

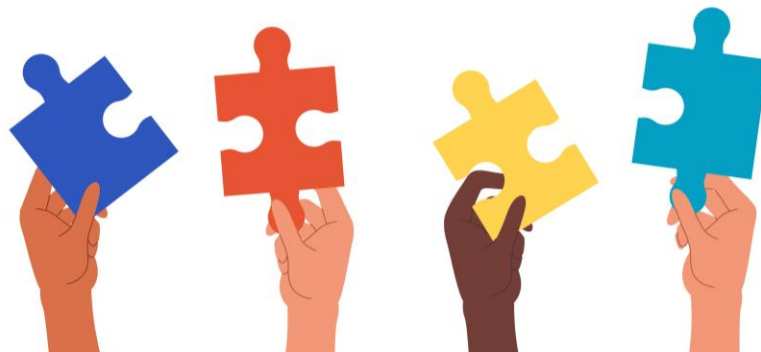
# Advancing a Bias-Free and Inclusive Culture: Accessibility

## Why is accessibility important?

Accessibility ensures that all employees, regardless of abilities or disabilities, have equal access to opportunities and resources, fostering an inclusive and diverse workplace.

Provide formal channels for employees to ask questions and suggest changes that will improve Feinberg and its performance.

All employees should have equal access to the tools and resources they need to excel in their work environment.



# Examples of Accessibility

- **Inclusive Restrooms**
  - Utilize and share internal resources such as the [campus map](#) that highlights all gender inclusive bathrooms
- **ADA Accessible Spaces:**
  - Utilize and share internal resources such as the [campus map](#) that highlights all ADA accessible areas across campus.
- **Digital Accessibility:**
  - Design websites and digital platforms with accessibility features, such as alt text for images, captioning for videos, and a user-friendly interface with clear navigation.
  - Work with IT to ensure that online content is compatible with screen readers and other assistive technologies.
- **Attitudinal Awareness:**
  - Conduct training sessions for staff to raise awareness about attitudinal barriers and promote a more inclusive and respectful environment.
  - Encourage open communication and a willingness to learn from diverse perspectives, fostering a culture of inclusivity.
- **Inclusive Language:**
  - Provide guidelines and training on using inclusive language in communication, both written and spoken.
  - Regularly review and update materials to ensure they reflect inclusive language practices and avoid any unintentional bias or exclusionary terms.

# Recommended Resources

## Internal Resources

- Be on the lookout for the [Disability Advocacy Coalition in Medicine Conference](#)
- Check out this [campus map](#) of all gender inclusive bathrooms
- Check out the [ODI website](#) for more campus resources!
- Check out [AccessibleNU](#)
- [NU Digital Accessibility policies](#)

## External Resources

- [Disability:IN](#)
- [Disability and Accessibility in the Workplace: Some Exemplars and a Research Agenda for Business and Professional Communication](#) (2018) by Melinda Knight and Sushil Oswal

