



Hosting an inclusive design sprint

Step 1 – Pre-Read: Read the Microsoft Inclusive Design 101 Manual and Activity Cards at aka.ms/inclusivedesign

Step 1b – Bonus: Review the other inclusive design guidelines to the right.

Step 2 – Recognize exclusion: Investigate how your choices may *unintentionally exclude* someone with a disability.

Step 3 – Organize a sprint: Send out invites and an initial agenda.

Step 3a: Invite 3–6 disabled advisors to guide you on exclusions to design out. **Pay them** for their expertise and time.

Step 3b: Invite a diverse mix of colleagues from across roles to participate

Step 3c: Pick a workspace that balances openness and privacy to suit various discussions and tasks.

Step 3d: Order Food. If people leave for lunch they sometimes don't come back.

Step 4 – First morning: Introduce your colleagues to inclusive design fundamentals. **Focus on inventing new things**, not just fixing bugs.

Step 5 – First afternoon: Engage disabled advisors. Understand their life context when using the UI—don't grill them critiquing it or asking them to validate it.

Step 5a – Take notes: I repeat, take notes.

Step 6 – Discuss themes: Release your advisors, but before the team heads home, discuss and align on themes to explore.

Step 7 – Go home: Rest. **Dream of inclusion.**

Step 8 – Next Morning: Discuss the exclusions and mismatches you want to explore. Broad sets of ideas that are focused and refined.

Step 9 – Repeat as needed.

Step 10 – Design, Inclusively: Create artifacts that illustrate your ideas. **Maker's choice**, but written scenarios are approachable by all roles.

Potential scenario structure:

- Customer & Situation – Identify the customer, their context, and a moment where they face a barrier, mismatch, or exclusion. Explain why it matters to them.
- Happy Ending – Describe what success looks like from their perspective. Include a couple of new things your design empowers this person to do. Inspiring how good the solution needs to be.
- Think of it like writing the first and last paragraph—set up the problem, then jump to the outcome.

Request a tour of the Microsoft Inclusive Tech Lab

aka.ms/inclusivetechlab

INCLUSIVE
TECH LAB

Workshop and presentation materials

Workshop slides (most of them)

aka.ms/ITL-AI-Workshop

This handout

aka.ms/ITL-AI-Handout

Demo: Using AI to Recognizing Exclusion

aka.ms/ITL-AI-Recognize

Demo: Using AI for Solve for 1, Extend to Many

aka.ms/ITL-AI-Solve

Microsoft Inclusive Design

aka.ms/inclusivedesign

Devices + Accessories + Augmentations

aka.ms/DAAarticle

Incredible inclusive design references

idrc.ocadu.ca

tpgi.com/inclusive-design-principles

spectrum.adobe.com/page/inclusive-design

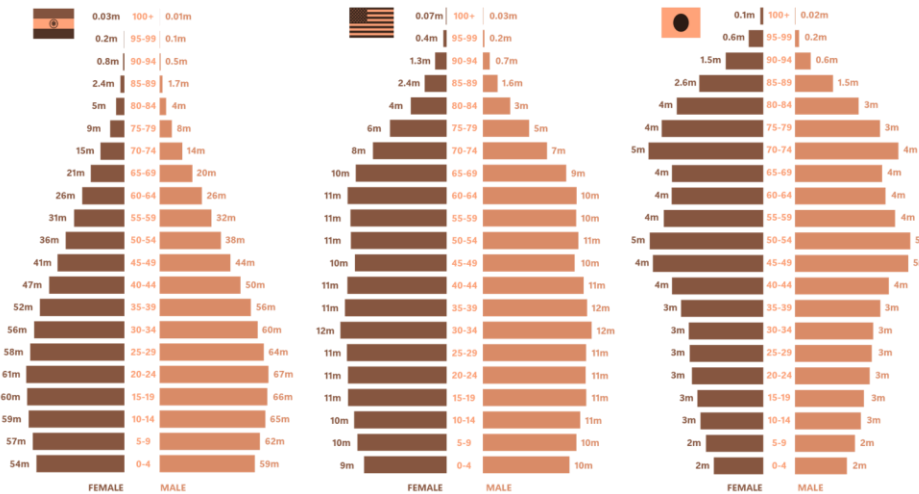
m3.material.io/foundations/overview

Connect with Bryce

[linkedin.com/
in/brycejohnson/](https://linkedin.com/in/brycejohnson/)



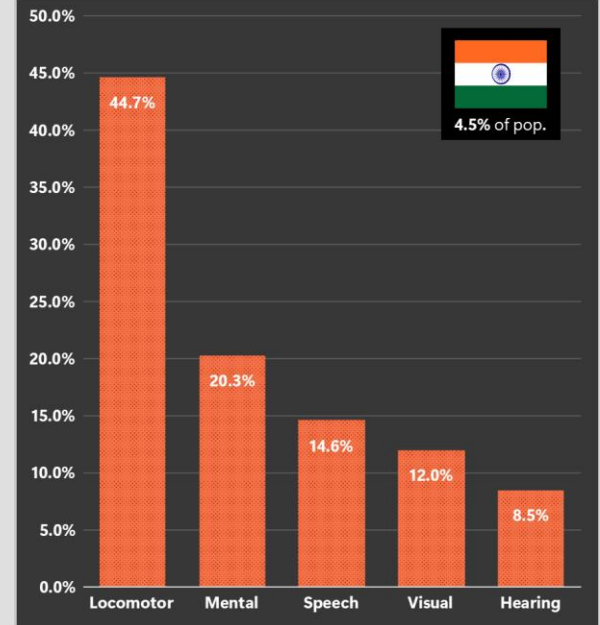
Population Pyramids of India, US, and Japan



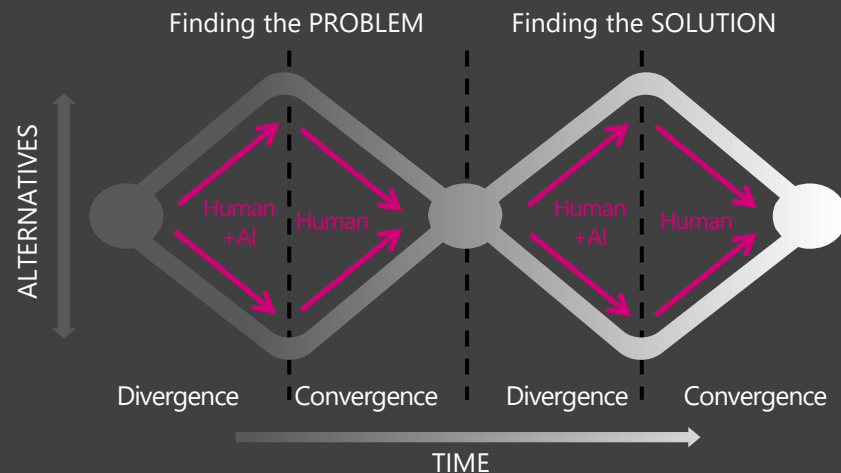
Prevalence, pattern and determinants of disabilities in India: Insights from NFHS-5 (2019-21)

Department of Health Research, ICMR Regional Medical Research Center, Bhubaneswar, Odisha, India

There is a need to provide an overview of the disability burden in India as there are limited studies. The present study aimed to estimate the prevalence and assess the pattern and determinants of disability in India.



We can eliminate barriers for humans with AI.



microsoft.com/design/inclusive

Recognize exclusion

Exclusion happens when we solve problems using our own biases. As Microsoft designers, we seek out those exclusions, and use them as opportunities to create new ideas and inclusive designs.

Learn from diversity

Human beings are the real experts in adapting to diversity. Inclusive design puts people in the center from the very start of the process, and those fresh, diverse perspectives are the key to true insight.

Solve for 1, extend to many

Everyone has abilities, and limits to those abilities. Designing for people with permanent disabilities actually results in designs that benefit people universally. Constraints are a beautiful thing.

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TECH LAB