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

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Action Design Example

Action

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“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**

- 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
...evident in the figure on the left.
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
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