

Identifying the Barriers of Inclusion within your Organization

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Disability Defined

Medical Model:

- centered on “personal tragedy”, perpetuates negative perceptions of disability
- treats disability as a flaw residing in individuals to be normalized or segregated.
- places the burden for learning accommodation on individual students, or disability support services

Disability Defined

Social Model:

- promotes positive perception
- views impairments as innate, but disabling barriers as arising from the interaction between an individual and the physical environment
- views barriers to accessibility as arising from the context of the social environment

Social Ability Theory

- Disability is largely an artifact of social construction
- All individuals fall within a spectrum of distinct, dynamic ability
- Impairment and disability interact and play key roles in identity
- Rejects personal tragedy, based on benefits of life experiences as impaired/disabled
- Focus on the benefits rather than “inability”
 - Diverse abilities are a valuable and socially situated aspect of diversity

Universal Design – What is it?

“...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...”

- Ron Mace, Center for Universal Design



Universal Design (UD)

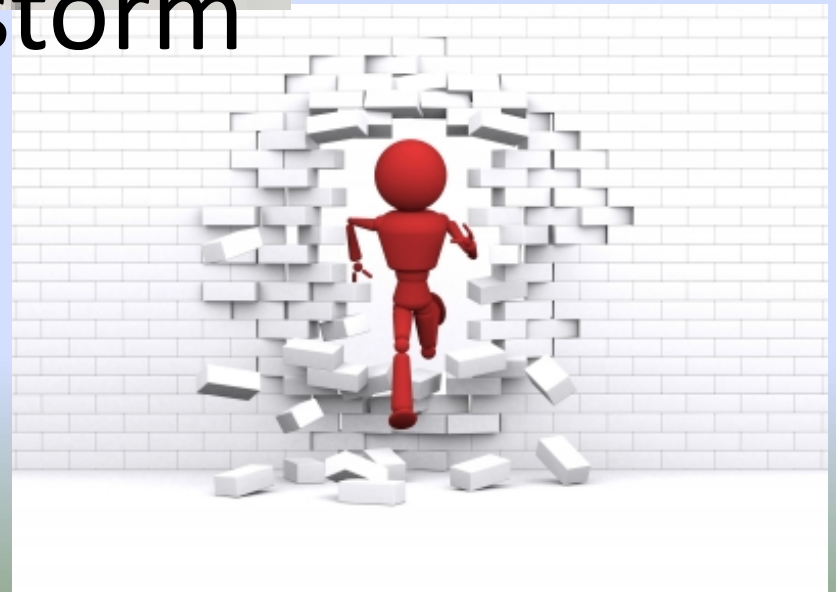
- Architectural philosophy pioneered by Ron Mace
- The design of products and environments to be usable by all people, to the greatest extent without the need for further modification

7 basic principles:

equability in use	simple and intuitive
flexibility in use	tolerance for error
perceptible information	size and space for use
low physical effort	

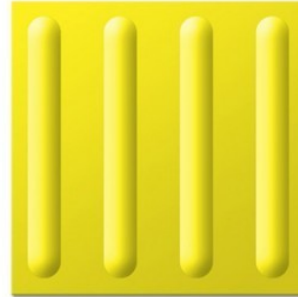


Barrier Brainstorm

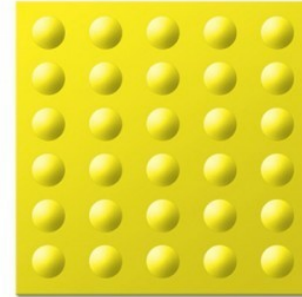


Principles of Universal Design

1. Equitable use



Block indicates "Go"



Block indicates "Stop"



Principles of Universal Design

1. Equitable use
- 2. Flexibility in use**



Principles of Universal Design

1. Equitable use
2. Flexibility in use
3. **Simple and intuitive**



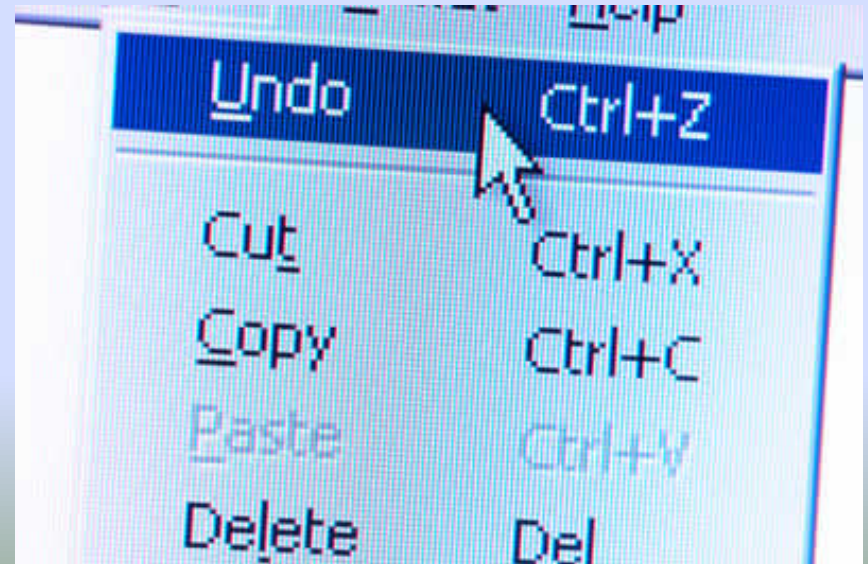
Principles of Universal Design

1. Equitable use
2. Flexibility in use
3. Simple and intuitive
4. **Perceptible information**



Principles of Universal Design

1. Equitable use
2. Flexibility in use
3. Simple and intuitive
4. Perceptible information
5. **Tolerance for error**



Principles of Universal Design

1. Equitable use
2. Flexibility in use
3. Simple and intuitive
4. Perceptible information
5. Tolerance for error
6. **Optional physical effort**



Principles of Universal Design

1. Equitable use
2. Flexibility in use
3. Simple and intuitive
4. Perceptible information
5. Tolerance for error
6. Optional physical effort
- 7. Size and space for approach and use**



Universal Design for Learning

- Adapts UD to learning environments, adding 2 additional principles:
 - community of learners
 - instructional climate
- Framework for the design of learning environments to be maximally inclusive for diverse learners through 3 overarching guidelines:
 - multiple means of representation
 - multiple means of action/expression
 - multiple means of engagement
- Recognizes that some learners will not be fully included by design, so awareness and plans for accommodation are built in

Designing Inclusive Collaboration

- **A community of learners** - design promotes purposeful collaboration and fosters meaningful learning
- **Instructional climate** - design is positive, promotes interaction and supports learning on a variety of levels

IDL Guidelines

- **Multiple Means of Representation:** The “what” of learning
- **Multiple means of engagement:** the “why” of learning
- **Multiple means of action and expression:** the “how” of learning

Inclusive Design for Learning (IDL)*

- Avoids the “one size fits all” connotation with the word universal
- Clear goals and flexible framework for a range of customizations
- Explicitly builds in plans for accommodation

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