Building Inclusive Workspaces Using Universal Design

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Welcome and Introduction

Introductions

- Name
- Role
- Institution
- Anything else you wish to share

Objectives

Session Objectives

1. Participants will learn about the basic concepts of Universal Design (*and Inclusive Design) and how they may be leveraged to develop more inclusive workspaces.

2. Participants will be able to identify factors that hinder inclusion of people or groups in their respective departments and teams.

3. Participants will be able to recommend strategies to foster more inclusive and accommodating practices within their departments and teams.

Background and Definitions

Background – The Issues

- Institutional policies governing inclusive workspaces

  - Diversity, Equity, Inclusion, & Belonging (DEIB)

  - What does your institution call these initiatives, programs, and policies?

- Reduction in funding and services at state and/or institutional levels

- Need remains to optimize workspace

Background – The Groundwork

- Who is Ron Mace?

    - Contracted polio as a child, spent year in hospital, used wheelchair.

    - Research Professor in the Architecture Department at the School of Design.

    - Partnered with North Carolina State University's School of Design to found the Center for Accessible Housing in 1989. Later became the Center for Universal Design.

    - This center received federal funding from the National Institute on Disability and Rehabilitation Research (NIDRR)

    - Involved in the first building code for accessibility in the nation.

    - Advocacy facilitated the passage of the Fair Housing Amendments Act of 1988 and The Americans with Disabilities Act of 1990.

Definition – Universal Design

- "**Universal design** is design that's usable by all people, to the greatest extent possible, without the need for adaptation or specialized design." – Ron Mace (coined the term in the 1980s)

- Unpacking that statement:
  - Challenge of designing for "all people" – ensuring that it is functional for people with any type of impairment and still useful for everyone.
  - Universal Design is for everyone despite assumption that it is for people with disabilities

Definition – Inclusive Design

- Some sources: **Inclusive Design** is a language shift but essentially the same as Universal Design. May also be referred to as **Human-Centered Design (HSD)**.

- Other sources: Universal Design seeks a singular, all-inclusive solution whereas Inclusive Design seeks multiple solutions to maximize inclusivity.

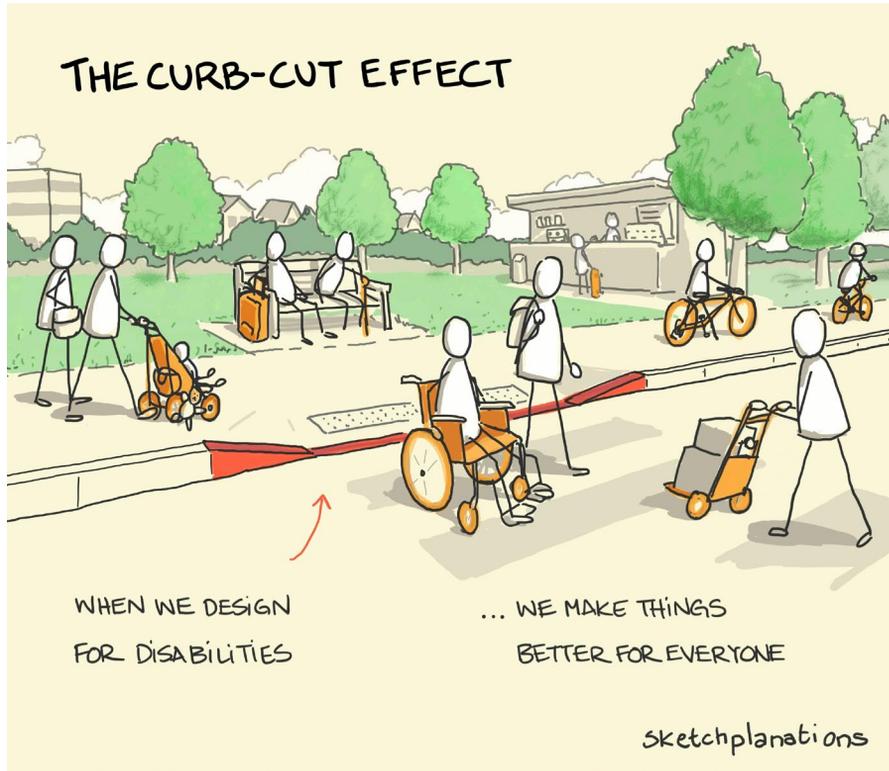- For the purposes of this session: terms will be used interchangeably.

Principles of Universal Design

- Equitable Use

- Flexible Use

- Simple, Intuitive Design

- Perceptible Information

- Tolerance for Error

- Low Physical Effort

- Size and Space for Approach and Use

Examples of Universal Design

Curb Cuts or Curb Cutouts

THE CURB-CUT EFFECT

WHEN WE DESIGN FOR DISABILITIES ... WE MAKE THINGS BETTER FOR EVERYONE

sketchplanations

Automatic Doors

Other Examples of Universal Design

- Closed captioning

- Larger font that uses sans serif fonts (ex: Calibri) and no italics
  - Times New Roman is a preferred font for academic writing but is not a sans serif font. If a sponsor or journal permits the use of a sans serif font, please consider using it instead.

- Adjustable work tables and chairs

- Screen reader software, alternative text for photos

What Hinders Inclusion?

Identifying Groups at Risk of Exclusion

- Besides disability status, what other traits should be considered when evaluating workplace practices?
    - Race/ethnicity, culture, age, gender, sexual orientation, gender identity, citizenship status, military status
    - Personality (Introvert/Extrovert)
    - Religious holidays and practices
    - Sensory stimulation levels
    - Socioeconomic level
    - Education and/or employee class level

What Hinders Inclusion?

- Which features or practices obstruct inclusion of people in these scenarios?
    - Office Layout
    - Individual Workspace Design
    - Team Building Activities
    - Meals
    - Religious and/or cultural practices

Fostering Inclusion

Applying Universal Design Principles

- Considering the barriers you identified in the previous exercise, how will you apply Universal Design to the following?
    - Office Layout
    - Individual Workspace Design
    - Team Building Activities
    - Meals
    - Religious and/or cultural practices

Fostering Inclusion - Workspaces

- Office Layout
  - Flexible workspaces that can be configured for different uses and team sizes
  - Spaces for collaboration (aka noise permitted) and for focus work (aka quiet zones)
  - Adjustable desks, chairs, monitors, seating
  - Sound control – white noise, sound absorption
  - Private space for prayer, decompression, limited sensory inputs
  - Natural light and/or adjustable lights

Fostering Inclusion – Flexible Layout

FILTER BY:

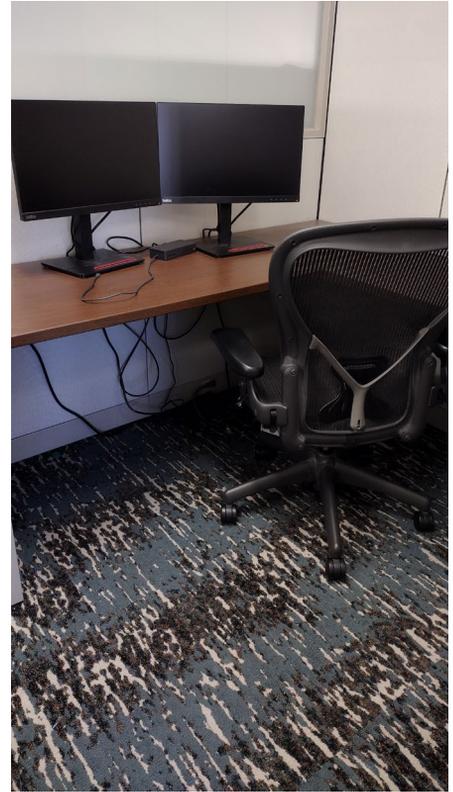Asset Types   Amenities & Attributes   Price

Floors

Grace 9

Zoom:

Available   Unavailable   Reserved

Can choose
attributes and
preview each
workspace

NOTE: The information displayed in this table is shown in the Time Zone of the selected Location.
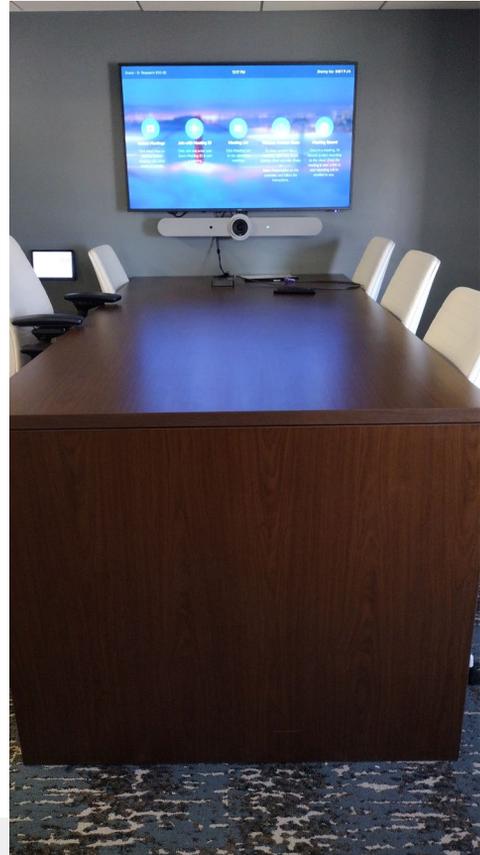
Fostering Inclusion – Quiet Side

Fostering Inclusion – Meeting Spaces

Fostering Inclusion – Meeting Spaces

Fostering Inclusion – Meeting Spaces

Fostering Inclusion – Meeting Spaces

Fostering Inclusion – Meeting Spaces

Fostering Inclusion – Collaboration

Questions?