

Rethinking Accessibility Design Practices in Libraries



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Poll

In your role at the Library, how equipped do you feel to create accessible learning, spaces, programming, etc.?

- a) Comfortable. I know what I need to do & how to do it.
- b) Sort of comfortable. I can do some things, & I know what I still need to learn.
- c) Uncomfortable. I can do some things, but I'm not sure is missing.
- d) Very uncomfortable. Why do you think I'm attending this session?!
- e) Other—Somewhere in between.



First: A Crucial Acknowledgement

- We're glad you're here.
- You may feel helpless or overwhelmed. You're not alone.

Our goal is to empower you & help you form a plan forward.

Session Goals

- Define and frame Library accessibility.
- Explore examples of accessibility within the Library.
- Reflect on accessibility within your Library role.
- Plan steps for increasing accessibility capabilities.

Defining Accessibility





Definition of Accessibility

THE WHAT

A person with a disability should have the opportunity to:

- Acquire the **same information**
- Engage in the **same interactions**
- Enjoy the **same services**

...as a person without a disability.

THE HOW

This should happen:

- In an **equally effective** manner
- In an **equally integrated** manner
- With substantially **equivalent ease of use**.

ACCESSIBILITY

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**In the chat:
How does this
definition of
accessibility
impact your
specific role at the
library?**



Library Accessibility Practices: Current Paradigm





Typical Library Accessibility Practices

- Designated accessibility people
- After the fact
- Remediating content
- Compliance-focused
- Hoping you're doing right by your patrons, but just don't have the space to do more



Reframing Library Accessibility Practices



Developing a new “norm”



Reframing the Current Paradigm

- System built BY and FOR those *without* disabilities
- Uninformed by voices/ experiences
- Accessibility “add-on;” not foundational
- Leads to bias & “othering”
- Compliance instead of equity

**INEQUITABLE
INEFFICIENT
UNSUSTAINABLE**



We can't "fix" accessibility
using the same methods
we've been using.



A Shift in Practice & Mindset

Accessibility is:

- An issue of equity & systemic injustice
- A necessary, foundational practice
- Built into workflows, routines, ways of functioning
- Everyone's job
- The “norm”

EXPAND EQUITY
STREAMLINE
PROCESSES
ELIMINATE
INEFFICIENCIES

Making the Shift



A new paradigm? Great! How do we get there?



But HOW?

- Step #1: A shift in mindset
- Will vary by role, department, and library
- It IS possible

**Small, manageable steps
Over time**



Gaining Accessibility Knowledge/Skills

- (Individually or as a group/department)
- Consult experts
- One project/task at a time
- Google (software/task + “accessibility”)
- Free webinars & tutorials
- Paid training
- Document document document
- Allow for time/space!

In the chat:

In your Library role, what's one task or project you can see yourself experimenting with adding accessibility to so it brings about equity?



Accessibility in Action: Individual Role





Accessibility in Presentations

Everyone should have the opportunity to acquire the same information in an equally effective manner, engage in the same interactions in an equally integrated manner, and enjoy the same services with substantially equivalent ease of use.

Accessibility in Action: Library Teaching & Learning





Accessibility in Teaching

- Mindset
 - Design for a variety of learning preferences and needs
 - Be flexible & ask questions
- Teaching in person
 - Communicate with teaching faculty
 - Provide visual & verbal instructions and cues
- Teaching virtually
 - Record sessions & provide captions
 - Utilize multiple engagement strategies

Accessibility in Action: In the Library





Accessibility in the Library

- Library-Wide Practice
 - No formal plan...yet
 - Designated “accessibility people”
 - Compliance-focused
- Steps Taken in Research & Learning Services (RLS)
 - Meet with ID before a project
 - *Weekly Accessibility Tip* during dept meeting
 - Accessibility libguide: [Creating Accessible Learning](#)
 - *Accessibility Weekly* in Library-wide newsletter

Moving Accessibility Forward in YOUR Library Role





Reflection

Think of one task or small project—specific to your role & level of influence—where you can add accessibility into the process.

Reflect on what you can personally do to start adding accessibility in.

Specific to this task or project, think about:

- What accessibility needs are you already aware of?
- What can you do to figure out what you don't know?
- How will you learn more?
- Who do you need to involve?
- What next steps do you need to take?

Resources (1)

General (Trainings, Tutorials, Webinars)

- OKState Library libguide, updated weekly: [Creating Accessible Learning](#)
- Accessibility for Teams: [A 'quick-start' guide for embedding accessibility and inclusive design practices into your team's workflow](#)
- IFLS [General Accessibility Information and Resources](#)
- [Accessibility and Usability at Penn State](#)
- Portland Community College: [Creating Accessible Content](#)
- Kansas Accessibility Resource Network: [Free Training](#)
- (Specific to assistive technology) [Freedom Scientific Training Center](#)
- The A11y Project: [Resources](#) & [Checklists](#)
- Section508.gov: [Create Accessible Digital Products](#)
- [3PlayMedia Resources](#)
- ASGCLA [Library Accessibility Toolkits: What You Need to Know](#) (via Internet Archive)
- [Oklahoma Able Tech Resources](#)

Helpful Accessibility Orgs (Paid/Free Resources, Certifications)

- [International Association of Accessibility Professionals \(IAAP\)](#)
- [The Global Initiative for Inclusive ICTs \(G3ict\)](#)

Training (Paid)

- [WebAIM: Accessibility Training](#)
- [The A11y Collective](#)

Resources (2)

Web Accessibility

- [WebAIM Resources](#)
- [Web Accessibility Tutorials](#)

Web Content Accessibility Guidelines (WCAG)

- [Web Content Accessibility Guidelines \(WCAG\) 2.1](#)
- [Web Content Accessibility Guidelines \(WCAG\) Overview](#)
- [WCAG 2.1 at a Glance](#)
- [Accessibility Principles \(Summary\)](#)

Web Content Accessibility Checklists

- [WebAIM WCAG 2 Checklist](#)
- [Essential Accessibility: The Must Have WCAG 2.1 Checklist](#)

Universal Design for Learning

- [Universal Design and Accessibility](#)
- Universal Design for Learning (UDL): [The UDL Guidelines](#)
- Centre for Excellence in Universal Design: [What is Universal Design](#)

Making the Case for Accessibility

- [Web Accessibility Perspectives: Explore the Impact and Benefits for Everyone](#)
- [Making the Case for Accessibility](#)
- [The Business Case for Digital Accessibility](#)

Accessibility Laws

- [A Guide to Disability Rights Laws](#)
- [Section 508 of the Rehabilitation Act of 1973](#)
- [What is section 504 and how does it relate to Section 508?](#)
- [The Current ADA Regulations](#)

Questions?

Thanks!

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