

Creating Disability Inclusion within the Legal Profession

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INTRODUCTION



WHY FOCUS ON ACCESSIBILITY?

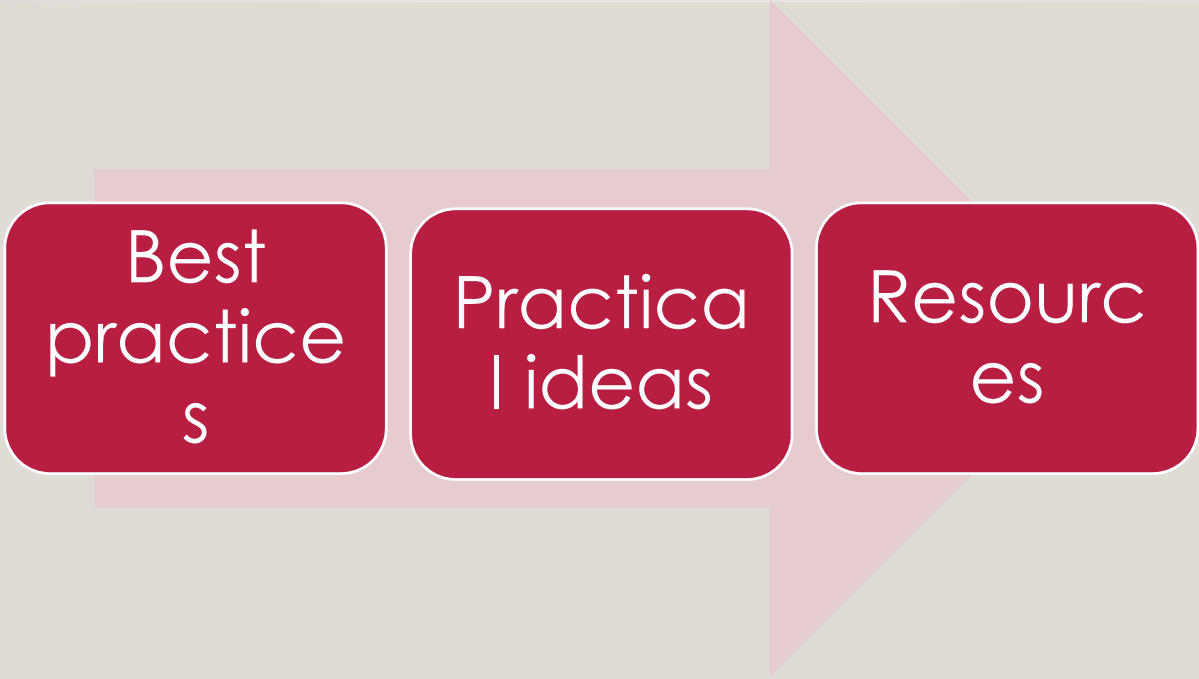
- Unknown number of law students and attorneys with disabilities
- Accommodations alone not enough
- Equity and inclusion requires accessibility



WHERE DOES ACCESSIBILITY BELONG

- Orientation & Graduation
- Programming & Special Events
- Extracurriculars & Co-curriculars
- ASP/Bar Support
- Communications & Resources
- Group Meetings
- Individual counseling
- Essentially anything required or encouraged

HOW DO WE CREATE A MORE ACCESSIBLE LEGAL PROFESSION?



Best
practice
s

Practical
ideas

Resources

COMMUNICATIONS – CONSIDER ACCESSIBILITY OF:

Virtual platforms

- Captioning built in (e.g., Microsoft Teams; Zoom)

Websites, documents, Infographics, Emails, and PowerPoint

- Accessible format
- Available ahead of time

Audio and Video Calls and recordings

- Provide transcript or captions

In-person logistics

- Lighting
- Physical space
- Audio
- Captioning

USE MORE THAN ONE FORMAT:



Video:
captioning or
script



Audio:
transcript



Images: alt
text if convey
meaning



Text:
readable by
screen reader

DOUBLE-CHECK ACCESSIBILITY:



Use accessibility
evaluation tools



Check accessibility of
technology platforms

← → ↻

zoom.us/accessibility

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REQUEST A DEMO1.888.799.9666RESOURCES ▾SUPPORT

SOLUTIONS ▾PLANS & PRICINGCONTACT SALESJOIN A MEETINGHOST A MEETING ▾SIGN IN

Accessibility Features



Closed Captioning

Capture every word said with closed captioning. Zoom integrates seamlessly with 3rd party closed captioning providers through our [Closed Captioning REST API](#).



Automatic Transcripts

Facilitate your understanding with [automatic transcripts](#). Transcripts are automatically generated and synchronized to make it easy to search and review meetings recordings.



Keyboard Accessibility

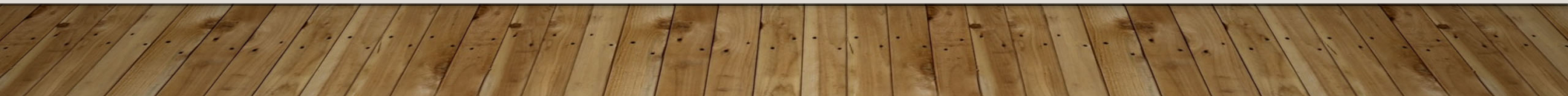
Accomplish all major workflows with ease using a keyboard. Zoom supports [Keyboard Shortcuts](#) for easy navigation of Zoom features.

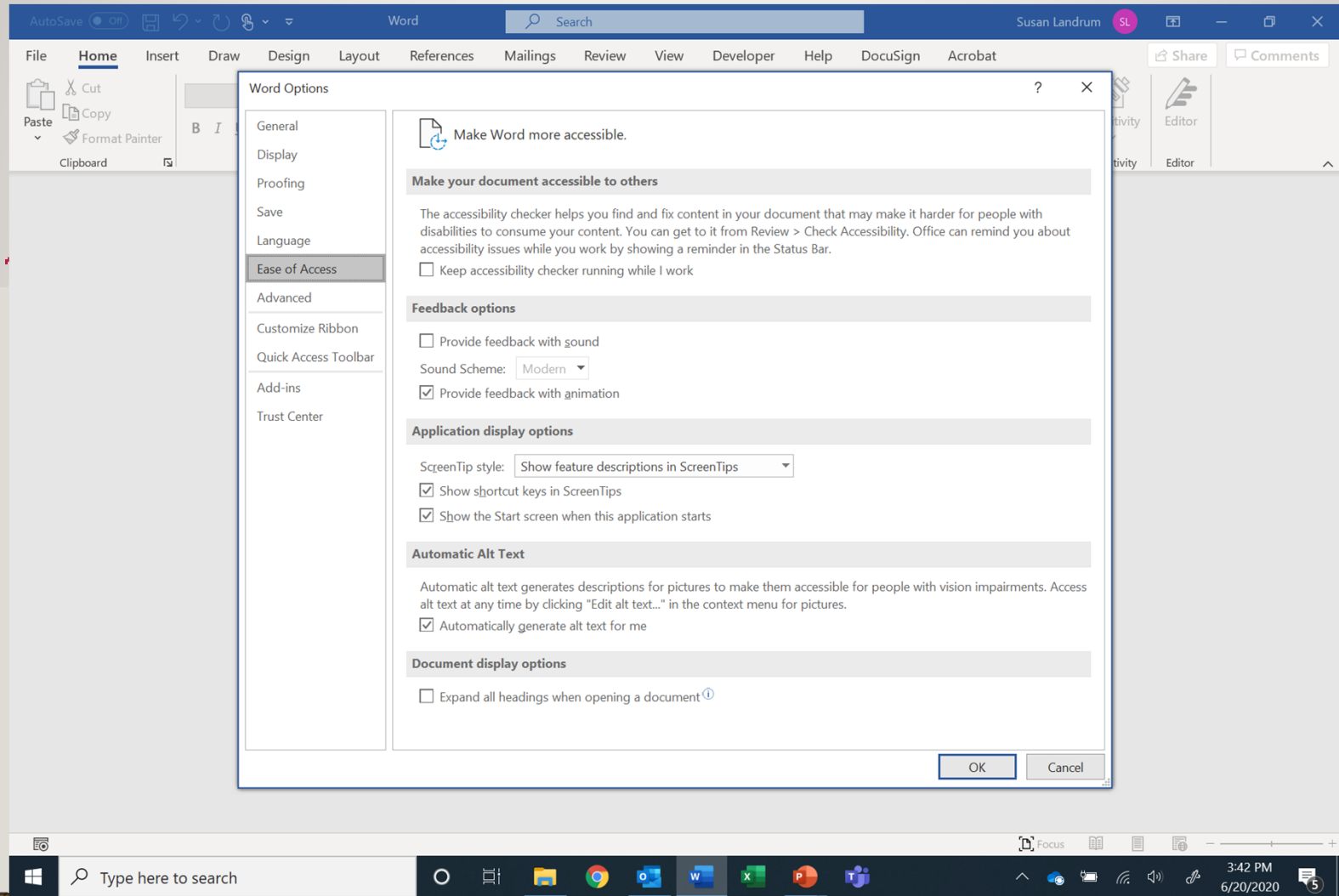


Screen Reader Support

Use Zoom without a screen. We follow the latest accessibility standards to ensure that the product is fully accessible to the latest screen readers.







MEETINGS, PROGRAMS & SPECIAL EVENTS – CONSIDER ACCESSIBILITY OF:

- Materials (web-based and handouts)
- Physical spaces
- Online platforms
- Schedules (including breaks)
- Social activities
- Spaces for individuals with mental health disabilities & neurodivergent conditions
- Inclusive speakers and presenters

INDIVIDUAL SUPPORT & COUNSELING:

- Know resources
- Know accommodations process
- Provide ongoing support & guidance
- Consider effect of disability on person's self-advocacy and self-direction
- Consider effect of anxiety & stress
- Commit to follow-ups and check-ins
- Be patient
- Help with brainstorming and seeking new resources

SOME BEST PRACTICES ...

- Prioritize accessibility
- People are experts on their disability
- Provide resources in more than one format
- Know the available resources



MORE BEST PRACTICES ...

- Be a proactive advocate
- Be forward-thinking
- Don't forget about individual disabilities
- Don't treat disabilities as character failings



ATTRIBUTION & THANKS

Portions of the PowerPoint slides were created with or by Susan Landrum, J.D., Ph.D, Dean of Students and Assistant Dean of Academic Administration, University of Illinois College of Law at Urbana-Champaign for our presentation titled: “*Beyond Disability Accommodations: Moving from Classroom Access to Full Inclusion*” at the National Association of Law Student Affairs Professionals (NALSAP) Conference in June 2022. Dean Landrum has kindly agreed to their use in this presentation.

QUESTIONS

