Elizabeth Ralston Consulting, LLC Presentations

These interactive virtual or in-person presentations range anywhere from 60, 75, 90 minutes to 2 hours long. They include brainstorming exercises, discussions, videos, and worksheets for reflection and notetaking. You will leave with a copy of the PowerPoint slides, worksheets, and specific strategies to get started right away in your accessibility journey. **Don't see a presentation on this list? I'll be happy to work with you to create a tailor-made presentation.**

A. Everyday Ableism: How it Shows up in Our Daily Lives

Description:

Being an ally to people with disabilities requires understanding one's own implicit bias around disability and the perceptions and realities of disabled experiences. Knowing the roots of ableism is critical to the process of dismantling the views that harm people with disabilities and hold them back from achieving their full potential. In this engaging session, we will set the stage for understanding why this is critical to building an inclusive and welcoming culture for employees and participants in a nonprofit's mission.

Learning Outcomes:

1. Explain different perceptions of disability
2. Define ableism, its roots, and recognize examples
3. Learn strategies for interacting with people with disabilities
4. Learn strategies for how to be an effective ally

B. Transforming Your Interactions with People with Disabilities

Description:

People with disabilities deserve to be treated in a respectful way, as a staff member, volunteer, community member, artist, or program participant. This presentation focuses on how society's perceptions of disability can lead to ableist behavior. We will explore examples of ableism and learn some specific do's and don'ts when interacting and communicating with people with disabilities. There will be opportunities to problem solve solutions for different scenarios.

Learning Outcomes:

1. Understand perceptions of disability
2. Identify examples of ableism
3. Identify positive ways to interact with people with disabilities

C. Planning Accessible Outdoor Events- Getting Started ** NEW

Description:

It can be hard to know where to begin when planning an accessible event. We know it is essential to start way before the event begins so we can ensure that accessibility is seamlessly integrated into the experience, though often it can be added in as an afterthought. This presentation includes a high level overview of barriers and opportunities for accessibility, as well as considerations that need to be taken into account during the planning process. We will do a deep dive into priority setting, visioning what a successful, accessible and inclusive event looks like; and getting started with planning. This workshop will use a combination of mini-lecture, brainstorming and reflection exercises, and group discussions.

Learning Outcomes:

1. Identify barriers and opportunities for accessibility in events
2. Become familiar with accessibility offerings in outdoor events
3. Identify planning strategies for an accessible event

D. Strategies for Accommodating Neurodiverse Employees. ** NEW

Description:

Neurodiversity is often non-apparent and it can be difficult for employees to speak up and ask for accommodations. In this session we will learn about what it means to be neurodiverse, the skills of neurodiverse employees, and the accommodations they may need. We will cover solutions and strategies for helping employees feel welcome and included so they are able to bring their best selves to work.

Learning Outcomes

1. Understand what neurodivergence is
2. Identify strengths of neurodiverse employees
3. Identify strategies for accommodations in the workplace

E. Accessibility 101

Description:

This presentation is a foundation for those beginning their accessibility journey who desire an understanding of what people with disabilities want and need. We will review basic terminology and reasons why accessibility just makes good sense. We will also be diving into practical ways to accommodate people with hearing, vision, cognitive, and physical disabilities.

Learning Outcomes:

1. Learn definitions of accessibility and other terms.
2. Name reasons why accessibility needs to be prioritized.
3. Name different types of accommodations for people with various disabilities.

F. Integrating Accessibility into Your Organization: Getting Started

Description:

Since the COVID-19 pandemic, many organizations have had to rethink how they conduct business in the last few years. With the rise in hybrid programs and events, there is an opportunity for organizations to engage new audiences. People with disabilities represent a billion-dollar sector of the population and are a crucial part of this audience engagement. This means the organization's marketing, communications, programming, and fundraising need to be accessible.

This presentation examines barriers to accessibility and how efforts get sidetracked by the assumptions, stereotypes, and mindsets we have about whom we are addressing. The accessibility roadmap will be introduced and we will delve into characteristics of the three accessibility stages and identify practical, simple ways to integrate accessibility practices into your everyday work.

Learning Outcomes:

1. Define accessibility and other terminology
2. Name reasons why accessibility needs to be prioritized.
3. Learn about barriers to accessibility.
4. Identify the accessibility stage of your organization and begin to think about ways to get started.

G. Integrating the A into DEI Initiatives

Description:

Diversity, Equity, and Inclusion initiatives often do not take into account the importance of accessibility for people with disabilities. If you want to make programs, spaces, and events more inclusive and equitable for those participating, accessibility **must** be top of mind. This presentation will set the stage for understanding why this is critical to building an inclusive and welcoming culture within an organization- for employees, volunteers, board, donors, and community partners. We will explore our biases, discuss terminology, and learn about what it takes to create an access culture in your organization.

Learning Outcomes:

1. Understand terminology of DEIA.
2. Learn how accessibility can be integrated across the employee lifecycle.
3. Identify strengths and strategies in your organization for creating an inclusive workplace culture.

H. Creating Accessible Virtual or In-Person Programs, Events, or Meetings

Description:

Planning accessibility for any event needs to start way before the event begins. This presentation reviews the three components of planning accessible virtual and in-person events: Pre-Planning, During, and After the event. We will brainstorm questions that arise as part of the planning process.

Learning Outcomes:

1. Make the case for why accessible events benefit everyone.
2. Become proficient in the three planning stages of making events accessible.
3. Discover how the inquiry process helps to inform event planning.

I. Making your Presentations Welcoming and Inclusive

Description:

If you are a trainer, educator, or presenter, chances are you will be working with participants who have disabilities, whether you know it or not. Since 1 in 4 people has a disability, it is imperative that our sessions be as welcoming and inclusive to all. This may mean doing simple things like turning on captioning, reading

comments in the chat, and allowing for different kinds of participation. This presentation will walk you through strategies to make your session accessible for all.

Learning Outcomes:

1. Understand why accessibility matters and examine your own biases.
2. Understand ways to maximize accessibility as a presenter.
3. Create opportunities to practice.

J. Accessibility in Fundraising: An Equity Issue

Description:

This presentation explores ways in which fundraising strategies can be made more accessible. Fundraising events often lack accommodations like captioning or interpreters, elevators in the physical space, parking options, etc. Planning any kind of program, campaign, appeal, or event should be all-inclusive and benefit everyone, rather than being piecemeal. There is an opportunity to welcome and include everyone, especially with the growing use of virtual platforms, which participants can attend from the comfort of their own homes. Fundraisers also need to consider accessibility in the way they market their event or campaign, in their donor outreach, and in the actual program itself.

Learning Outcomes:

1. Learn how to make the case for why a focus on accessibility matters in your organization.
2. Learn strategies for including people with disabilities in your fundraising strategies.
3. Come up with the questions to ask during the planning process.

K. Creating Accessible Marketing Strategies

Description:

Making spaces, programs, and events accessible requires not only building relationships with disability communities, but also creating accessible marketing so that they engage with your work. This presentation focuses on why it is important to make your marketing accessible and how to improve accessibility in your website, digital platforms, and print materials. We will also talk about how to indicate that your physical space is accessible.

Learning Outcomes:

1. Name reasons why making your marketing accessible is good practice.
2. Learn strategies to make your digital, print, and communications materials accessible.
3. Learn about website accessibility.
4. Discover examples of how to communicate that your physical space is accessible.

Other past presentations, tailored to the client's request:

Engaging Disability Communities
Disability in Healthcare
Barriers to Accessibility: Intersectionality, Disability, and Culture
Building your Volunteer Community: Understanding implicit bias around disability
Expanding your Audience: Advocating for Disability Inclusion & Access