

What We Did: In Plain Language

We are three staff members at the Center on Disability & Community Inclusion at the University of Vermont.

- x Adrienne Miao: manages community services
- x Audrey Homan: manages communications and accessibility
- x Jesse Suter: manages everything

We are trying to make our work more accessible.

And we want to know:

1. What does accessibility mean to you?
2. What is something your center has done for accessibility?

time.

That is a very small amount.

Because of this, we decided to offer monthly workshops on accessibility to our staff. We also decided to measure if this would help. We wanted to know if the training changed how our staff felt about accessibility, and if they made more accessible items.

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- x Audrey was a new employee. They know about accessibility and taught a lot of the workshops.
- x Adrienne is good at looking at data and planned everything. She designed the surveys.
- x Jesse was willing to let us try this and taught one of the workshops!
- x We had \$1,000, and used it to pay two disability advocacy groups. Each group led one of our workshops.
- x The University of Vermont paid for Zoom, captioning, and ASL interpretation.

We gave staff these 8 workshops

1. Accessible Web Design
2. Accessible Graphic Design
3. Accessible Audio and Video
4. Accessible Word Documents
5. Plain Language
6. Accessible Events
7. Accessible PowerPoint
8. Universal Design

Each workshop was only 45 minutes long and went very slowly so everyone could keep up. Each workshop was offered on Zoom, on more than one day and time. And you could watch a video of the workshop afterwards.

Each workshop had captions if you wanted them.

At the end of every workshop, we told our staff:

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- x Ask for help if you }v[š μ v [•š v •}u š Z]vP X
- x If you need something made more accessible, ask for it!
- x When you make things accessible, make sure to get feedback from people with disabilities.

We wanted to know if these workshops would help staff do more accessible ~~work~~ ^{work} to measure this, we asked staff how they felt about accessibility before ~~after~~ ^{after} the trainings.

Here is what we found:

94% of our staff attended some of the training ~~After~~ ^{After} they did the trainings

x Staff