Equity & Accessibility in Grantmaking!

Presentation By

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Hi, I'm Bettina

Grant Program Manager for the District of Columbia Homeland Security and Emergency Management Agency (HSEMA), which is the State Administrative Agent (SAA) for all of the U.S. Department of Homeland Security grants within the District of Columbia and the National Capital Region Urban Area.

Manage the financial and programmatic oversight of 40+ million homeland security grant funds. These funds are distributed to numerous agencies and jurisdictions in the region to enhance the overall readiness and emergency response capabilities of the National Capital Region (NCR) Urban Area.

- ✓ Alumni of Florida A&M University (FAMU) and Florida State University.
- ✓ International Association of Emergency Managers(IAEM)
- ✓ (CEM) Certification in Emergency Management
- ✓ 2017 IAEM Diversity Committee.

Diversity & Inclusion Advocate

Thank you for allowing me to present at the 2021 GMAC Conference, I enjoy learning and speaking about diversity and inclusion practices in emergency management as a grant program manager for DC HSEMA.

As grant managers, a large degree of our public facing content is produced internally but may not be accessible to others.

My portion on the presentation will be on how DC HSEMA Grants Division incorporated accessibility in our training products so that our subrecipients who relay on screen readers and assistive technology could access the information.

During the presentation, I will also discuss some best practices and tools you can take to start creating accessible documents, social media posts, and accommodations for meetings that ensure people with disabilities, such as blindness or low vision, death or hard of hearing can equally access information and participate in programs.

Let's Talk About Accessibility

- What is Section 508 Compliance

- How the Grant Division creates with Accessibility in mind

- Working with Persons with Disabilities

- Best practices in creating accessible documents in PowerPoint & Adobe

- Social Media Accessibility Features (Facebook, Twitter, Instagram)

- Providing Reasonable Accommodations

- Learn more about 508 Compliance, access free trainings & resources

4

What is Section 508?

Section 508, an amendment to the United States Workforce Rehabilitation Act of 1973, is a Federal law mandating that all electronic and information technology developed, procured, maintained, or used by the federal government be accessible to people with disabilities. 508 Compliance, therefore, involves developing a website that can be used by people with limited vision or blindness, deafness, seizure disorders, and other disabilities.

https://www.webdevelopmentgroup.com/2017/09/508-compliance-making-websites-accessible-for-people-with-disabilities/

What is 508C?

508C is shorthand for a law that requires federal government websites to be [safe and accessible for people with disabilities](#). This law covers a range of issues related to assisting people with different kinds of disabilities. [Nearly 20% of all Americans have some kind of disability](#); about half of those are considered tobe severe disabilities. By ignoring the accessibility needs of your audience, you will inevitably lower the engagement, participation, and access to your website, and narrow (if not isolate) your target audience.

https://www.webdevelopmentgroup.com/2017/09/508-compliance-making-websites-accessible-for-people-with-disabilities/

What is 508 Compliance Important?

- Under Section 508, agencies must give disabled employees and members of the public access to information comparable to the access available to others.

- Federal agencies are required to provide electronic documents and information technology in a format that is accessible to people with disabilities under Section 508 of the Rehabilitation Act of 1973.

- Ensuring your **document** can be correctly translated by a screen reader is essential and required by law.

- This now means, that every document or information on a **website** must be able to be read by a Screen Reader (assistive technology) so that people who are blind can access the information.

Key Terms To Know

- **Accessible** - Programs and services must be usable by people with disabilities and others with access and functional needs. This includes ensuring facilities are physically accessible (e.g., a facility must have an accessible path of travel, as well as accessible bathrooms, telephones, and drinking fountains, so they are, for example, usable by a person who uses a wheelchair, etc.), and programs and services are accessible.

- **Assistive Technology** - "Any item, piece of equipment, or system, whether acquired commercially, modified, or customized, that is commonly used to increase, maintain, or improve functional capabilities of individuals with disabilities." The term does not include a medical device that is surgically implanted, or the replacement of such device.

- **People with Access and Functional Needs** - Individuals who may have additional needs before, during, and after an incident or disaster in functional areas, including, but not limited to: communication, health and medical needs, maintaining functional independence, personal care assistance, and transportation.

Reference: Planning for People with Disabilities and Others with Access and Functional Needs Toolkit

How the Grants Division Creates with Accessibility in Mind

About The Grants Division – SAA

- DC HSEMA is the State Administrative Agent (SAA) for FEMA preparedness grants, including Non-Profit Security Grant Program, Homeland Security Grant Program, etc.
  - -DC is considered the "State" for the National Capital Region (NCR) urban area

- The SAA is the point of interaction with FEMA, The Grant Division manages the subawards given to subrecipients.

- The SAA is the "grantee"
  Individual recipients are the "subrecipients" of DC HSEMA

- The SAA submits the grant application, all required reports, and performs draw-down of the federal funds.

- The subrecipient submits reimbursement requests to the SAA via NCR|GMS to receive payment.

The National Capital Region (NCR) - Map
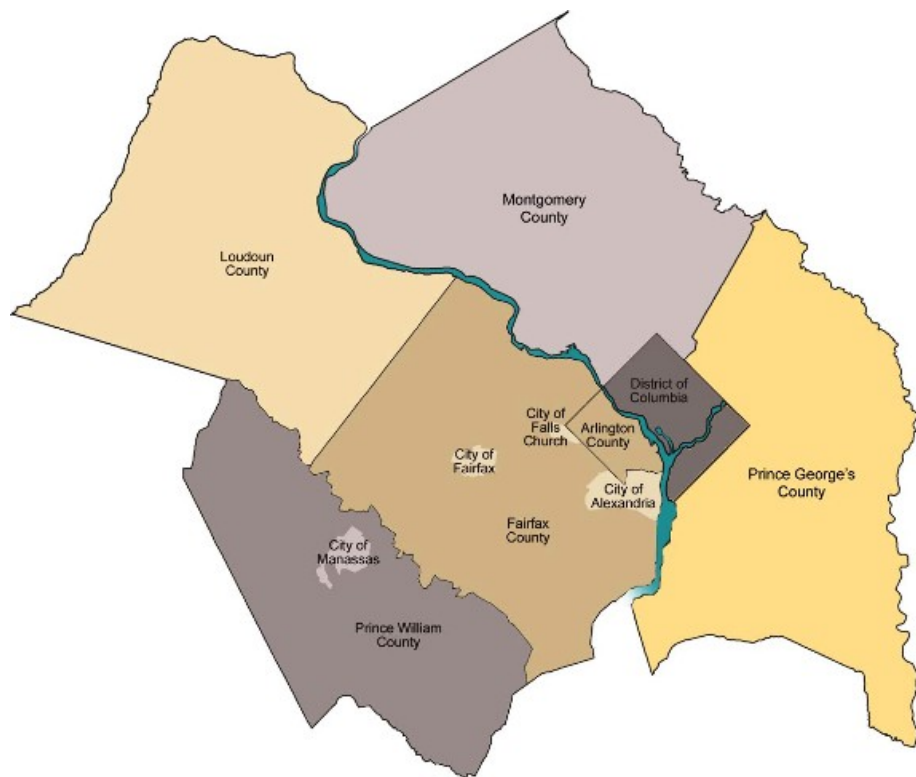
- The National Capital Region (NCR) Urban Area consist of Washington DC, and parts of Virginia of Maryland.

- The SAA applies for homeland security preparedness grants from DHS and the Federal Emergency Management Agency (FEMA).

- The SAA/Grant Division administers over 300 Homeland Security preparedness grants to local jurisdictions & state agencies in the NCR who are also known as Subrecipients.

What is NCR|GMS?

- NCR|GMS is a financial system for current subrecipients to seek reimbursement from the SAA for expenses incurred in managing a subaward.

- Subrecipients submit reimbursement request to SAA into NCR|GMS along with documentation of expenses (invoices, proof of payment)

- NCR|GMS System has over 100 active users, many users have multiple subgrants.

- We provide technical assistance and trainings regularly to all subrecipients on how to use the NCRGMS.

12

Working w/Persons with Disabilities

- What I learned –

    - An estimated <u>4.4 million </u>people use screen readers in the U.S.

    - Why Public Facing Documents should be accessible

    - The Importance of Alterative Image Text – ALT

    - Closed Captioning, Subtitles

    - 508 Compliance -Accessibility Design Features

    - Assistive Technology

    - Tools for Checking Documents for Accessibility

- Subject Matter Expert

    - Picture shows Cecilia Warren, NCR Grant Subrecipient. Cecilia is the Director of Emergency Preparedness and Policy, Maryland Department of Disabilities (MDOD).

    - Cecilia has a Service Dog name YALE.

    - Advocate and Accessibility expert for 508 compliance.

    - Liaison to the NCR and the RESF-16 Volunteer and Donations Committee.

What is a Screen Reader?

Commonly Used Screen Readers

Jaws - 44%
NVDA - 41%
VoiceOver - 31%
Window-Eyes - 30%
ZoomText - 28%
SA or SAToGo - 7%
ChromeVox - 3%
Others - 7%

Data & original image from WebAIM's Screen Reader User Survey #6 Results

- Many visually impaired people, as well as those with cognitive and/or learning disabilities, use screen readers to read aloud the text found on webpages.

- Screen readers convert digital text into synthesized speech, pairing with documents, spreadsheets, and Operating Systems.

- It's important to remember that screen readers process text differently than sighted users.

- Screen readers progress through text in a linear manner, rather than at a macro-view, and require different means of navigating content quickly.

https://css-tricks.com/accessible-svgs/

15
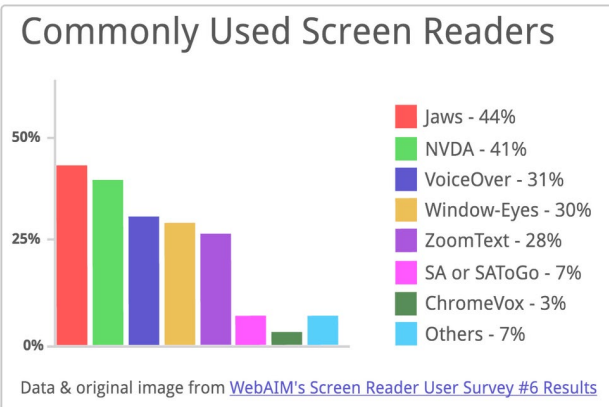
Screen Reader Capability

Cecilia uses a Screen Reader to interact with our Grant Management Systems (GMS) and outlook to communicate with me regarding her subaward.
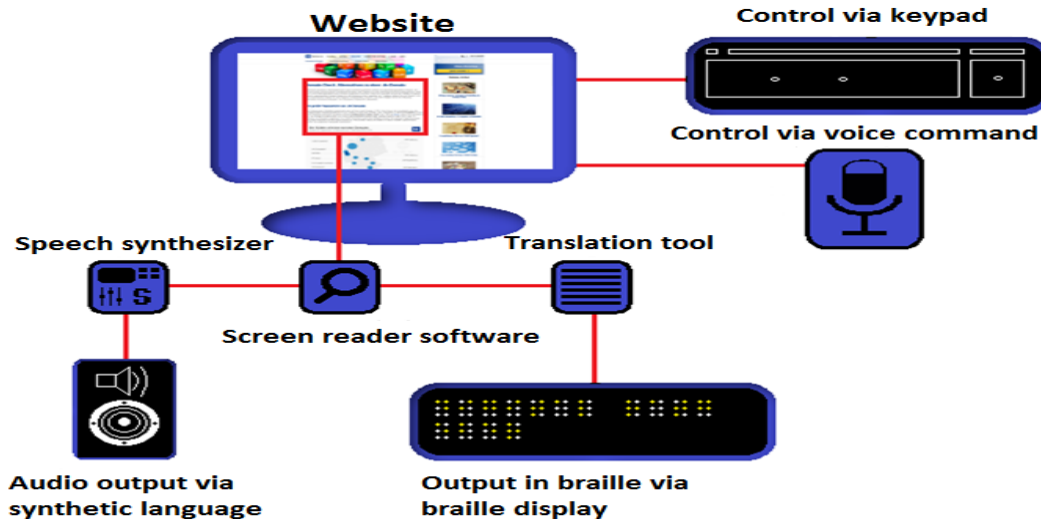
To ensure equal access, preparing documents with 508 Compliance in mind is a required practice for the SAA/DC HSEMA Grant Division

Image is from: https://www.ionos.co.uk/digitalguide/websites/web-development/screenreader/
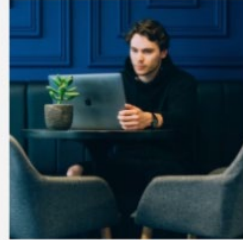
What Does 508 Compliance and Accessibility Entail?

Alt Image Text

- Alternative text for images is used by screen readers to ensure equal accessibility for those with visual impairments.

- All images should have descriptive text attached to them for the visually impaired.

- Alternative image text gives context to the images on the page that they cannot see by providing screen reader software with the text to read aloud.

- Make sure to sure that the alternative text is readable and descriptive for the user.

ATTACHMENT DETAILS

stefan-stefancik-297983-4.jpg
August 29, 2017
104 KB
703 × 708
Edit Image
Delete Permanently

URL	https://www.webdevelopn
Title	stefan-stefancik-297983-
Caption	
Alt Text	post launch support
Description	

What Does 508 Compliance and Accessibility Entail – Part 2

Closed Captioning

- Closed captioning is text included for hearing impaired to audio or video files with audio components.

- Closed Captioning (CC) and subtitling are both **processes of displaying text on a television, video screen**, or other visual display to provide additional or interpretive information.

- Captions come in two forms, open or <u>closed captions</u>.

- Closed captioning (CC) can be turned off by the viewer with the click of a button.

- Open captions are actually embedded into the video and cannot be turned off.

-[Pua grunts]
-We're OK, Pua.

Estamos bien, Pua.
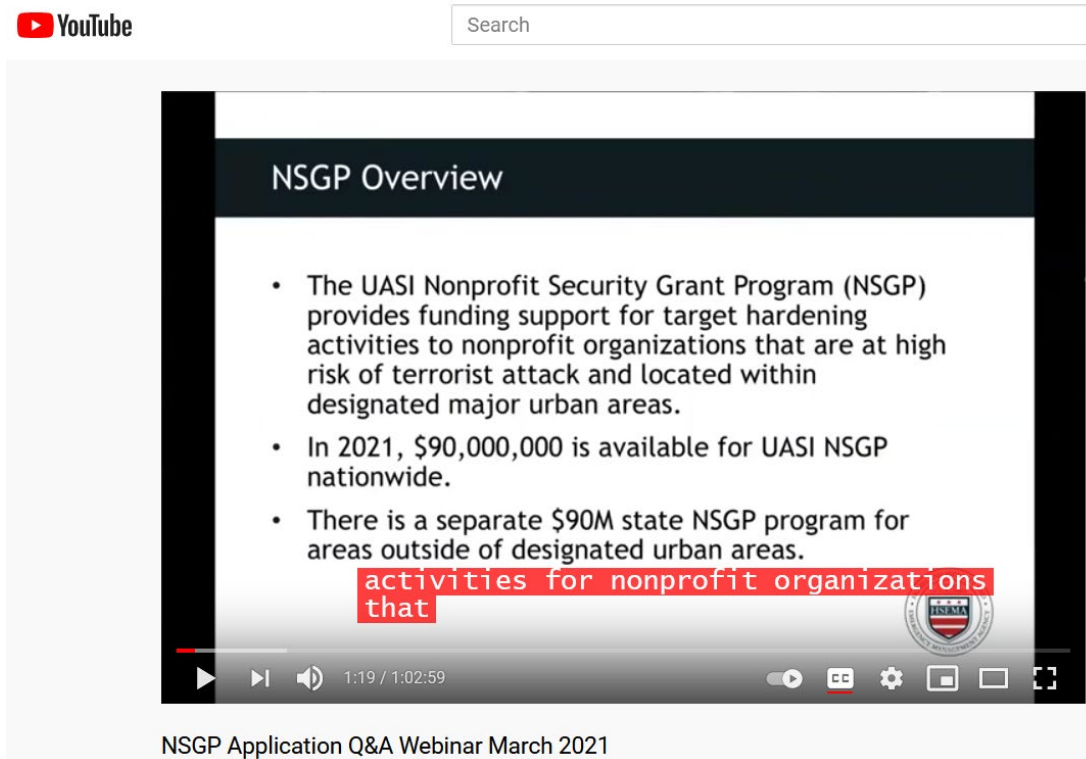
Subtitles

- Unlike closed captions, subtitles assume viewers can hear and are typically used when the viewer doesn't speak the language in the video.

- For example, movies include subtitles in the language spoken in countries where the film is distributed.

Source: https://www.rev.com/blog/subtitles-vs-captions   19

Create Accessibility with Voice Audio & Closed Captioning

Nonprofit Security Grant Program (NSGP)

NSGP Application Q&A Webinar March 2021

- The Grants Division conducted a training on how to apply for the Nonprofit Security Grant Program (NSGP). More than four hundred and fifty invitations were sent for the training, which was recorded.

- The webinar was uploaded to YouTube to allow users to use Closed Captioning or Subtitles in different languages.

- Viewers can also mute audio and turn on closed captioning.

- The webinar is still online at https://hsema.dc.gov/nsgp and is referred to frequently.

The NCR|GMS – Training Document

HOW TO CHANGE EXPENDITURE ITEM DETAILS

THIS GUIDE SHOWS HOW TO CHANGE DETAILS & UNIT COST FOR ON-ORDER EXPENDITURES LINES

HOW TO CANCEL EXPENDITURE LINES

THIS GUIDE SHOWS HOW TO CANCEL EXPENDITURE LINES IN "NEEDS POE" & IN "ON-ORDER" STATUS

- In 2019, The SAA updated its training document using office365 PowerPoint and Adobe 2017 that include 508C accessibility features.

- The guide now has proper formatting, to include alterative text, reading order, and other components that ensure information is accessible with assistive technology.

- The SAA Grant Division continues to ensure that all new public facing documents are created with accessibility in mind.

21

Create with PowerPoint & Adobe Accessibility Features

- ✓ The How-To Guide was created in PowerPoint using the internal accessibility features.

- ✓ Next, we converted the How-To Guide to PDF, checked and corrected for accessibility using Adobe 2017.

- ✓ All subrecipients were emailed the PDF of the How- To Guides.

PowerPoint Accessibility Checker

You can make PowerPoint presentations accessible to people with disabilities, by using the build in tool to check accessibility.

When your slides are accessible, you unlock your content to everyone and people with different abilities can read and use your slides.

23

PowerPoint Accessibility Features

Use the Accessibility Checker to make sure your presentation is inclusive before sharing it.

What to fix

- Include alternative text with all visuals.

  - Alternative text helps people who can't see the screen to understand what's important in images and other visuals. Add alt texts to images so that people using screen readers are able to listen to what the image is all about.

What to fix

- Make sure slide contents can be read in the order that you intend.

  - When someone who can see reads a slide, they usually read things, such as text or a picture, in the order the elements appear on the slide. In contrast, a screen reader reads the elements of a slide in the order they were added to the slide, which might be very different from the order in which things appear.

https://support.microsoft.com/en-us/office/make-your-powerpoint-presentations-accessible-to-people-with-disabilities-6f7772b2-2f33-4bd2-8ca7-dae3b2b3ef25

24

PowerPoint Accessibility Features – Part 2

What to fix

- Add meaningful hyperlink text and ScreenTips..

  - People who use screen readers sometimes scan a list of links. Links should convey clear and accurate information about the destination. For example, instead of linking to the text **Click here**, include the full title of the destination page. You can even use the URL of the page if it's short and descriptive, for example, **www.microsoft.com**.

What to fix

- Ensure that color is not the only means of conveying information.

  People who are blind, have low vision, or are colorblind might miss out on the meaning conveyed by particular colors.
  For example, add an underline to color-coded hyperlink text so that people who are colorblind know that the text is linked even if they can't see the color. For headings, consider adding bold or using a larger font.

PowerPoint Accessibility Features – Part 3

Windows: Best practices for making PowerPoint presentations accessible

The following table includes key best practices for creating PowerPoint presentations that are accessible to people with disabilities.

What to fix	How to find it	Why fix it	How to fix it

Source: https://support.microsoft.com/en-us/office/make-your-powerpoint-presentations-accessible-to-people-with-disabilities-6f7772b2-2f33-4bd2-8ca7-dae3b2b3ef25

Adobe PDF Accessibility Features
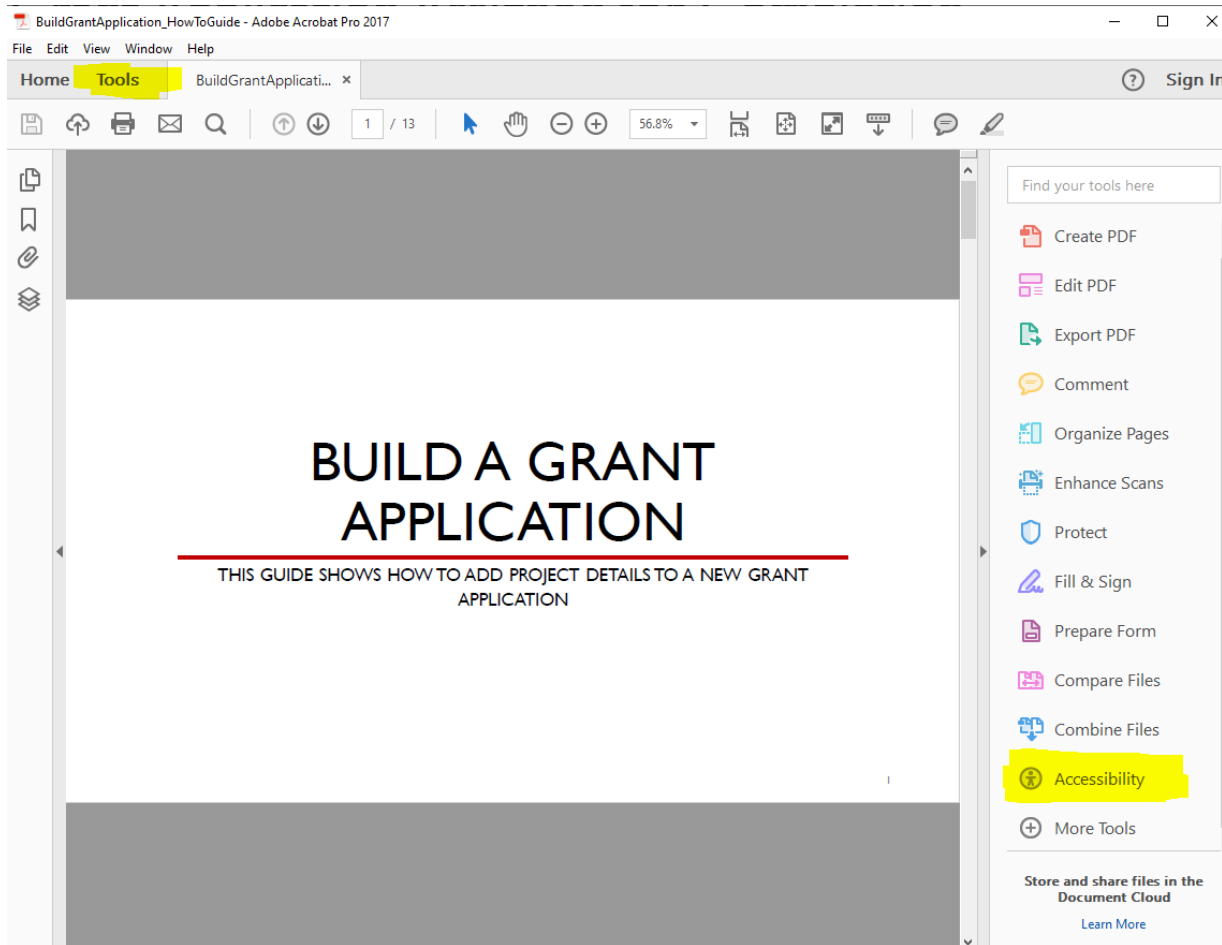
- ✓ Convert documents to Adobe PDF

- ✓ Go to Tools and click on "Full Check"

- ✓ Select Accessibility

27

Adobe PDF Accessibility Features – Part 2
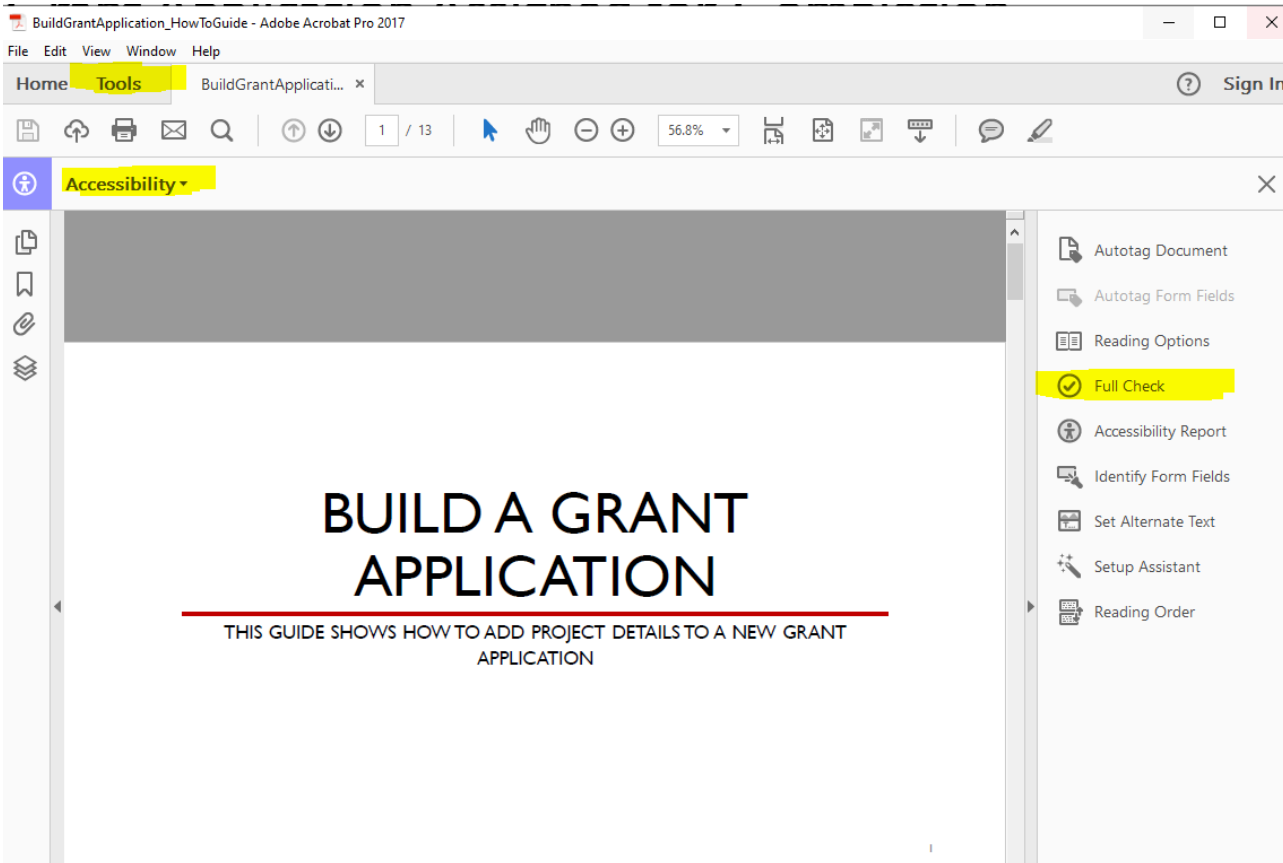
✓ Go to Tools and click on "Full Check"

✓ Conduct an Accessibility Full Check

Adobe PDF Accessibility Features – Part 3
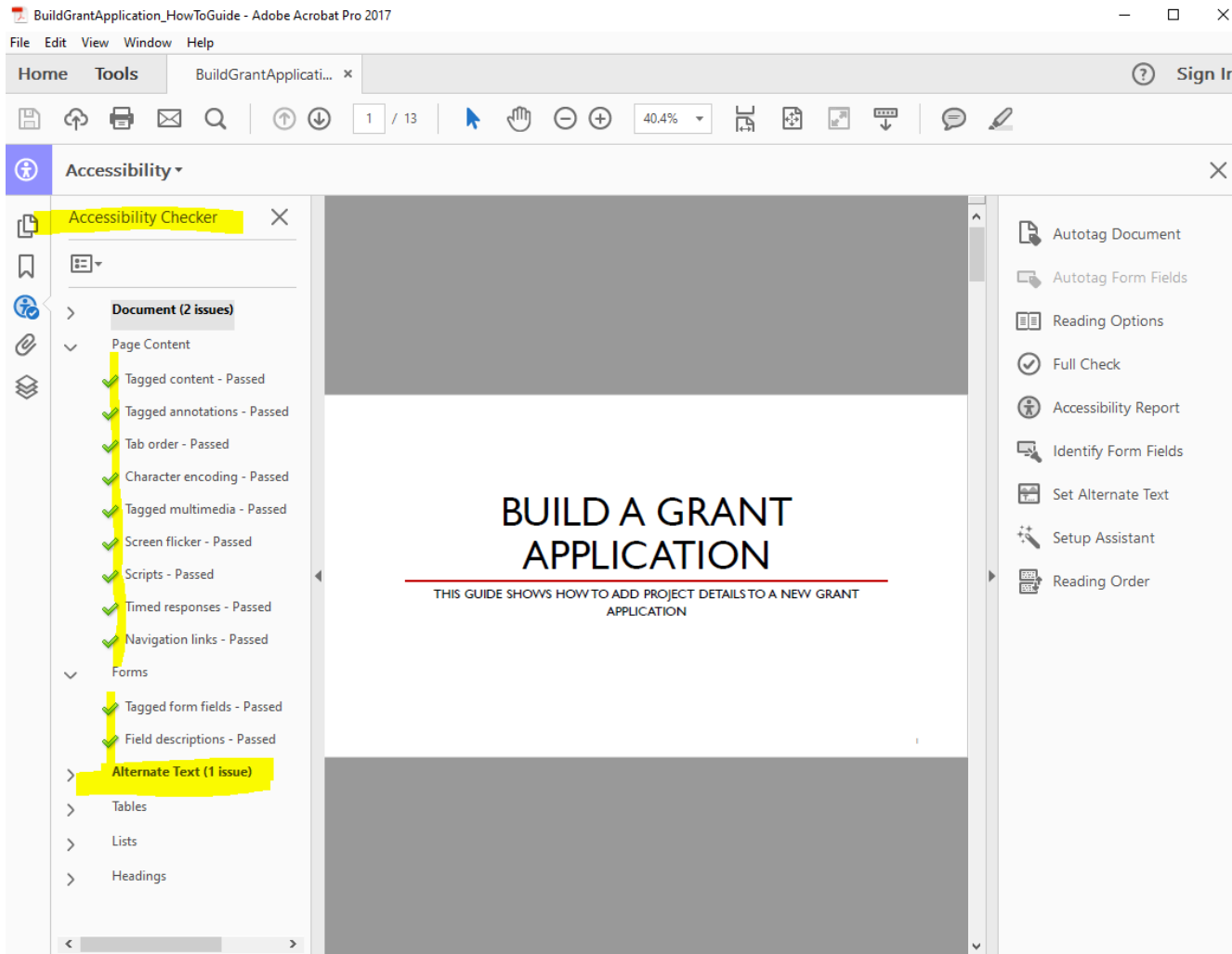
- ✓ Correct Issues from the table

- ✓ Save document with proper name and date

# Accessibility Features in Social Media

Instagram Accessibility Features – Part 1
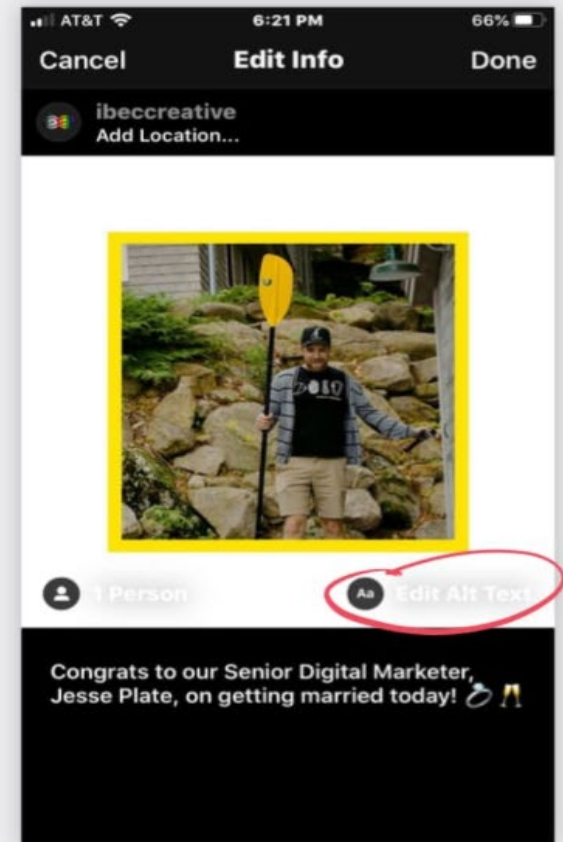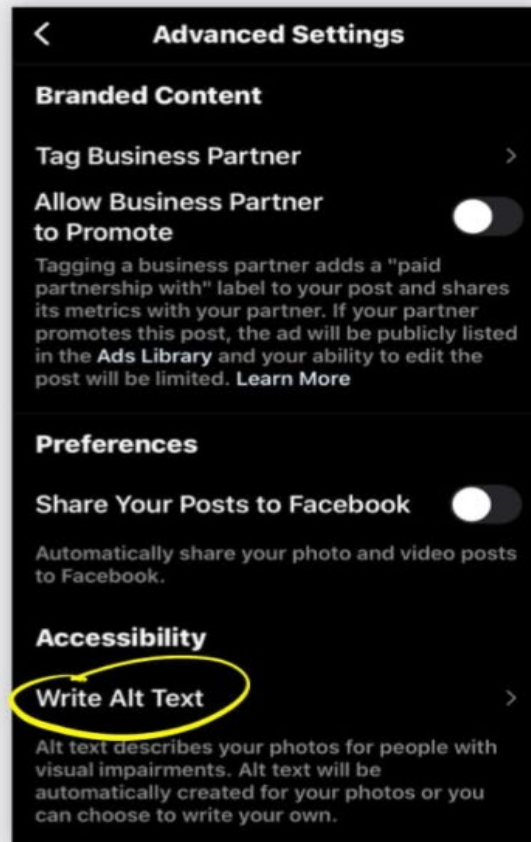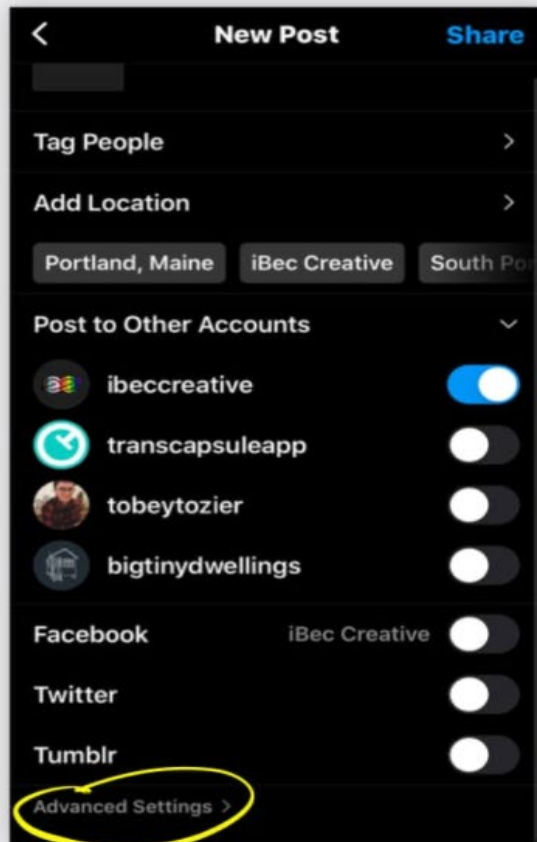
✓ In Instagram, Go to Advanced Settings and look under Accessibility
✓ Before posting a picture, click on the icon "Aa" and enter ALT text

Instagram Accessibility Features - Part 2

- Recently, Instagram launched automatic video captions for IGTV to make it easier for people who are deaf and hard of hearing to access videos from all their favorite creators.

- Powered by AI, these captions are available in sixteen languages.

- You can view captions by toggling 'Auto-generated Captions' on in the Caption settings, and they'll automatically appear when your volume is turned down completely.

https://www.facebook.com/accessibility

Twitter Accessibility Features – Part 1
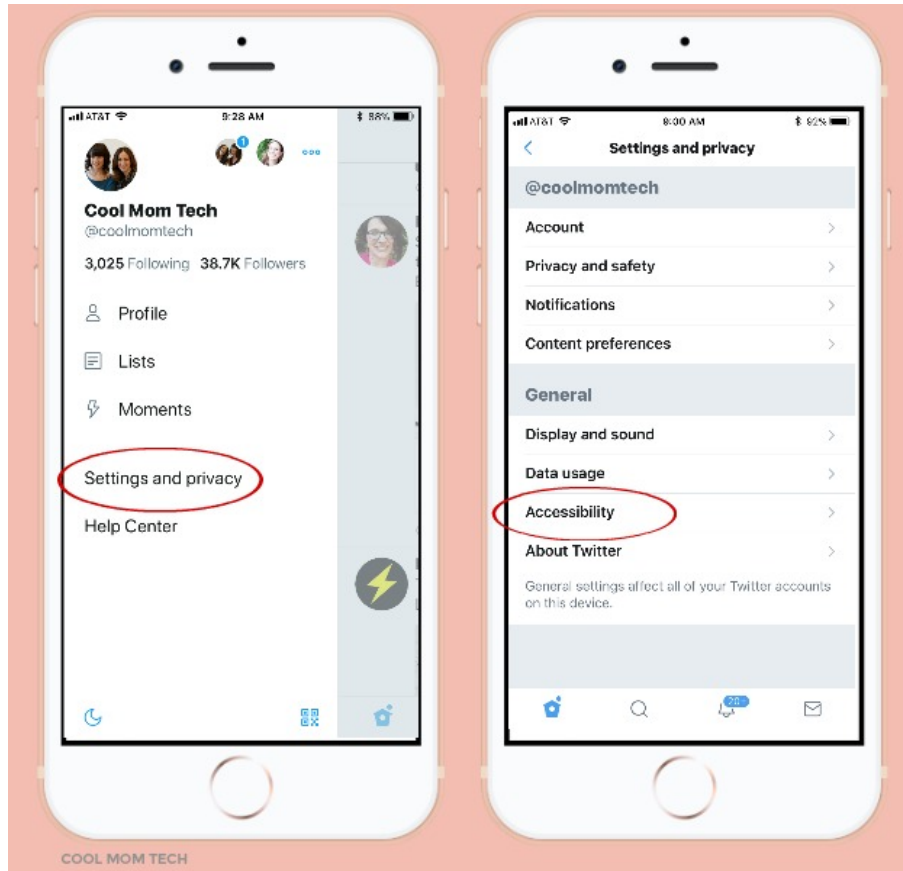
✓ Go to Settings and privacy, and than to Accessibility
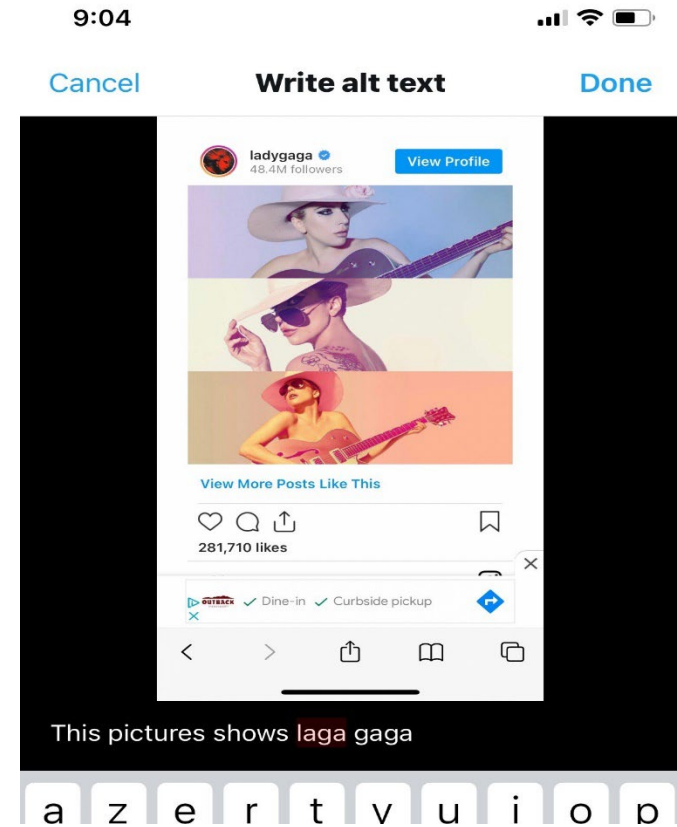
✓ Add Alternative Text at the bottom of the picture

33

Twitter Key Accessibility Features- Part 2
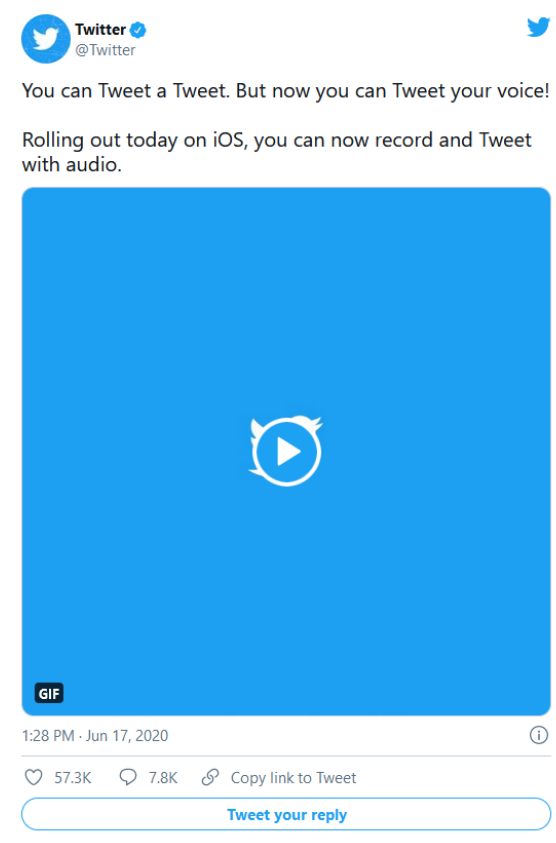
- As of May 2020, Twitter updated their alt text support to be more fully-featured.

- Twitter has announced a new push to improve its accessibility options in order to ensure that tweets can be accessed and utilized by all potential users.

- Alt text can be added to animated GIFs on the web as well as mobile apps

- If you leave the alt text empty for an image, Twitter adds "Image" as the alt text

- Twitter allows for **voice tweets** - significant addition for those unable to type via regular keyboards, providing another way to engage with the platform and participate in the wider discussion.

34

Facebook Accessibility Features
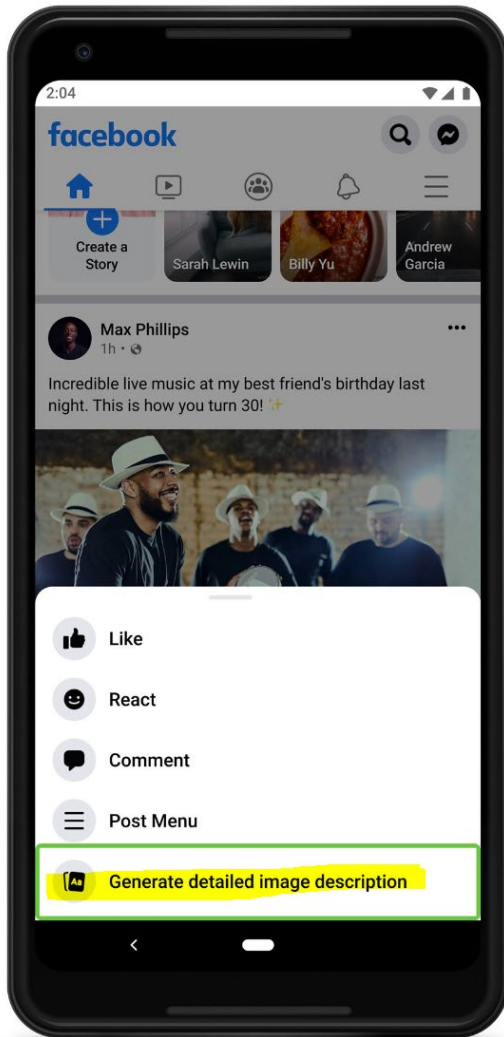
- Facebook has a new technology called Automatic Alt Text (AAT) that uses computer vision technology to automatically generate screen reader descriptions when they're missing.

- You now have the ability to control font size in the iOS Messenger app.

- New Voiceover gestures were added to help people more easily access the Delete, Mute, and More actions within iOS Messenger.

- We now support multilingual caption files for Facebook Videos so you can provide subtitles for all of your video content.
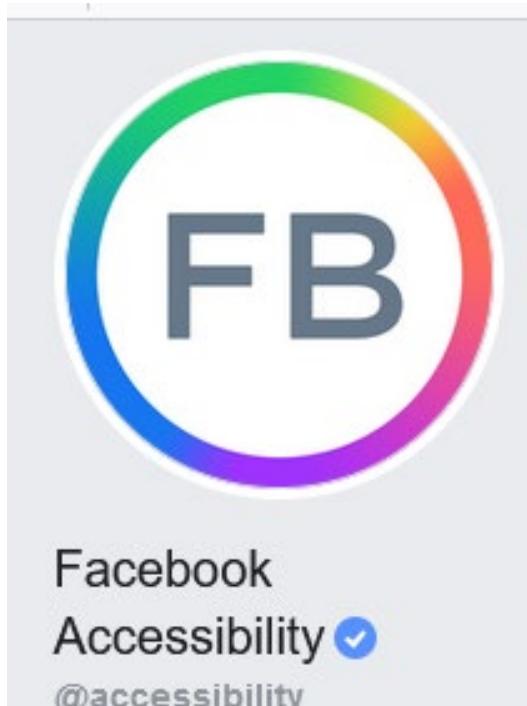
https://www.facebook.com/accessibility/

Facebook
Accessibility ✔
@accessibility

Facebook Accessibility Features – Part 2

Facebook
Accessibility ✓
@accessibility

- Recently, Instagram launched automatic video captions for IGTV to make it easier for people who are deaf and hard of hearing to access videos from all their favorite creators.

- Powered by AI, these captions are available in sixteen languages, and we are already working to make even more available in the future.

- You can view captions by toggling 'Auto-generated Captions' on in the Caption settings, and they'll automatically appear when your volume is turned down completely. Head over to IGTV and give it a try.

Accommodations & Accessibility

Accommodations vs Accessibility

Important to Understand that **accommodation** is not the same as **accessibility**:

- Accommodations are for **individuals** and are **reactive**.
- Accessibility is for **populations** and is **proactive**.
- Accessibility should make content **available to all**, in equally effective ways, at the **same time**.
- Accessibility is the goal, accommodations are just tools to reach it.

It's important to plan meetings so that they are inclusive of people who have vision, hearing, mobility, cognitive and other disabilities. Some individuals are unable to distinguish colors and need charts and visualizations to include other ways to comprehend the graphical information. Others may use a screen reader, a screen magnifier, or their computer's keyboard instead of the mouse to access and navigate content. People who are deaf or hard of hearing may rely on speech to text translations - commonly through captioning - to understand speech and other meaningful sounds. Not all platforms support screen readers, keyboard accessibility, or live (or even automated) captioning, which must be taken into consideration. Additionally, similar challenges must be addressed when meetings are held in-person.

Website Source: https://section508.gov/create/accessible-meetings 38

Build Accessibility into your Meetings

Accessible Documents: Presentation documents such as PowerPoint, Word, and PDF must be accessible and, whenever possible, distributed ahead of the meeting to allow attendees to pre-read or reference at their own pace during the meeting.

Captioning: For attendees who are deaf or hard-of-hearing, conference materials that include an audio component should have a text version accompanying it (e.g., open or closed captioning). This includes all training and informational video and multimedia productions which support the agency's mission (both live and pre-recorded).

Sign Language Interpreters (ASL): Some deaf and hard-of-hearing participants may find it difficult to participate using captions and may request a sign language interpreter. Conversely, be aware there may be individuals who are deaf/hard-of-hearing in attendance who prefer not to use sign language to communicate and that they may require real-time captioning services.

Audio Descriptions: Blind and low-vision users who are unable to see visual information will rely on oral or pre-recorded audio that describes the text, images, graphics, charts, animations and video that comprise the visual portion of the presentation.

Maintain flexibility: Allow for as many different types of connections as possible (e.g. internet-based audio, telephone audio, audio only, video only) as some users' interpretation services might only be available via voice/telephone or might be the best option to meet their particular needs.

NOTE: When the participants are a group of individuals known personally by the organizer as not having any communication impairments, and when the meeting is not intended to be recorded or rebroadcast, accommodations services may not be required. Generally speaking, if you are not sure, ask.

Reasonable Accommodation Notice

Reasonable Accommodation:

Reasonable accommodations for persons with disabilities (such as providing an ASL interpreter) will be made if requested at least 24 hours in advance of this event; please send an email with the subject header ACCOMMODATION REQUEST to reasonableaccommodation@sba.gov. An ASL Interpreter will be available live for the May 20th and June 3rd webinars. All the webinars will be recorded and will be available on sba.gov with subtitles within a few days after the event.

If you need live language interpreters for a webinar, please contact Stephan Jordan via accommodations@publicprivatestrategies.com AT LEAST 72 HOURS prior to the webinar you wish to attend. Please use the date of the webinar you wish to attend as the subject header with INTERPRETER REQUEST and in the email please indicate the language you would like interpreted. If you need assistance with registration or other technical difficulties, please contact Stephan Jordan at events@publicprivatestrategies.com.

- Include an accommodations notice on all meeting and virtual meeting notices/invites.
- For every meeting and or webinar it best that you plan to have accessibility built within your presentation and list out accommodations you can provide.
- Provide a deadline – For example at least 72 hours
- Provide a name and email for the person that can answer questions and to coordinate accommodations arrangements.

508C Document Accessibility
Free Trainings, Resources & Tools

DC Government Website Statement on Accessibility

Listen

DC Government Accessibility Policy

The DC.Gov web portal is committed to meeting federal government standards for making web content and applications usable for persons with disabilities. These "Electronic and Information Technology Accessibility Standards" were established by the Federal Architectural and Transportation Barriers Compliance Board to fulfill the mandate of Section 508 of the Rehabilitation Act Amendments of 1998. Section 508 requires that all federal government agencies provide access to electronic information and data for persons with disabilities that is comparable to the access provided to other persons, unless doing so would impose an undue burden on the agency.

The standards themselves can be found at Volume 65, Number 246 Fed. Reg. Page 80499-80528 (December 21, 2000), or on the Section 508 website.

Some of the key requirements are as follows:
•Text will be provided for graphic elements.
•Web pages will be designed so that all information conveyed with color is also available without color.
•Online electronic forms will allow people using assistive technology to access the information, field elements, and functions required to complete and submit the forms.

Read instructions about how to use the Listen function enabled by ReadSpeaker.

You can also contact the following District offices committed to equal rights and access:

•Department of Disability Rights
•Office of Disability Rights
•Office of Human Rights

42

Go Further- 508C Accessibility Webinars

U.S. Access Board
Advancing Full Access and Inclusion for All

En Español

About | News | Guidelines & Standards ⌄ | Training & Webinars | File an ABA Complaint | Research | Contact Us

Upcoming Webinars & Trainings

Section 508 Best Practices: New Approaches to Web Accessibility Requirements under WCAG3

July 27, 2021

01:00 PM - 02:30 PM

Registration Link⊠

Presenters: | **Bruce Bailey** |

508 | COMMUNICATION & IT

This session will feature new and differing approaches to web accessibility requirements proposed for the next generation of these guidelines, the draft WCAG 3.0, (or WCAG3). Presenters will discuss various topics, including the purpose of an accessibility standard, digital accessibility and technical requirements, and approaches to developing an accessibility standard. The conversation will include

Webinar Resources

Access Board Webinar Series

○ Accessibility Online⊠
○ Accessibility Online Archives⊠
○ Section 508 Series⊠
○ Section 508 Series Archives⊠

Request a Training or Webinar

Social Links

Register for FREE trainings!
https://www.access-board.gov/webinars/about.html

The US Access Board established the Section 508 standards that implement the law and provides the requirements for accessibility.

43

LEARN – GSA's Section 508 Website

https://section508.gov/create

LEARN – GSA's Section 508 Website

Create Accessible Digital Products

Federal agencies are responsible for ensuring their information and services are accessible to persons with disabilities. The Revised 508 Standards include not just IT tools and systems, but electronic content such as documents, web pages, presentations, social media content, blogs, and certain emails.

Documents

Electronic Signatures

Meetings

PDFs

Presentations

Software & Websites

Spreadsheets

Universal Design

Synchronized Media (Multimedia)

Video, Audio, Social

https://section508.gov/create

PRINT

DIG DEEPER - a reference list for ensuring effective communication for an inclusive community

EFFECTIVE COMMUNICATION FOR AN INCLUSIVE COMMUNITY

Dig Deeper

Want to learn more?

This tip sheet is intended to provide emergency managers with resources to help you learn about information accessibility. This is not a comprehensive list, but a starting point.

REFERENCES TO ENSURE PRODUCTS MEET UNIVERSAL DESIGN STANDARDS FOR USE WITH ASSISTIVE TECHNOLOGIES

WCAG 2.0 Quick Reference: https://www.w3.org/WAI/WCAG20/quickref/

U.S. Access Board Section 508 Standards: https://www.access-board.gov/guidelines-and-standards/communications-and-it/about-the-section-508-standards/section-508-standards

GUIDANCE ON AUTHORING ACCESSIBLE CONTENT AND UNIVERSAL DESIGN STANDARDS

Social Security Administration Accessibility checklist:
https://www.ssa.gov/accessibility/checklists/word2010/default.htm

Social Security Administration Accessible Document Authoring Guide:
https://www.ssa.gov/accessibility/files/The_Social_Security_Administration_Accessible_Document_Authoring_Guide_2.1.2.pdf

SSA Guide to Applying Section 508 Standards:
https://www.ssa.gov/accessibility/files/SSA_Guide_to_Applying_Section_508_Standards.pdf

Adobe PDF Accessibility Guide: https://helpx.adobe.com/acrobat/using/create-verify-pdf-accessibility.html?trackingid=KACNN#Headings

Adobe PDF Accessibility Best Practices:
http://www.adobe.com/content/dam/Adobe/en/accessibility/products/acrobat/pdfs/acrobat-xi-pro-accessibility-best-practice-guide.pdf

Microsoft Office Accessibility Guides:
https://www.microsoft.com/en-us/Accessibility/accessibility-standards-for-policymakers

WebAIM Powerpoint Accessibility Guide: http://webaim.org/techniques/powerpoint/

FOR INFORMATION ON RELAY SERVICES

FCC Guide to Telecommunications Relay Services:
https://www.fcc.gov/consumers/guides/telecommunications-relay-service-trs
FCC Guide to Video Relay Service: https://www.fcc.gov/consumers/guides/video-relay-services
Explanation of Relay Service: https://www.nad.org/resources/technology/telephone-and-relay-services/
Accessible Emergency Information: http://www.accessibleemergencyinfo.com/

MARYLAND DEPARTMENT OF DISABILITIES

HSEMA

MARYLAND EMERGENCY MANAGEMENT AGENCY

47

READ —

Planning for People with Disabilities and Others with Access and Functional Needs Toolkit

Toolkit is intended to support inclusive planning throughout the State of Maryland to ensure emergency managers and planners are better able to prepare for, mitigate the effects of, respond to, and recover from an incident or disaster.

Planning for People with Disabilities And Others With Access and Functional Needs Toolkit

48

Download Free Accessible Tools

- Free Color Contract Analyzer | This will be needed to demonstrate design reviews prior to remediation.
https://developer.paciellogroup.com/resources/contrastanalyser/

- Free PDF Accessibility Checker (PAC 3) | This is needed for PDF/UA assessment to view issues and to see what users hear. https://www.access-for-all.ch/en/pdf-lab/pdf-accessibility-checker-pac/downloading-pac.html

- Free NVDA Screen Reader For Windows https://www.nvaccess.org/download/

49

Bookmark – ADA National Network

https://adata.org/

Bookmark – American Foundation for the Blind
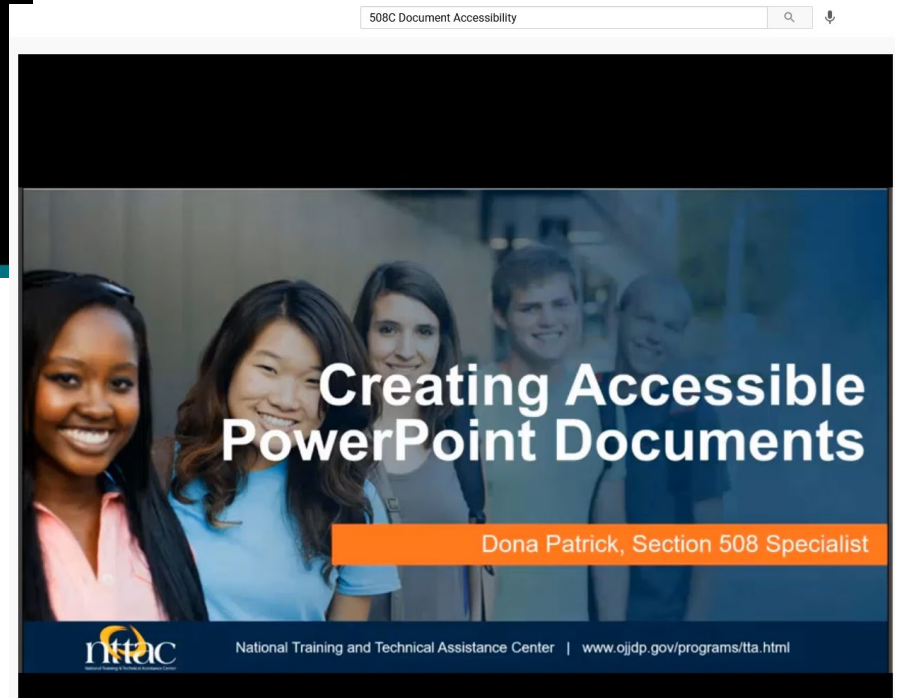

https://www.afb.org/blindness-and-low-vision/using-technology/assistive-technology-products/screen-readers

YouTube University– Accessible Tutorials
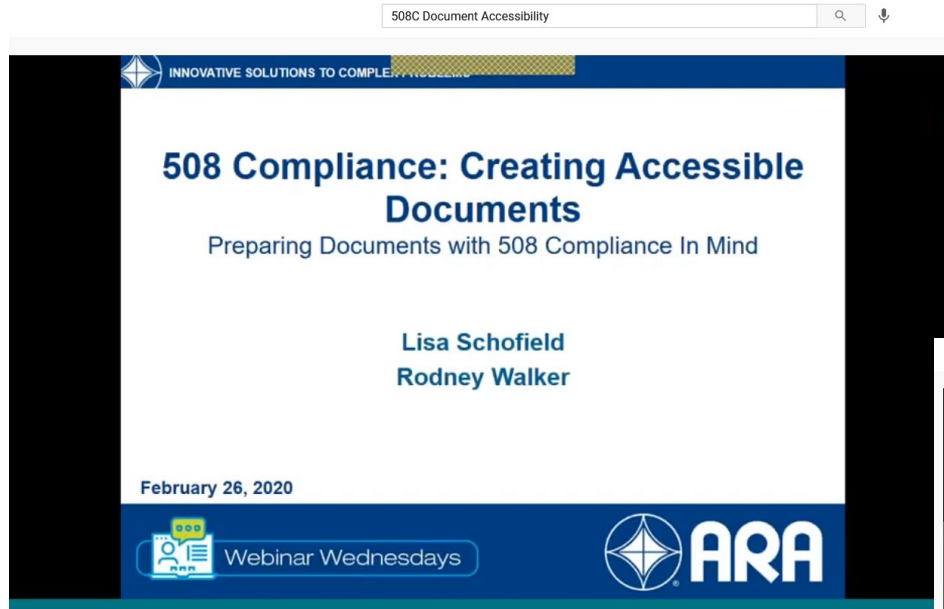
Learn more on youtube!

Go Further- Document Accessibility Training

Picture shows members the from DC HSEMA/Grant Division and the RESF-16 Committee receiving their training certificates in 508C Compliance in Document Accessibility. The committee consists of federal subrecipients from the NCR who are responsible for educating and training residents in DC, Maryland and Virginia on emergency preparedness.

How to Plan For Everyone

- Develop a digital accessibility strategy

- Self-paced, In-person, Virtual Training

- Prepare Documents with 508 Compliance in Mind.

- Use Closed Captions & Subtitles.

- Ensure that Public Facing Documents & Information is accessible.

- Provide Reasonable Accommodations.

- Include Alternative Text on Social Media.

- Develop Partnerships with Trusted Advocacy Groups and Subject Matter Experts.

- Hire People with Access and Functional Needs and Disabilities.

Never stop learning

Remember the END GAME!

"**As Grant Practitioners, We Help People, that means Everyone…..**"

- Bettina Coleman

QUESTIONS?

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Let's Be Friends -LinkedIn

Thank you!

BETTINA R. COLEMAN, CEM
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