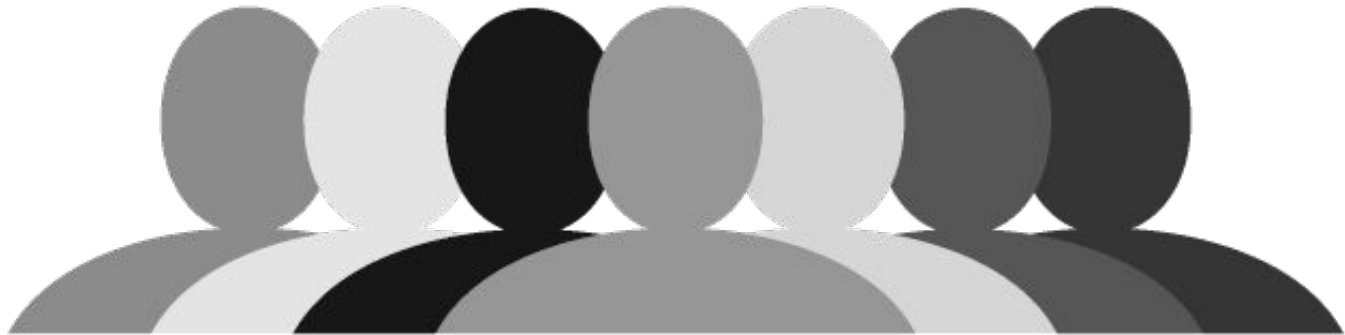


D.E.I. Enzymes

Catalyzing conversations about
diversity, equity, and inclusion



Enzyme 4

How are you sharing?

Inclusive Presentations

Enzyme 4 Inclusive Presentations

Importance

Why is this topic important for D.E.I.?



Action

What can I do?



Further Resources

Where can I learn more?

Importance

- Ableism in science prevents people with disabilities from engaging in research and academia
 - Disabilities vary widely, affecting diverse groups of people in different ways
- Barriers to resources further inhibit professional development and sense of belonging
- Anti-ableism requires intentional design and implementation of inclusive practices in addition to accommodations

Importance

- Effective communication consistently incorporates anti-ableist techniques
 - Improves information accessibility
 - Reduces labor of disclosing disabilities for accommodations
- Presentations are a key form of science communication

Importance

- Creating inclusive presentations also entails removing exclusive design and stylistic choices

Inclusive

Using color and bold font to
emphasize

Exclusive

Using only color to
emphasize

Action Design

- Use sans serif fonts and large text
- Use short phrases to limit text
 - Reduce number of words per line and number of lines per slide
- Include closed captions and alternate text
- Create high-contrast, accessible visuals
- Provide material in alternative formats
 - Share physical and online copies with notes

Action Design Example

Action

- Learn how to pronounce someone's name
 - Do not claim that a person's name is *hard* to pronounce → it is simply *unpracticed*

"I don't know how to say your name yet. Can you explain it to me? I'm working on learning it, and it's important to me to say it the way it's meant to be said."

Words in italics or underlined are less identifiable

Action Design Example

Action



Learn how to pronounce someone's name

- Do not claim that a person's name is *hard* to pronounce → it is simply *unpracticed*

Low color contrast reduces visibility

"I don't know how to say your name yet. Can you explain it to me? I'm working on learning it, and it's important to me to say it the way it's meant to be said."

Action Design Example

Action

- Learn how to pronounce someone's name
 - Do not claim that a person's name is *hard* to pronounce → it is simply *unpracticed*

"I don't know how to say your name yet. Can you explain it to me? I'm working on learning it, and it's important to me to say it the way it's meant to be said."

Text-heavy slides are difficult to follow and comprehend

Action Design Example

Exclusive

Action

- Learn how to pronounce someone's name
 - Do not claim that a person's name is *hard* to pronounce → it is simply *unpracticed*

"I don't know how to say your name yet. Can you explain it to me? I'm working on learning it, and it's important to me to say it the way it's meant to be said."

Inclusive

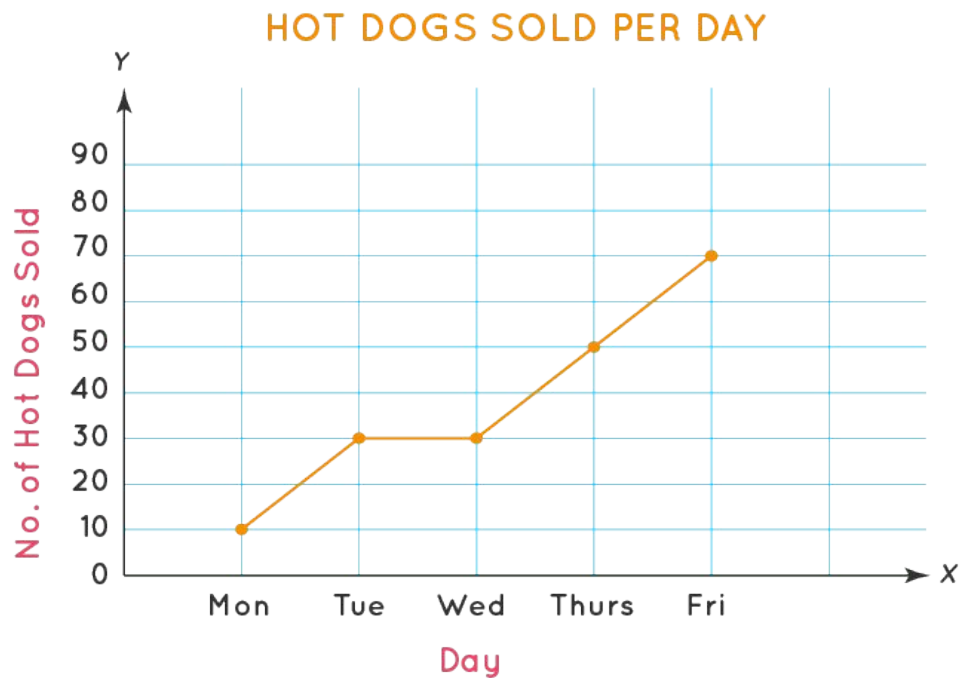
Action

- Proactively share your name pronunciation to normalize the practice
- Learn how to pronounce everyone's name
- Recognize that learning can be hard but names are not **hard**, simply **unpracticed** or **unfamiliar** to you

Action Style

- Project your voice and enunciate words carefully
- Verbally describe provided data and visuals
- Structure material in a logical order for audience
- Organize content with proper transitions and titles
- Provide ample time for questions and answers
- Structure audience engagement inclusively

Action Style Example

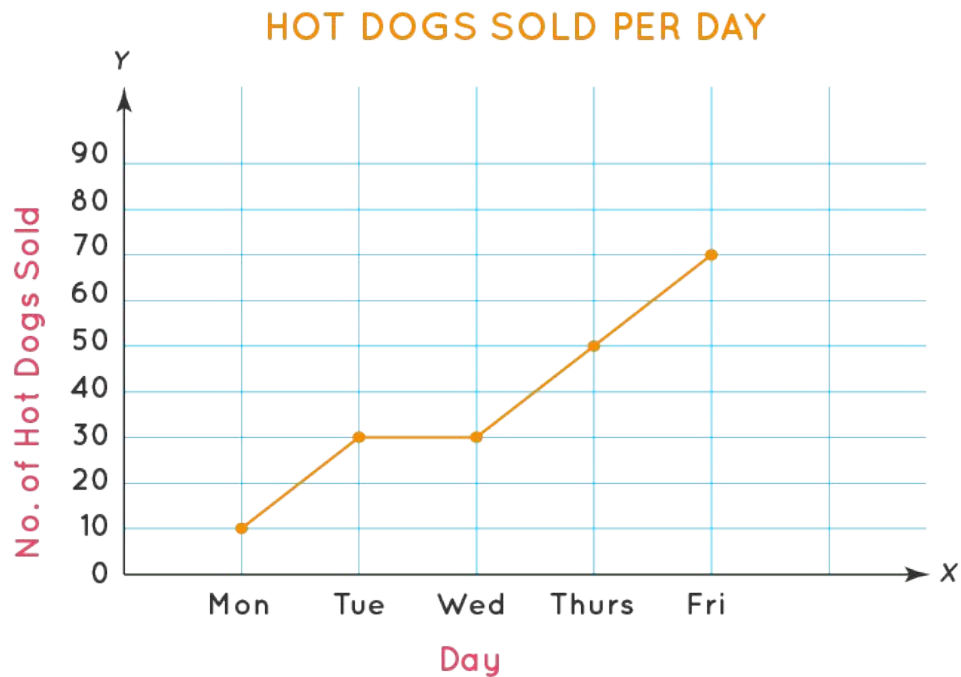


Exclusive

...evident in the figure on the left.

Presenter

Action Style Example



Inclusive

...evident in the line chart on the left. The orange dots represent the number of hot dogs sold each day. Hot dog sales peak on Friday.

Presenter

Action

Simple actions
you can take
right now

- Schedule a time in your calendar to revise your next presentation to improve its inclusivity

Further Resources

- [How to Make Your Presentations Accessible to All](#)
- [Inclusive Design for Accessible Presentations](#)
 - [Presentation Template](#)
- [Accessible Technology at UW](#)
- [How to Make Scientific Figures Accessible to Readers with Color-blindness](#)
- [Webpage Accessibility Assessment](#)

General Anti-Ableism Resources

- [We Need to Address Ableism in Science](#)
- [Is Active Learning Accessible? Exploring Student Accommodations](#)
- [Centering Students and Disrupting Ableist Norms in STEM](#)
- [#ChronicallyAcademic](#) and [#PhDisabled](#) on Twitter
- [Supporting Researchers with Visual Impairments](#)