

WITH YOU TODAY



Raphaele von Koettlitz
Director of Communications

Neurodiversity and Homelessness

DIVERSITY & ABILITY

Diversity and Ability (D&A)

- Social enterprise led by and for disabled people: **79% of our team identify as disabled or neurodiverse**
- Our leadership team is majority **women-led** and our team represents a range of **non-binary genders and LGBTQIA+**
- We champion **intersectional neurodiversity** and **disability inclusion**

Training

Consultancy

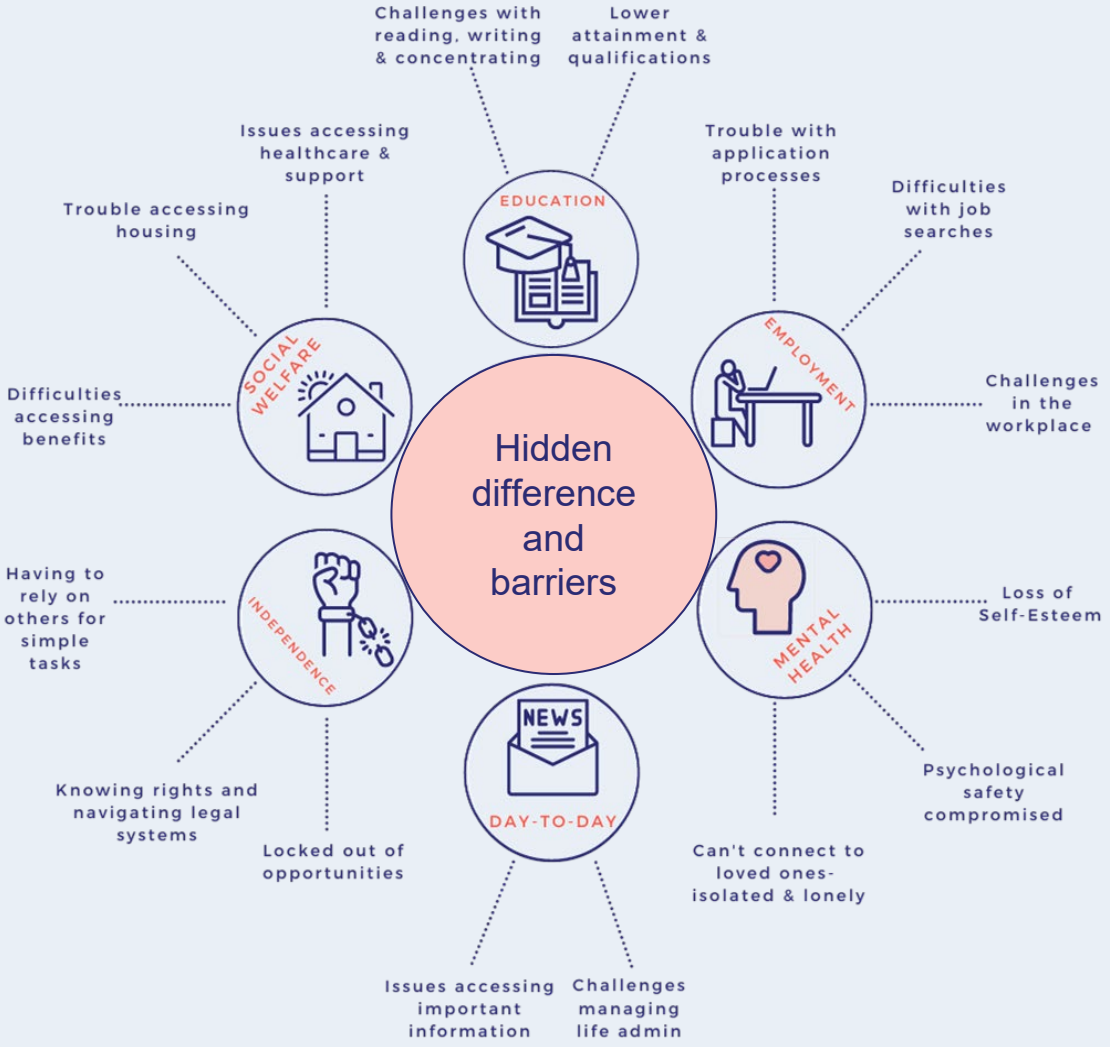
One-to-one Support

Campaigning

DIVERSITY & ABILITY

Barriers faced by Neurodiverse Staff & Clients…

- 50% clients face challenges with literacy (vs. 10% of general population)
- 12% autism (vs. 2% of general population)
- 45% mental health (vs. 25% of general population)



Inclusive Actions

- Neuro-friendly environments: light, noise, signage, quiet spaces
- Re-framing learning differences: celebratory approach
- Sharing information:
  - Check clients communication preferences
  - Pictorial aids
  - Multi-sensory approaches (video with captions/ audio/ text/ images, etc.)



Formatting Documents for Accessibility



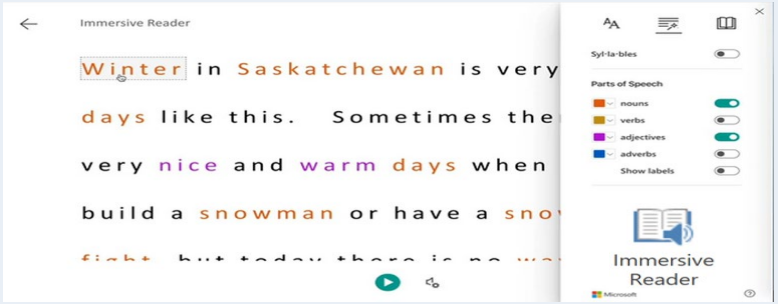


Consider:

- Text alignment - to the left please!
- Spacing - paragraphs/ borders
- Logical heading structure using the inbuilt styles
- Font size 12pt for standard documents
- 18pt+ for presentation slides
- Sans serif fonts
- Representative images
    - Alt text and/ or image description
- Link text that describes the target

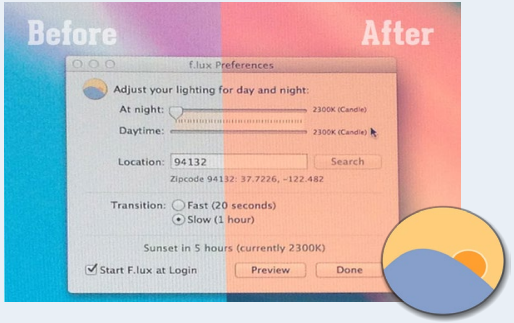
Assistive technologies

Microsoft Immersive Reader

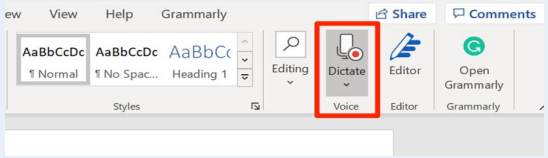


Grammarly

F.lux



Voice Typing



Otter. ai

Google Keep

Habatica

Trello

AXS Passport

D&A Diversity and Ability

AXS Passport is a digital tool for sharing accessibility and inclusion requirements, for both:

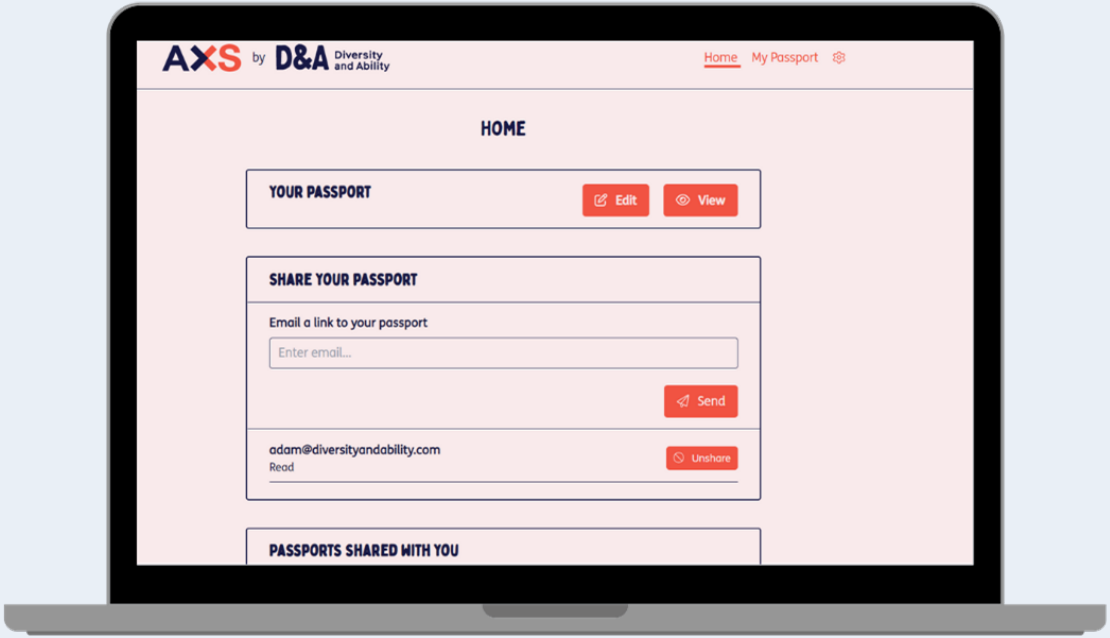
Individuals

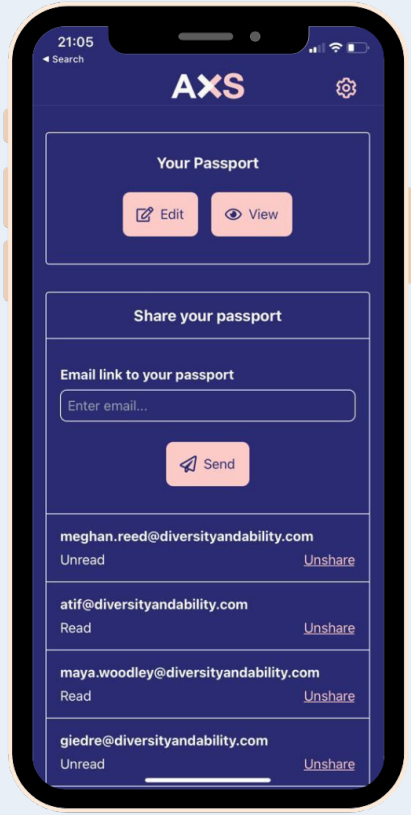
&

Organisations



AXS Passport





AXS anticipates and welcomes difference!

Create your free AXS Passport:

axs-passport.co

Contact the AXS team to book a demo for your organisation:

support@axs-passport.co

Any questions?



Thank you!

D&A Diversity and Ability

CELEBRATE DIFFERENCE

Social Media

- diversity-and-ability
- @dnamatters
- @DandA_inclusion
- diversity_and_ability

Get in Touch

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