GRACE HOPPER CELEBRATION



Exclusive Tips for Inclusive Design

Exclusive Tips for Inclusive Design

Victoria Berkowitz

Kaitlin Coventry-Cox

Nan Wang

Exclusive Tips for Inclusive Design

- O What is Inclusive Design?
- O Why is it Important
- O Examples
- Workshop
- O Wrap-Up and Share

What is Inclusive Design?

Inclusive Design

A design strategy that considers a full range of human diversity and aims to build products that can be used by all people.



Inclusive Design Terms



Disability

A mental or physical impairment that substantially limits one or more major life activities. It is a spectrum and affects people differently.



Assistive Technology

Technology that has been specifically designed to help a person with a certain disability perform a task.



Equitable vs. Equal

Equitable means providing equivalent outcomes, equal means two things are the same.



Accessible Technology

Technology that has been designed for the needs of a diverse audience.

Why is it Important?

Increase Audience/Consumers





Create Higher Quality Products



Morgan Stanley

Attract High Quality, Diverse Talent



Morgan Stanley

Promote Inclusion in our Communities



Morgan Stanley

Everyday Examples

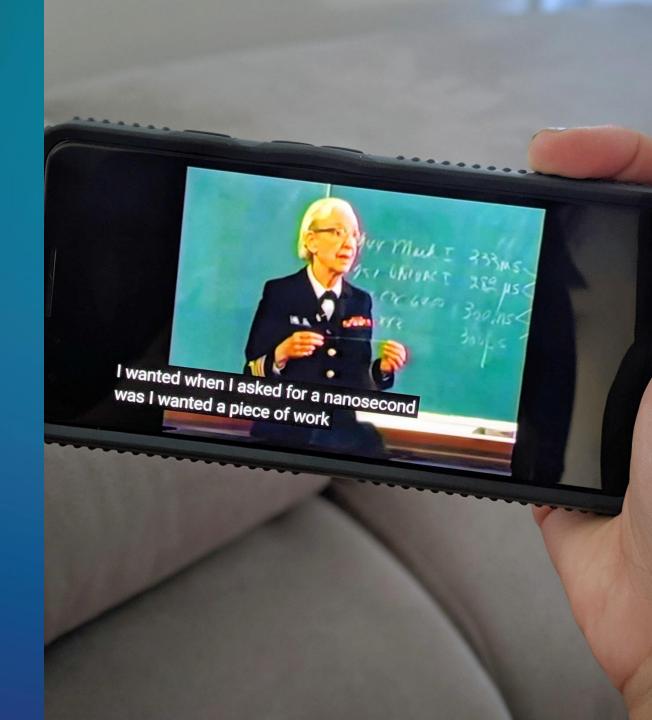
Flat Light Switch



Electronic Toothbrushes



Closed Captioning



Inclusive Design Principles

Inclusive Design Principles

- 1. Identify Situational Challenges
- 2. Provide Equivalent and/or Equitable Experiences
 - 3. Be Aware of Personal Biases
 - 4. Offer Different Ways to Engage
 - 5. Have Tolerance for Errors

Workshop

Identify Situational Challenges



Are there any parts of this product that are noticeably exclusive to a group of people?

Is there anything you can add that can help you or others use this product in different scenarios?

Provide Equivalent and/or Equitable Experiences





What are the differences that exist between these experiences?

Be Aware of Personal Biases





Can you incorporate diverse groups into your design/feedback? If not, how can you expand your perspective?

Offer Different Ways to Engage

How many viable solutions are there to the challenges identified in step one?

Instead of creating one solution, can you create many and allow for user choice?

Is each option meaningful? Do the options need to be separate, or can they complement each other?

Have Tolerance for Errors





Is there a better way to handle the error or mistake? For example, providing communication as how to fix it.

Wrap-Up and Share

Please remember to complete the session survey in the mobile app.

THANK YOU
YOU CAN FOLLOW US @



facebook.com/morganstanley



@Morgan.Stanley



@MorganStanley



linkedin.com/company/morgan-stanley



Sources

- ADA National Network. Administration for Community Living, August 2019, https://adata.org/.
- "The Best Voice Recognition Software of 2019". *Business.com*, 27, January 2018, https://www.business.com/categories/best-voice-recognition-software/.
- "Disability Inclusion". The World Bank, The World Bank Group, 4 April 2019, https://www.worldbank.org/en/topic/disability.
- Garvin, Lia. "Building a Design Culture of Inclusion". Medium, Google Design, 8 August 2018, https://medium.com/google-design/building-a-design-culture-of-inclusion-6cb0bf7a927f.
- "How to Create Interfaces that Benefit All: Accessibility Testing and Inclusive Design Principles".

 **Altexsoft, 17 April 2018. https://www.altexsoft.com/blog/uxdesign/reach-your-audience-with-accessible-and-inclusive-design/.
- Mohan, Viba. "Here's Why we Need to Talk About Inclusive Design". *Medium,* UX Planet, 14 December 2018, https://uxplanet.org/heres-why-we-need-to-talk-about-inclusive-design-49471daabfd9.
- Partnership on Employment & Accessible Technology. Office of Disability Employment Policy, U.S. Department of Labor, https://www.peatworks.org/.
- Pothecary, Charley. "The business case for inclusive design". Medium, 20 September 2018, https://medium.com/@charleypoth/the-business-case-for-inclusive-design-7fc21852ed50.
- Schneider, Michael. "LinkedIn Says These 4 Tactics Will Help Attract Diverse Talent". Inc., 18 January 2019, https://www.inc.com/michael-schneider/linkedin-report-reveals-top-4-tactics-to-attract-recruit-diverse-talent.html.
- Spacey, John. "8 Examples of Inclusive Design". Simplicable, 20 April 2017. https://simplicable.com/new/inclusive-design.
- Xiao, Lillian. "6 Principles of Inclusive Design". *Medium*, UX Planet, 21 June 2018. https://uxplanet.org/6-principles-for-inclusive-design-3e9867f7f63e.