



**Think of one time
when accessibility
(or lack thereof) in
the workplace
impacted you.**

THE DEI BLUEPRINT: STRUCTURING YOUR DEI STRATEGY FOR SUCCESS



Building Accessibility into Your Organization

she/her/her

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she or they

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she/her/her

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Agenda

Welcome

The Why

The How

The What

Q&A

Closing



Community Practices

SPEAK YOUR TRUTH

LEAN INTO DISCOMFORT

COMMIT TO NON-DISCLOSURE

EMBRACE AMBIGUITY

BE PRESENT (MUTE DOES NOT MEAN DISENGAGED)

RESPECT PEOPLE'S PRIVACY

KEEP THE CONVERSATION HERE

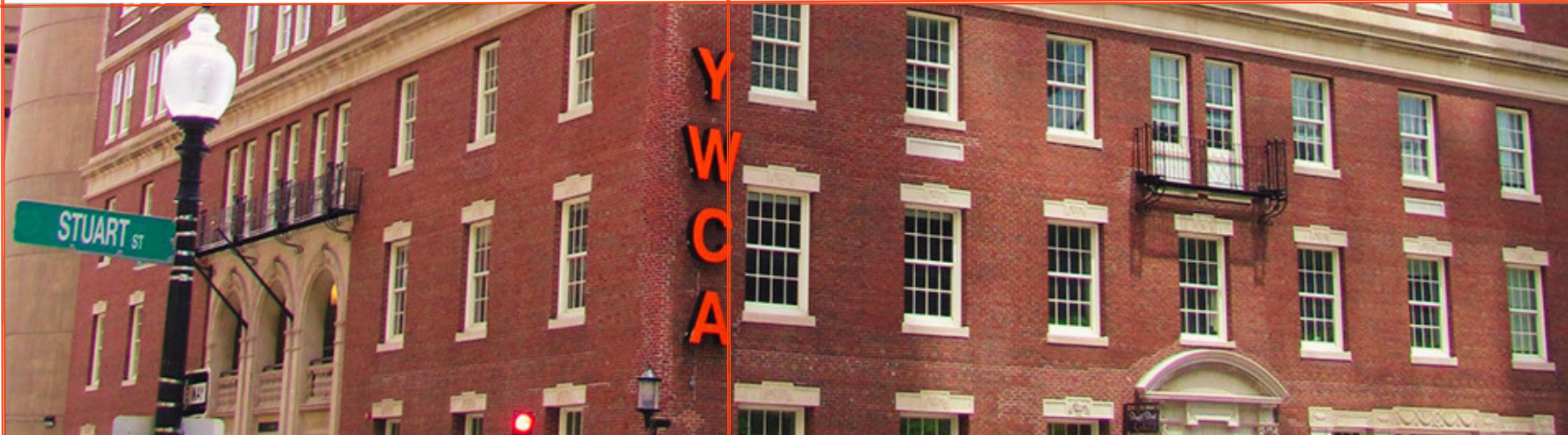
SEEK INTENTIONAL LEARNING



Mission Statement

YW Boston is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.

Founded in 1866 as the first YWCA in the United States, YW Boston has consistently been a leader in advancing social equity for over 150 years.

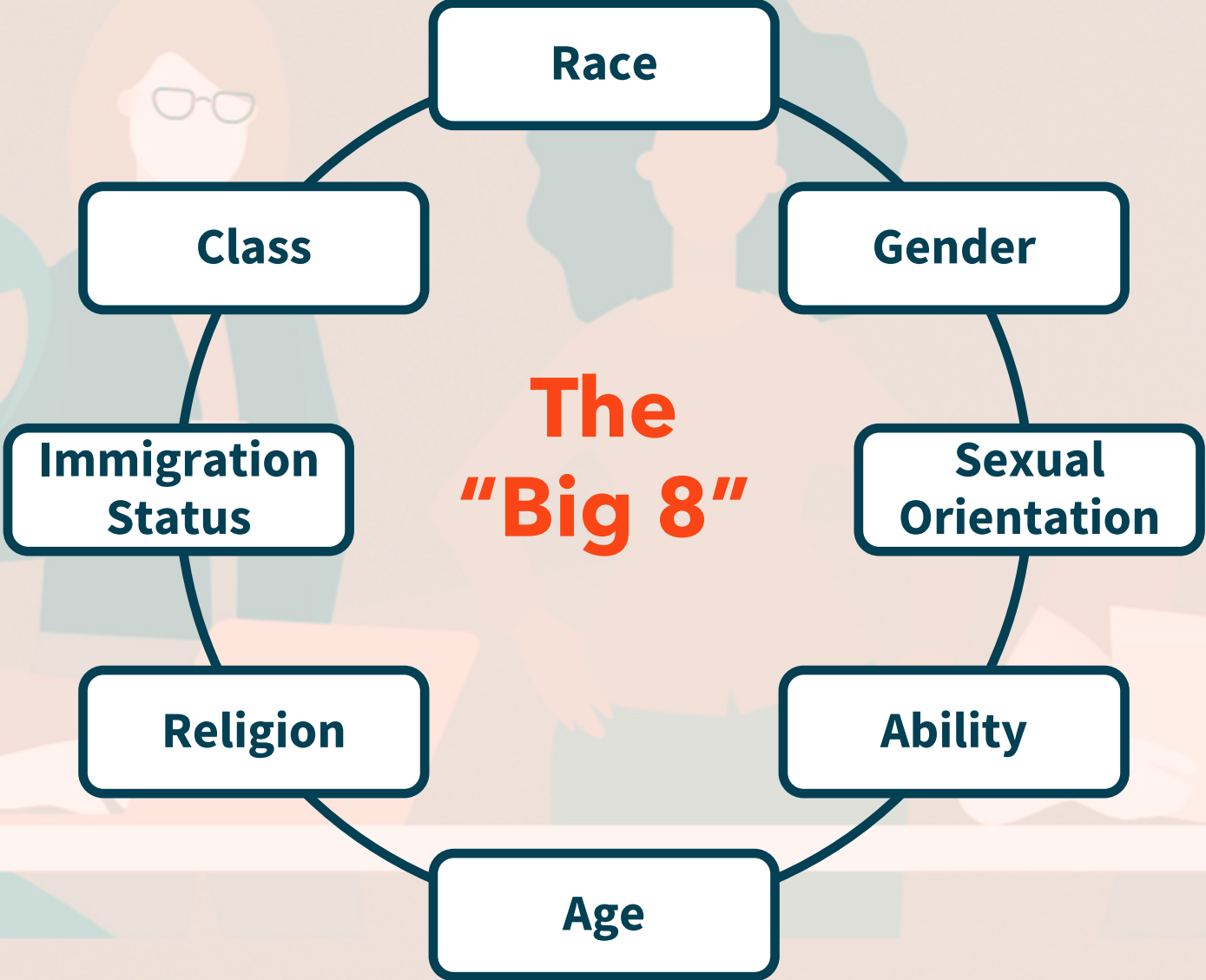


The Why

Ability & DEI



Social Identities



eliminating racism
empowering women



**What are different
types of ability /
disability that you
can think of?**

Examples of disabilities

There is a wide variety of disabilities, and the ADA regulations do not list all of them. Some disabilities are visible and some are not. Some examples of disabilities include:

**Attention Deficit
Hyperactivity
Disorder (ADHD)**

**Autism Spectrum
Disorder**

**Blindness or low
vision**

Cancer

Cerebral Palsy

Chronic Illness

**Deaf or hard of
hearing**

**Epilepsy or
seizure disorder**

HIV

**Intellectual
disability**

**Mental Health
Conditions**

Neurodivergence

**Physical
disability**

**Traumatic Brain
Injury**

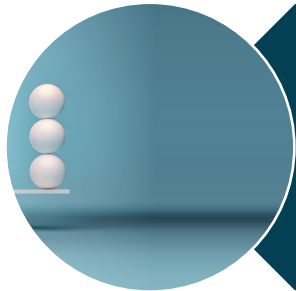
**Various
dementias**

Defining Diversity, Equity, and Inclusion



Diversity

representation of identities



Equity

access to resources and opportunities



Inclusion

full participation, all voices heard



Equality



Equity



The How

Inclusive & Universal Design



Equality



Equity



Inclusive Design

"How Inclusion Shapes Design" by Kat Holmes



Inclusive Design

Build accessibility in from day one

Whose voices are in the room?

Design with empathy

Iterate, iterate, iterate!



Inclusive Design

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Inclusive Design

Build accessibility in from day one

Whose voices are in the room?

Design with empathy

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UNIVERSAL DESIGN



Making design accessible to everyone in society

7 PRINCIPLES OF UNIVERSAL DESIGN:



Equitable



Flexibility



Simple & intuitive



Perception information



Tolerance for error



Low physical effort



Size & space



Inclusive Design

Build accessibility in from day one

Whose voices are in the room?

Design with empathy

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Inclusive Design

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The What

Organizational Culture



Q&A

SUBTITLE





Thank you



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