4 UNIVERSAL DESIGN THEMES FOR SOCIAL WORK

1 MULTIPLE WAYS, FORMATS, AND METHODS

Strive for the default method to provide the most equitable outcome for the most people. If this does not meet the needs, then provide options.

+ Offer graphics, text-based, auditory, video, etc when teaching material.

+ Create multiple ways to participate.

+ Disscuss Multiple Treatment Options

+ Allow fexibility whenever possible

2 CLARITY AND TRANSPARENCY

Expectations, communication, and processes for change should be explicitly stated and clarified whenever needed.

+ Create clear and reasonable processes for adjustments.

+ Provide clear materials in advance.

+ Clearly define and state expectations.

3 STRENGTHS-BASED AND AFFIRMING

Elevation of individual approaches and situations.

+ Uplift different starting places, experiences, and skills

+ Ensure perfomance evaluations are strengths based

+ Processing time does not correlate to intelligence.

+ Allow for individual expressions of autonomy (no micro-managing)

4 COLLABORATIVE ENGAGEMENT

Grounding of individual's needs and bi-directional approach to delivering and receiving feedback.

+ Invite employee needs

+ Consider various physical and neurocognitive needs

+ Welcome mutual Humility and Bi-directional feedback

PURPOSE + GUIDING PRINCIPLES

Purpose: To create accessible learning, training, and working environments that recognize diversity in learning and communication styles, support various ways of engaging, and that foster a culture that values the different ways that we each show up and contribute to the community. The purpose of UD is to offer options that make things more accessible for everyone as standard practice rather than requiring accommodations.

Guiding values and principles: Validate diverse needs and preferences | Center access and inclusivity | Emphasize choice

FRAMING QUESTIONS:

"How do you best learn, work, or engage with services?"

"How do you best participate and share your perspective?"

"What would make this most accessible to you?"

"How do you best demonstrate your understanding of concepts, skills, and strengths?"

OFFER OPTIONS THAT MAKE THINGS MORE ACCESSIBLE FOR EVERYONE AS STANDARD PRACTICE RATHER THAN ACCOMMODATIONS.