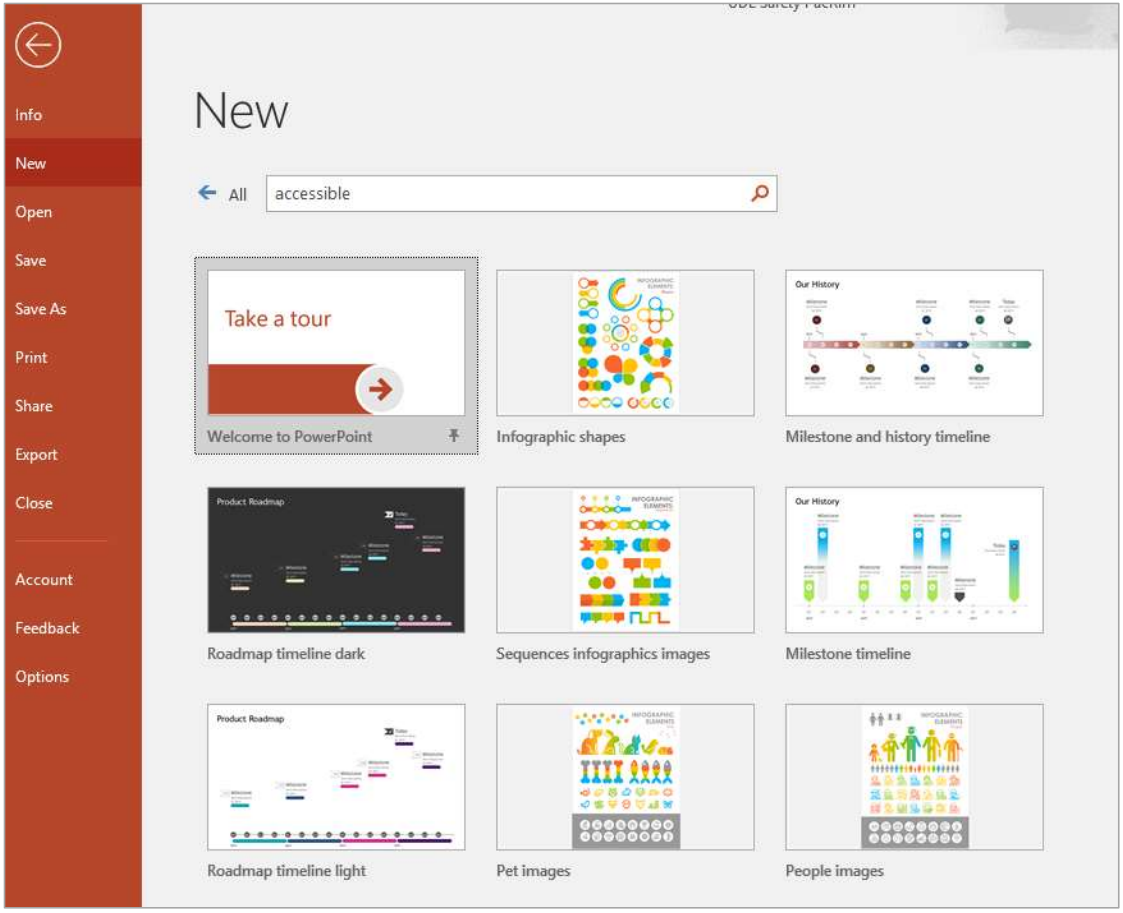
Time to Practice

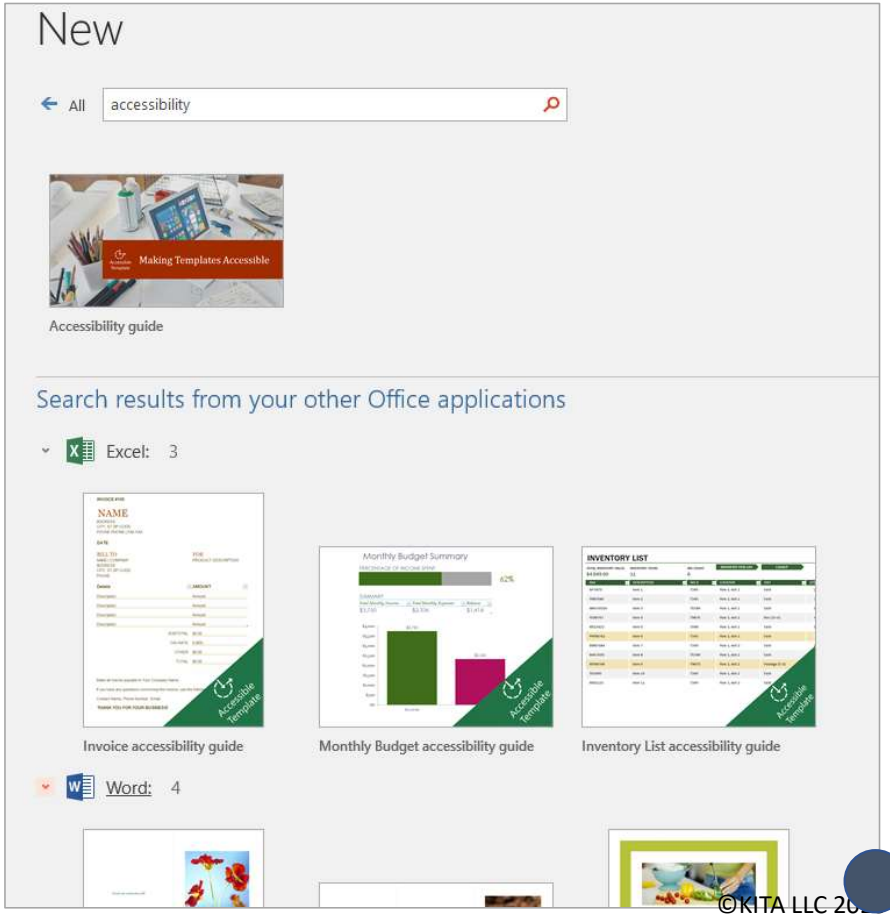
Design a class on slips and falls. Concentrate not so much on what to train but how to train it.

What are some of the different ways you can incorporate UDL and accessibility into this class?

Tools to Use

Microsoft Accessibility Templates





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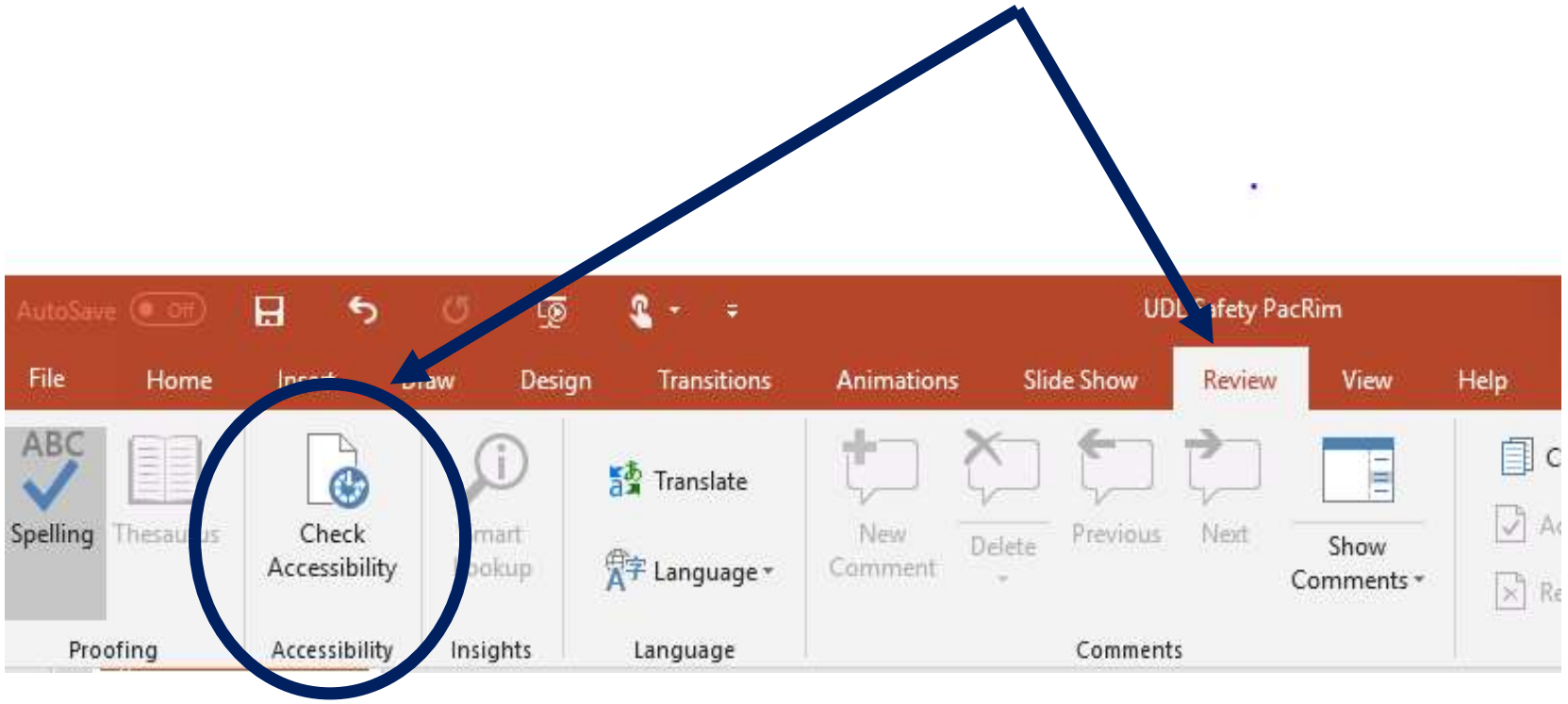
Microsoft Accessibility Checker

All Microsoft Programs have an accessibility checker



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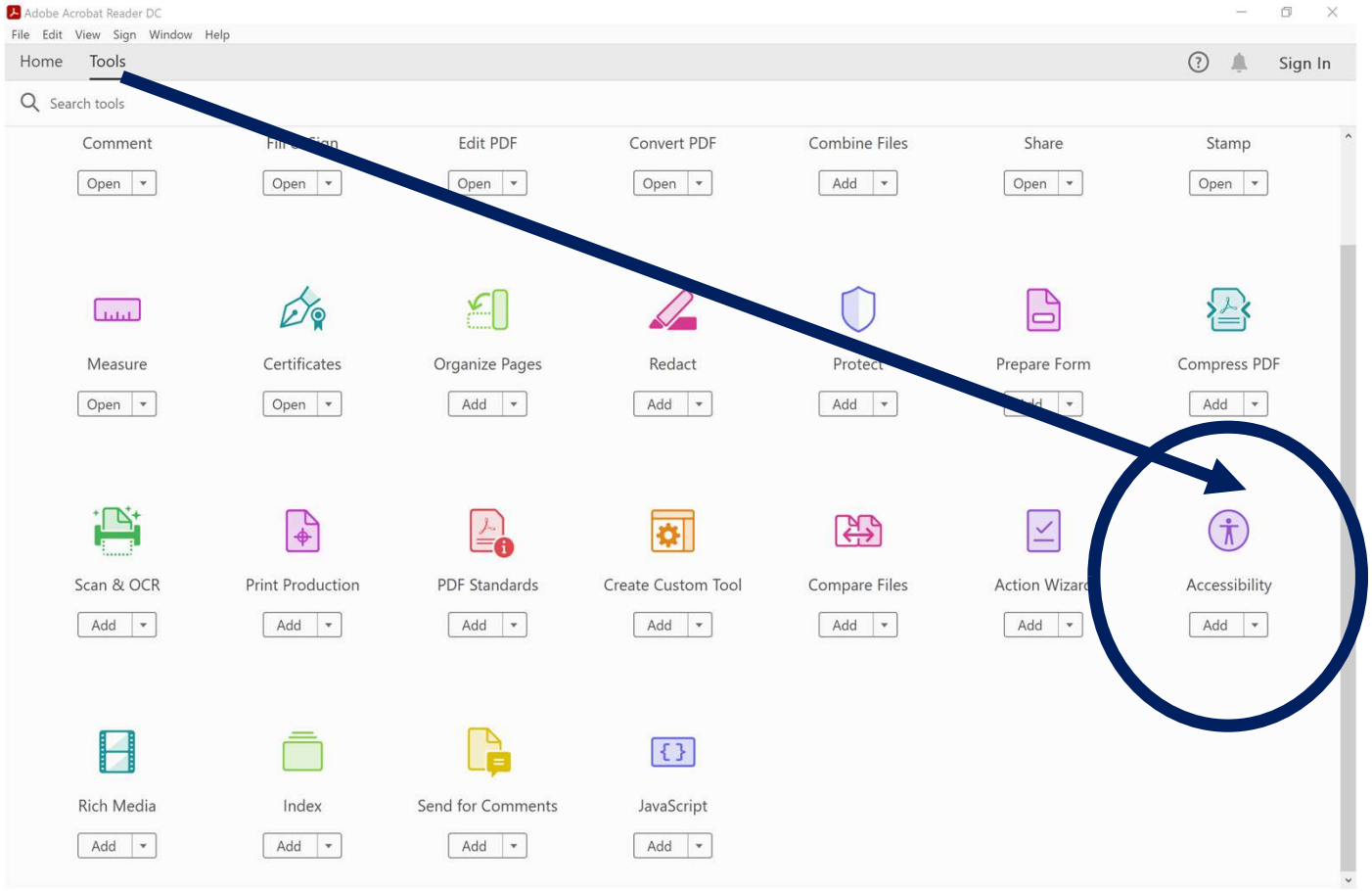
Adobe PDF Accessibility Checker



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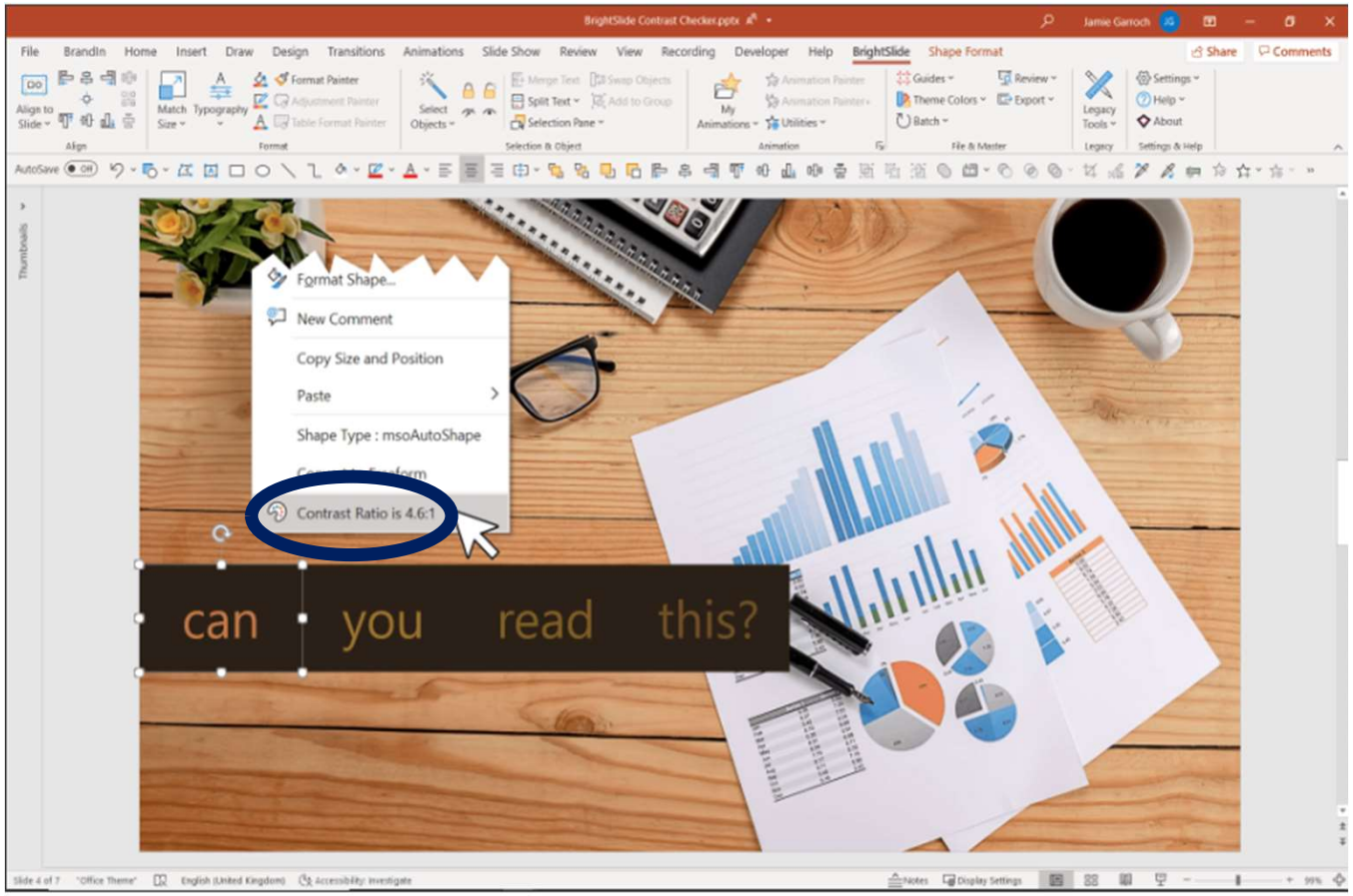
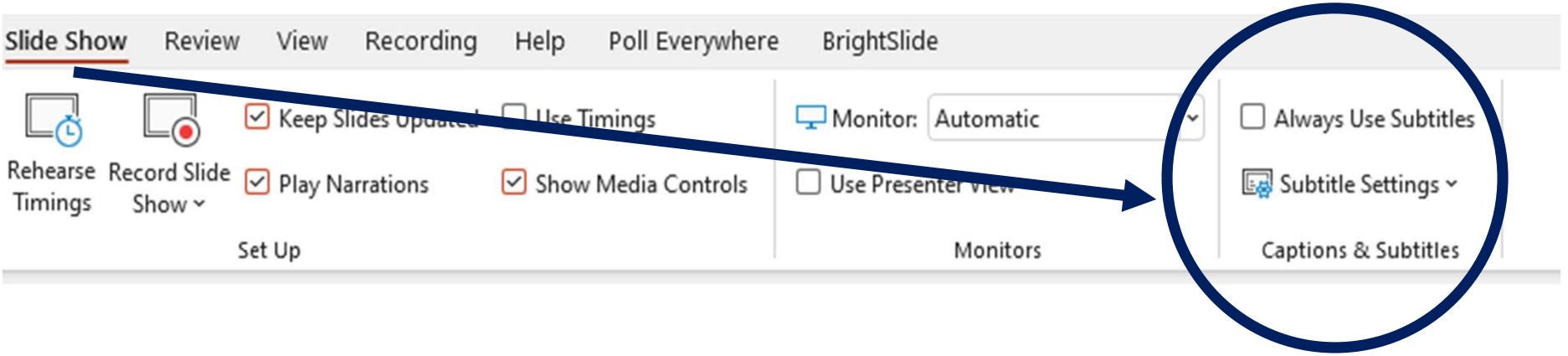
Color Contrast Checker – Bright Carbon



Subtitles and Translation Using PowerPoint



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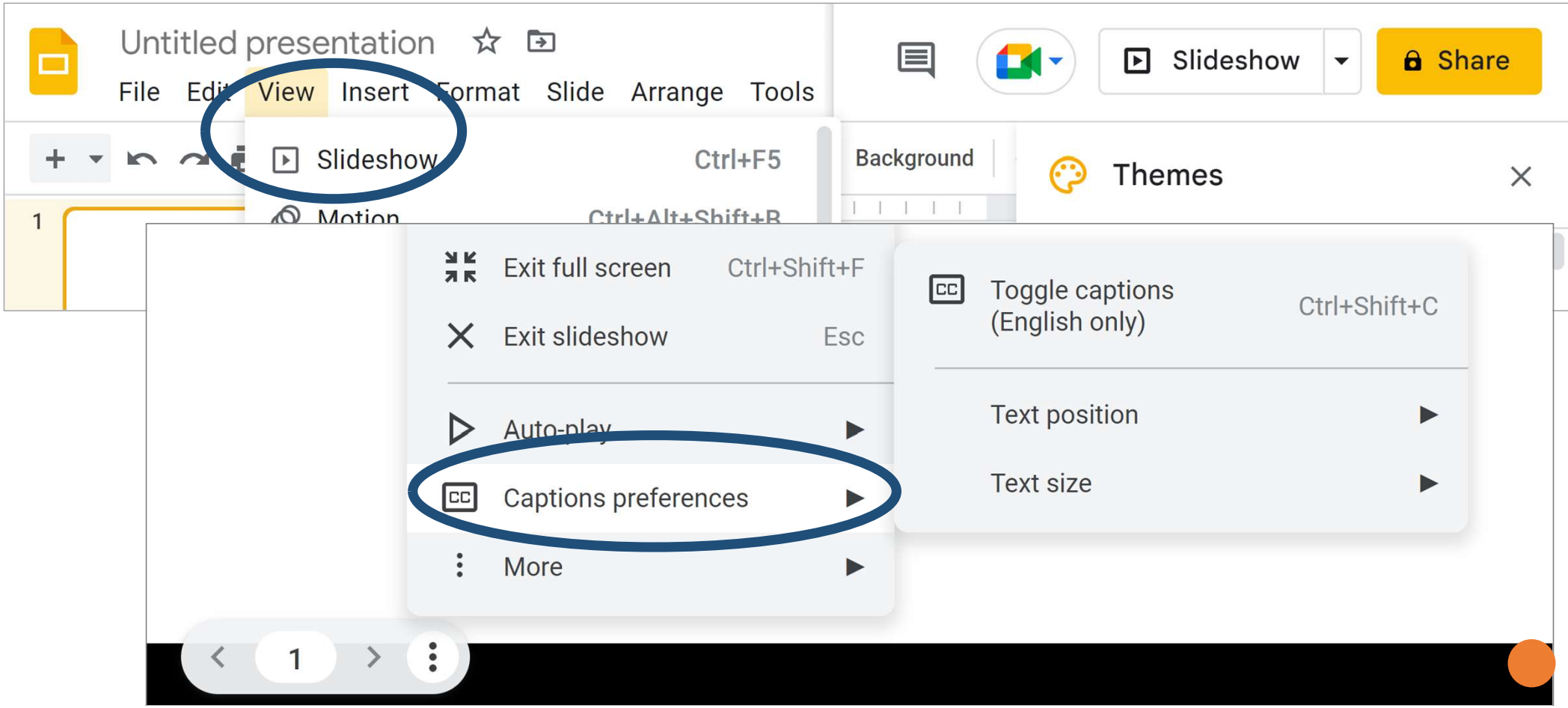
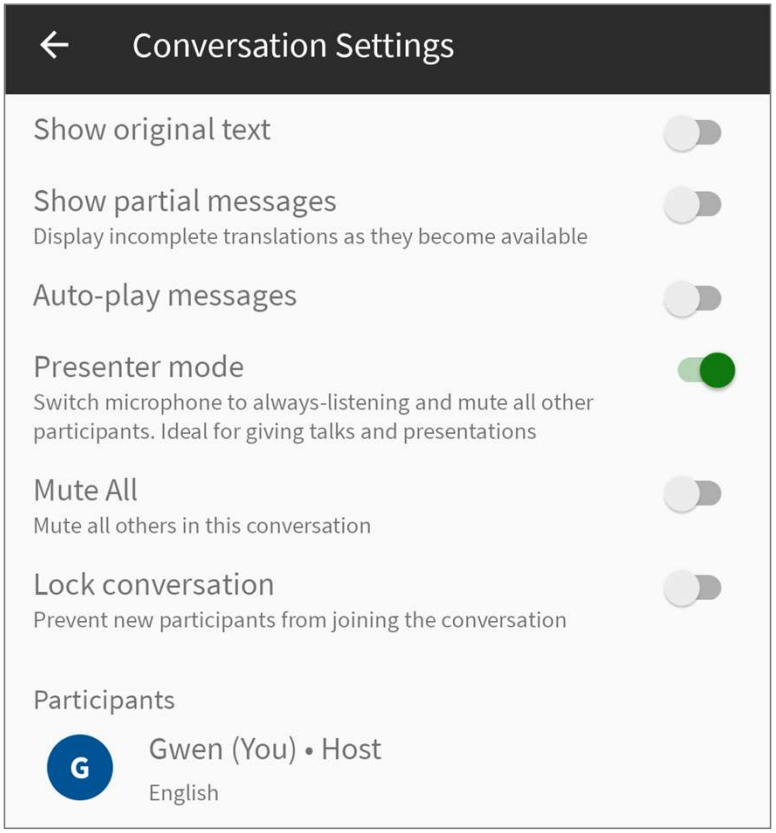
Subtitles Using Google Slides



Microsoft Translator



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Questions?

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From Vision to Results

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Accessibility and UDL | KITA Consulting

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