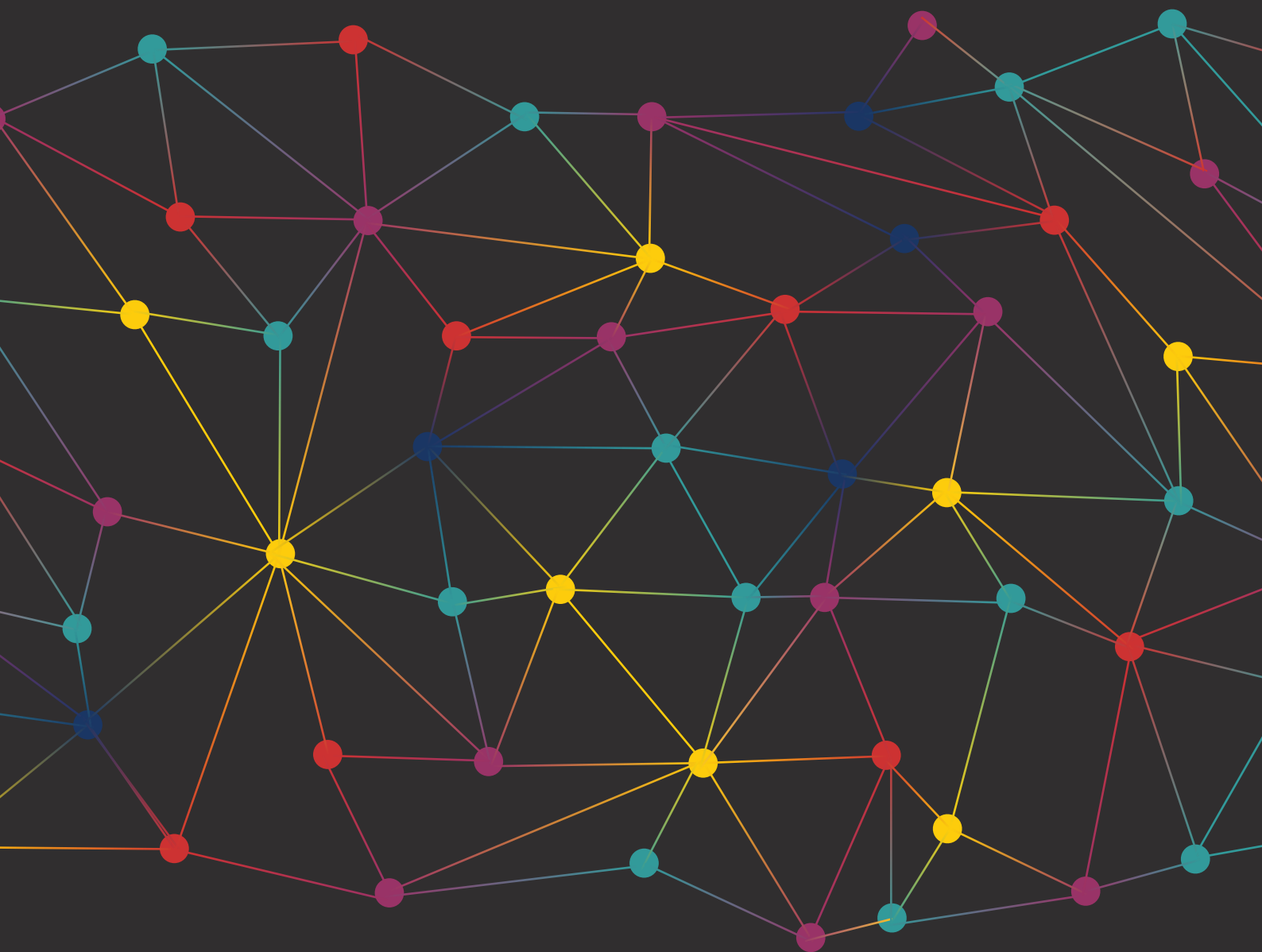


# Inclusion Lens: Event Management Tool York University

Designed To Maximize Accessibility



[inclusionlens.yorku.ca](http://inclusionlens.yorku.ca)

# About The Inclusion Lens

## **What does inclusion mean?**

Inclusion is achieved when everyone within a community feels like they belong, fit in, and can see themselves reflected in all aspects of life.

## **Why does inclusion matter?**

Inclusion matters because it unlocks our collective creative potential to innovate in research, augment teaching effectiveness, and enrich student experience.

## **Tackling the challenge**

Acknowledging that inclusion and accessibility are key values of the University's Academic Plan 2015-2020 and the administration's Strategic Priorities, the newly re-named Centre for Human Rights, Equity and Inclusion is implementing an enhanced mission to give institution-wide form and content to those values and assist York in proactively cultivating difference.

Focused on ensuring that each individual achieves their full potential and brings their whole selves to York's campuses without suppressing or denying any part, the Centre is consulting, advising, developing programs, and building tools to assist the York community in achieving this goal. For this project, it is drawing on the successful work of other Canadian institutions, such as the Ontario Public Service who created an Inclusion Lens for policy and program review (and on which many concepts of this lens is based).

The Lassonde School of Engineering is tackling a longstanding gap in the fields of engineering and science where on average only 20 percent of students and faculty are women. Based on research that shows improved innovation and business results when women are included in research and corporate teams, the school launched its 50-50 Challenge in March 2015 to achieve gender parity.

At the same time, the school knew it had to be inclusive of all peoples to shift the culture within science and engineering. After training over ninety Lassonde students as inclusivity ambassadors in the spring of 2016, the school wanted to provide its students with practical steps to weave inclusion throughout all of their campus experiences.

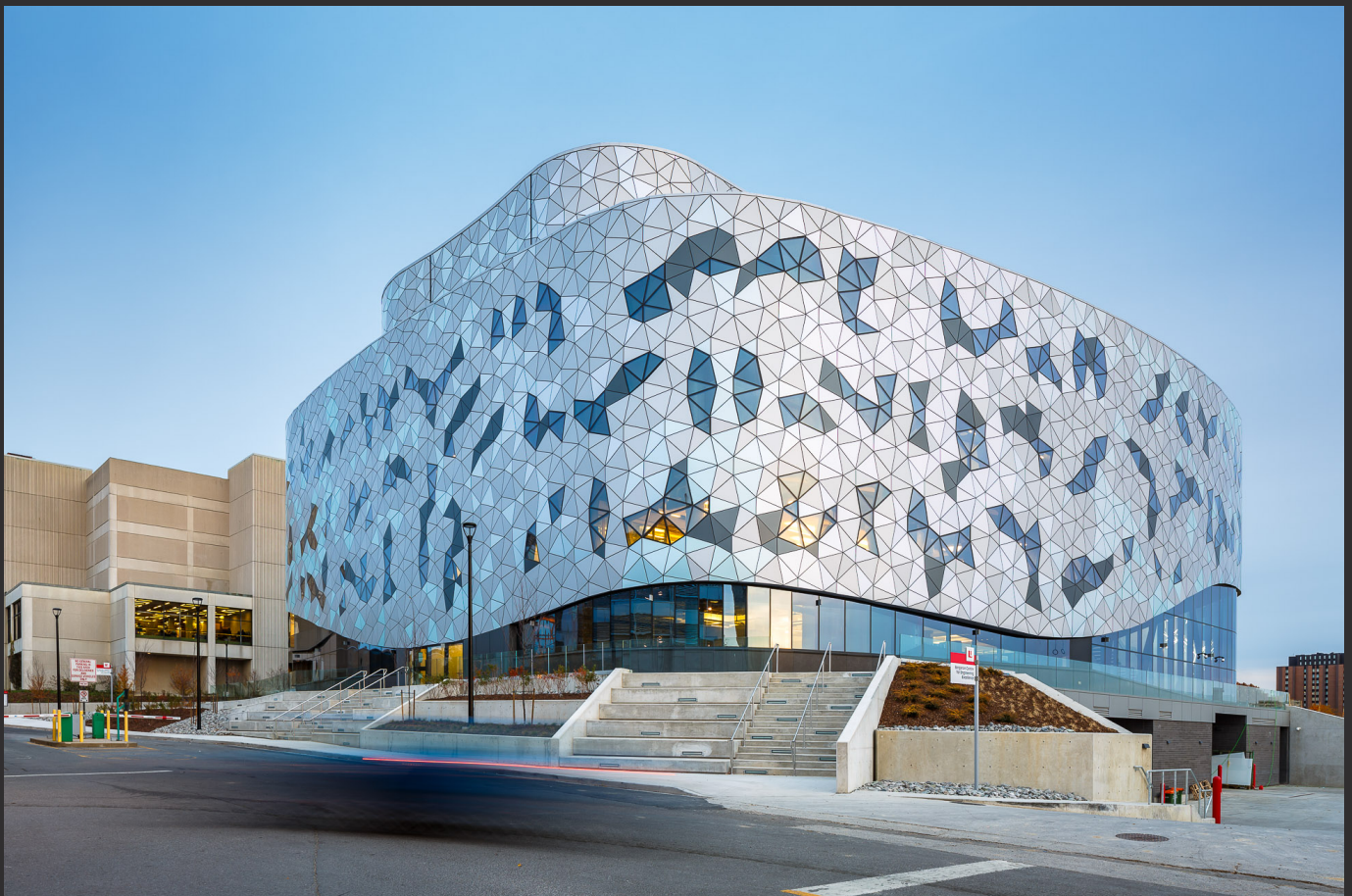
## **The Partnership**

During the summer of 2016, the Lassonde School of Engineering and the Centre for Human Rights, Equity and Inclusion came together on a shared vision to create a tool that would assist the York community in achieving inclusion on campus. While meant to be used by anyone at York and beyond, the team focused their work on student leaders - acknowledging that they are the next generation of chief executive officers, presidents, public servants, politicians, etc. - and targets the most common student activity: the planning and running of events.

# The Purpose of this Document

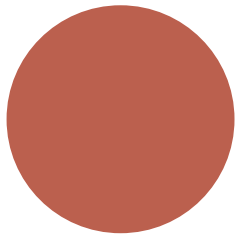
The Inclusion Lens: Event Management Tool is a tool developed by The Lassonde School of Engineering and the Centre for Human Rights, Equity and Inclusion.

This document serves to highlight how the Inclusion Lens is designed to meet the standards of the Web Content Accessibility Guidelines 2.0 (WCAG). To achieve these guidelines, the website's colours, font, and usability were considered.

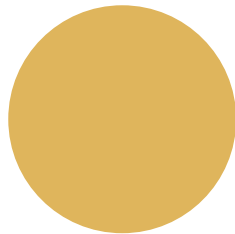


# Colours

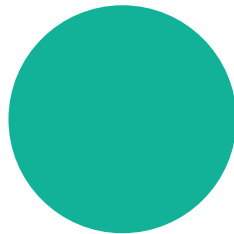
## Background Colours



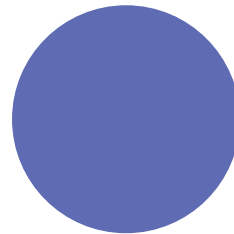
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#e0b55d



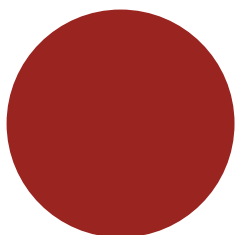
#1cb098



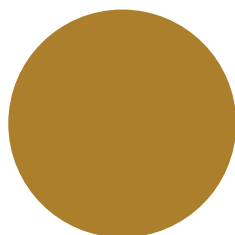
#616cb2

The background colours for the main buttons were selected to provide sufficient contrast with the black text to meet the WCAG 2.0 AAA level of conformance.

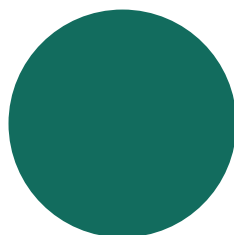
## Hover Colours



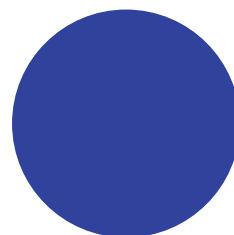
#9a2520



#aa7e2c



#136d5f



#31429b

When hovered over, the background colours darken and the text changes to white. This combination provides sufficient contrast to meet the WCAG 2.0 AAA level of conformance.

The colours were assessed using <http://colorsafe.co/>

# Font

## Font Type

The font selected for the Inclusion Lens is Arial, which is a sans-serif font that allows for easy readability.

For example,

The quick brown fox jumps over the lazy dog

## Font Size

The font size selected for the Inclusion Lens varies depending on the purpose of the text. The headers will adjust in font size depending on the screen size. There is a distinct difference in the font sizes of H1, H2, and paragraphs. The fonts also adjust based on the importance of the heading on assistive devices. Tags such as `<strong>` are used for semantic emphasis and `<bold>` for emphasis without importance.

<http://webaim.org/techniques/semanticstructure/>

## Font Colour

The font colours are limited to white and black. The contrast between the background and font colours throughout the Inclusion Lens meet the WCAG 2.0 AAA level of conformance.

The colours were assessed using <http://colorsafe.co/>

# Usability

## Keyboard Usability

The Inclusion Lens was designed to navigate with the option to only use a keyboard. Users that have limited mobility can use the website to its fullest extent by simply using the Tab and Enter keys.

<http://webaim.org/techniques/hypertext/>

## Alternative Texts

The Inclusion Lens was designed to limit the number of images, and alternative text is provided for those images that are present. This allows for users with limited visibility to be aware of what is being displayed.

This meets guideline 1.1 of the WCAG 2.0

<https://www.w3.org/TR/2008/REC-WCAG20-20081211/>

## Links

All links open in new tabs to allow users to stay on the main webpage and avoid being redirected. All popups can simply be closed by clicking anywhere on the screen, the red X or pressing Enter or Esc on the keyboard.

# Contact

The Inclusion Lens will continue to be updated based on Web Content Accessibility Guidelines.

If you have any comments or feedback regarding the accessibility of the Inclusion Lens, you are invited to contact the Centre for Human Rights, Equity and Inclusion at [rights@yorku.ca](mailto:rights@yorku.ca).

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