



ADA Live! Episode 96: Accessible Inclusive Virtual Meetings and the ADA

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Guests:

- Jay Wyant – Chief Information Accessibility Officer,
State of Minnesota Information Technology Services, The Office of Accessibility
- Alexa Huth – Strategic Communications Lead,
Partnership on Employment & Accessible Technology (PEAT)

Host: Marsha Schwanke, web specialist, Southeast ADA Center

Alexa Huth:

Hi, I'm Alexa Huth.

Jay Wyant:

Hi, I'm Jay Wyant, and you're listening to ADA Live!

4 Wheel City:

[rap music] Yo. All right, let's roll. Let's go.

Marsha Schwanke:

Hello, everyone. On behalf of the Southeast ADA Center, the Burton Blatt Institute at Syracuse University, and the ADA National Network, welcome to ADA Live! I'm Marsha Schwanke, web specialist at the Southeast ADA Center. Listening audience, if you have questions about the Americans with Disabilities Act (ADA) you can use the online form anytime at adalive.org.

The pandemic has impacted every aspect of our work and daily lives. The virtual environment has allowed us to stay connected to employees, colleagues, doctors, family, friends, and even make new connections. In some ways, virtual platforms help inclusivity and accessibility. For instance, eliminating the need and time for costly commutes. However, in other ways, they may present barriers to participation for people with disabilities. ADA Title I requires employees to make reasonable accommodation for otherwise qualified employees with disabilities. ADA Title II entities (state and local governments) and ADA Title III entities (business and nonprofit organizations that serve the public) are required to communicate effectively with people who have disabilities.

The goal is to ensure communication with people with disabilities is equally effective, as communication with people without disabilities. Here to discuss the impacts of this virtual world, and how to ensure that meetings are inclusive and accessible for all, we are happy to welcome as our guests, Alexa Huth, Strategic Communications Lead for the Partnership on Employment and Accessible Technology, abbreviated as P E A T. And Jay Wyant, Chief Information Accessibility Officer for the State of Minnesota. Jay, we're going to start with you. As the State of Minnesota's first chief information accessibility officer, abbreviated as C I A O, or CIAO, why was this role created? And what is your responsibility for accessible virtual meetings?

Jay Wyant:

Hi. This is Jay Wyant. Well, in 2009, the Minnesota legislature passed the Disability Accessibility and Usability law, which mandated setting up a statewide standard. Two years later, the legislature created the Office of Accessibility, and the role of the Chief Information Accessibility Officer, to lead implementation of that standard. Our office works with the state's 70 plus agencies, and 35,000 employees to best ensure that all things difficult, from systems to websites to electronic documents, are accessible.

So, the state COVID-19 response, as you pointed out, increased reliance on virtual forms of communication. So that state employees could safely work while providing Minnesota with the information they need to stay safe. That meant focusing quickly three areas: accessible websites, accessible web applications and accessible online meetings.

Fortunately, we had a decade of experience to prepare. Most of the state's website were already accessible, and we had made great strides in improving the accessibility of key systems, such as the state HR programs. And many agencies, including ours, already had telecommuting processes set up. So for accessible websites, the biggest lift was creating accessible dashboards and infographs to inform the public about COVID rates, and educate them about public health best practices.

I have a couple of websites I can share with you all online afterwards about that - from the Department of Health websites. Those websites have over 2,832 pages, links, and documents, to keep Minnesotans informed. All of these were made accessible. And then there's online meetings. At the start of COVID, our office published a number of blogs with information and resources for state employees and the larger public on how to ensure you're including all of your attendees. We also contacted vendors to include key features to make them more accessible. We have maintained an active dialogue over the past year with several online platform vendors, as they continue to improve their offering.

Marsha Schwanke:

Thank you, Jay. Wow! What an incredible impact on accessibility your organization has made, and the State of Minnesota, the progress they've made on accessibility.

Jay, you also have a unique perspective on virtual meetings. Can you tell us about that?

Jay Wyant:

This is Jay speaking. Well, I was born deaf, and so I relied very much on visual media. I need to read lips. I hear okay with my cochlear implant, but I still need to read lips to understand what's being said. So it's very helpful to have people's faces, to have the video of the people. But not everybody likes to be on video, even though they don't mind being in person, which is kind of an interesting thing. So captioning is critical to my ability to participate in online meetings. And we had used in the past, when we were telecommuting, we were having group meetings, we could always plan for and prepare for a CART writer to help caption the larger, more significant meetings. But the more ad hoc meetings have to be in person.

Well, that's changed with the pandemic. So the push for automated captioning really ramped up during the pandemic. The first three or four months were tough because we didn't have it. But by August and September, we started having active automated captioning to help augment the times when we didn't have a live CART writer. That made a huge difference in the ability to have more impromptu and more frequent meetings.

Marsha Schwanke:

Thank you so much, Jay for sharing your unique perspective. Alexa, can you tell us about the Partnership on Employment and Accessible Technology, or short for P E A T, and their mission to foster inclusive remote working environments?

Alexa Huth:

Sure. So at PEAT, we really envision a future where new and emerging workplace technologies are built accessible from day one. So we want to ensure the workforce has access to technology without barriers. And that includes remote meeting platforms, digital materials, and chat apps. As virtual meeting platforms become more popular, we also want employers to consider accessibility before they buy a new technology.

Marsha Schwanke:

And Alex, you also have a unique perspective on the virtual meetings. Can you tell us about that?

Alexa Huth:

Yes. So I actually started losing my vision about a decade ago. I have something called lattice degeneration, which caused both of my retinas to detach around the same time. And after having many surgeries, the surgeons were able to save quite a bit of my sight, and with that, I found that I needed new technology to interact with my daily life, to finish my master's program, and to eventually to actually get to work. And that's why these remote meeting platforms are so key to me actually being able to interact at my job.

Marsha Schwanke:

Thank you, Jay and Alexa for sharing those unique perspectives and the initiatives and all the work that your organizations have been doing in the realm of accessibility and inclusivity. So now we'll move on to, of course, there's many different platforms to host

virtual meetings. What are some of the advantages and the disadvantages to virtual meeting platforms? What features can provide more accessible, inclusive participation?

Jay Wyant:

This is Jay speaking. Well, as I mentioned earlier, the past year saw an acceleration in the use of automated captioning. While live captioning, such as what we're using on the call today, remains the standard. Automated captioning between the critical tool for smaller and more impromptu meetings. It became a lifeline for many employees who suddenly could not meet face-to-face.

Many, more and more vendors are rolling out automated captioning features. Or as in this case now, we're using Zoom - a third party vendor, auto AI. So some are using those third party vendors, and some are filling in the systems themselves. But either way, all of these major platforms recognize or have offered some form or some aspect of automated captioning.

The greatest challenge, however, in our opinion, has been keyboard accessibility. Before COVID, if a person with a disability encountered a barrier, like somebody with a sight disability or somebody with mobility impairment. They can call over a coworker to help figure out what was wrong, or use the mouse to resolve an issue. Now these same employees are often by themselves at home. An issue that would previously annoy me became insurmountable barriers.

We identified at our office with a lot of our teammates. We identified key issues, and we pressed vendors to update their software. Many vendors also migrated, if they were not already doing so, to SAAS, software as a service platform, with rolling updates. Where previously, they were issuing updates like every six months or every year, major update. Now they were updating on a rolling basis.

On one hand, helped us - so that we identify a problem, and they can prioritize it and fix it. But it also means that we had to keep testing the software to make sure they don't break a feature. Very hard to keep up with that. Similarly, as platforms race to provide more and richer features, we need to ensure that they're available to everyone. I'll talk more about that in a moment.

Marsha Schwanke:

Thank you, Jay. Very helpful information and insights in the platform development towards accessibility, and the current issues. Alexa, what tips can you provide in the process for selecting an accessible virtual meeting platform?

Alexa Huth:

There are so many platforms out there, and I think it's really important to do your research first and prioritize accessibility, when you're even looking at platforms, before you buy any new technology. That's where you benefit your employees now and into the future. So making sure you get support from executives, setting those procurement priorities from the start, and figuring out what your accessibility needs are, are going to be critical. You're setting yourself up for success, and making inclusion a part of the

process. And that goes for any technology you acquire, not just for remote meetings, but making sure that you know what you're looking for is important.

Then when you start looking at platforms, you should expect them to have clear descriptions of their accessibility features. You should look for a variety of features, specifically any screen reader capabilities, which I'm personally very fond of. I use a screen reader every day. So of course, that's top of my list. But it's also important to look for high quality captioning, a 10 digit call-in number. All sorts of things like that. Listeners can check out PEAT's "Buy I Guide. That will help assess the platforms and make sure that the technology that they're considering sticks to these accessibility best practices.

Marsha Schwanke:

So, Alexa and Jay, we've talked a lot about captioning, but can you talk a little bit more about providing ASL? What about audio description?

Jay Wyant:

This is Jay speaking. So there are multiple ways to think about ASL, but the key thing is the interpreter needs to be visible. So you need to have a way to ensure that the interpreter can stay on screen. You can think about it this way. A lot of programs are set up to use the sound to determine whose video to show. So if I am speaking, and I stop, and then Beth starts to speak, her video comes on screen. Well, that doesn't help with an interpreter, because an interpreter is not speaking, they're signing. But they need to be visible. So you need to make sure that the application used allows either you to spotlight with everyone or what the person for whom the interpreting is being done to spotlight the interpreter. So at least one of those need to be available. One of those tools need to be available for that to happen.

Regarding audio description, it's quite simple. Every time there is an image, or every time there's a chart, or every time somebody does something like thumbs-up or anything visual that happens, say that it happens. Say, "Oh, by the way, Rebecca gave a thumbs up." Or somebody type something in the chat. Read the chat out loud. Or if you are using slides, describe what's on the slide. The meaning, not all the details, but why the slide is there and what the slide is communicating. So those two things are things you want to think about when you are planning or conducting your meeting.

Marsha Schwanke:

Thank you, Jay. Alexa, anything to add?

Alexa Huth:

No, again, Jay, I have learned so much from you today, so this has been wonderful too. I really appreciate learning your perspectives and hearing everything that you have to say.

Commercial:

The Partnership of Employment and Accessible Technology (PEAT) helps to create a future where accessible technology is standard in all workplaces. By focusing on equity and fostering collaborations across industry, government, and advocacy groups, PEAT addresses the root issue: designing and creating technologies with inclusion at the forefront and people with disabilities involved at every stage.

PEAT also creates robust resources that guide employers through each step of choosing accessible technology, implementing it, and training staff on best practices. For more information about PEAT, visit their website at www.peatworks.org.

Minnesota IT Services Office of Accessibility works with Minnesota state agencies to develop policies and implement processes and best practices that ensure digital government operations and services are accessible and usable for all. Subscribe to the Office of Accessibility's newsletter to find tips on digital accessibility, new resources, and upcoming events. To subscribe, send a text to the number 468-311, and write capital M N I T space capital A 11 lowercase y.

Marsha Schwanke:

Welcome back. We are continuing our conversation on virtual meetings. Before the break, we were talking about selecting an accessible meeting platform. Now let's get some insight into the how-to. In planning, what are some checkpoints I can do before the virtual meeting to promote accessibility.

Jay Wyant:

This is Jay. That's a great question, and just I'd like to take a minute, just before we talk about that, to follow up on what Alexa was saying. Because you do want to do your research. You also have to, when you do your research, recognize that, as she said before, a technology keeps moving rapidly. So you want to make sure that you not only understand what the platform does, but how the platform components intersect with each other.

Regarding the planning part, the interesting thing about all of this regarding remote meetings is that the bulk of what making those meetings accessible is what you, the person, want in the meeting. The technology is important, but what's most important, what you do in making the meetings inclusive. So if you read our blog post, you'll see that accessibility and inclusion starts with that, with your planning. Taking the supports help overcome many technical challenge.

First, take a minute to define your meeting. All of this will help you to define the goals of your meeting. For example, is it a presentation? Or is it a working meeting? You want to think about how people ask questions. Are they doing it verbally or are they doing it through the chat or some other mechanism? Also, how we share information, and how the meeting attendees can view the information feature.

Once you've done all that, and once you defined the purpose, review the option of your meeting platform. If you know whether or not you want a group discussion, or if you need to facilitate any decision making, you can decide whether to use meeting options like polls, hand raising, screen sharing, and so forth. And then thinking through the accessibility implications of each option.

For example, and this is what I mentioned earlier about interactive platforms, interactive components, you want to confirm whether using the chat or someone is talking, does not interfere with the ability of an assistive technology user, like a screen reader, to follow the audio. Because in some platforms, the chat talks. Or the person is talking. And that can be a real problem. So you want to make sure you know about that, and if so, you tell people, do not use the chat unless there's a pause. And then you can integrate that with the chat. So those are things to be aware of when you're planning it. Another important thing is you never fly solo when you are running a meeting. Always assign other people to take notes, help with technology trouble shooting, and manage the chat feature. Just like you're doing here. You've got three or four people in this meeting, just helping to manage the meeting while the person is talking. Other roles you want to consider are the captioning or CART provider. The ASL interpreter, and the CART captioning the ASL. By the way, speaking in ASL interpreting as another factor to consider in planning for your meeting and your meeting tool, is can you spotlight or focus on the ASL interpreter while also allowing video for the participant speaking while also allowing a slideshow? So those are the other components to think about.

Almost finally, include necessary information in the meeting invitation. When sending out the email announcement or invitation for the meeting, explain the purpose of the meeting and provide relevant material via attachment or link. You should also note, if you are providing a separate captioning option, and provide a link for that capability. For larger meetings, webinars, and formal presentations, you should include a statement for people who may want to request accommodation, along with content information.

Finally, when you get set up, before you sign into that meeting, ensure that you're using a high-quality web cam. So as you can see, these are just general good meeting best practices. They're not unique to accessibility, but they help make a meeting more accessible. For example, imagine that some of the people in the meeting are calling in by phone. So this way they cannot see. Doesn't matter they can't see in person. They're on the phone. They can't see what you're doing. How you get that information to everyone including people who are in the meeting visually? So I'll stop there for now.

Marsha Schwanke:

Thank you so much, Jay. You know, as you said before, before plays a huge part with the research and just how much everything makes it accessible for everyone, and usable for everyone. And of course, all of us are impacted because our environment and our technology change. The user needs change. So it's not even, just again, limited to people with disabilities. It applies to all of us.

So, in looking ahead, can you share some emerging technology developments, and the impact on accessible meetings?

Alexa Huth:

I absolutely agree with everything that Jay just said. I really want to echo how important it is to ask if anyone needs accommodations before the meeting. Also to have many things in place ahead of time, just as default option. As he said, these should just be standard for meetings. I know, for example, in my case, I don't always know what my vision is going to be on the day of the meeting, and I don't always know what to ask for.

So if somebody doesn't send the slides ahead of time, sometimes that's okay with me, and sometimes it's not. So generally I think it's best practice to send slides ahead of time. Make sure everyone has a chance to review the material, and really stay informed on what the meeting is going to be. That's something that's helped me so many times, but it wouldn't necessarily be something I requested. So it's really nice to consider these things for your audience ahead of time. Things that they might not ask for, but they might actually need.

Marsha Schwanke:

Great insights, Alexa. Again, because all of our situations can change, and I might have a good internet connection one day, and not the day of the meeting, so making sure that it's on the same level for everyone to have that access. So it's much more flexible as needs change.

So, it's the day of the meeting, and what are some best practices I can do during that virtual meeting to provide accessibility? Can you add on to that.

Jay Wyant:

This is Jay. I certainly can. That's a great question. So first, start with the ground rules. If there's a large group, explain how a person will get the floor to be able to comment or ask a question. In some cases, everybody's fine with a free-for-all, but in other cases, we need to have some order and structure before. For example, as a deaf person, if people are talking over each other, I have no way of knowing when I can start talking.:

Secondly, make sure to account for people who are only using the phone, or who don't have audio capabilities, just like we said earlier, or that your computer's not working too well, or you're limited to type. Same introduction. You might if you want to say the names before speaking. If you are going to have people introduce themselves, let them know before it happens.

Then you can add important information in the chat feature. So for example, if you are holding a meeting on the platform that includes chat, you can include information that you would also explain verbally. This information can be a separate call-in number, a separate captioning link, or attachment or link that you're discussing. Ideally you provided all those in advance. You can provide them again during the meeting. When you do so, you pause so people know what's happening, and put everything in the chat that would be read out and then continue.

Share recording is another thing. If you are going to be recording, let everyone know that, and announce where and when the recording will be available in an accessible format. If you're presenting or you're facilitating a conversation, you want to number one, remove distraction. So you want to turn off or mute your email and other notifications, and set your message to do not disturb. Close your other applications and your content that you're not going to be sharing in the meeting. I must say, I violate that rule a lot. I have too many things opened, and I need to do a better job at closing everything.

Secondly, describe all your visuals or what's being shared on the screen. So for example, as we're talking, and then somebody puts a thumbs up, we say, "Hey, so and

so just put a thumbs up." So we let people know that it happened. Also you should have a side channel with a chat monitor. So at the beginning with a live meeting, somebody to be watching the chat for people who are not able to speak, or who needs to ask something on the side. That person may say, "Hey, this person has brought up a question." What did that person say, and read the question.

When a person has a chat bar, I can read aloud items or questions in the chat before answering. When multiple people have asked to speak, the chat monitor can then announce the order. First we have Beth, then we have Kendall, then we have Bert so they can plan ahead about their time to speak or comment in the chat, whatever the mode of communication.

Finally, make sure that everyone has a chance to contribute. There are people of all types and all personalities. Introverts and extroverts. People who are quick to speak. People who take more time to think before they speak, people who like to think, think while speaking. People who like to think before they speak, and so on. So you recognize that all these reasons you will allow time for participants to add their notes in the chat or ask to speak. Provide multiple ways to collect feedback and avoid letting any one person dominate the audio.:

Now that's for the facilitator. For everyone, for all people who participate you want to number one, like I said before, introduce yourself. Start off by saying, "This is Jay." And every time you speak, you say, "This is Jay." We've gotten so much into the habit for that, by the way, that when we're all in person, we still do it. It's a habit we have. And sometimes when we're in person, one or two of the people may be blind, and we know that.

Secondly, we mute our microphone when not speaking. Third, if you are not speaking, consider turning your camera off. You can upload a special avatar. See faces, rather than initials. Create the positive feeling of interaction. So we feel like we are more colleague other than strangers.

Then look directly into the camera when speaking. We don't like to see yourself while speaking, but in the layout view there is for a way to hide yourself view window. Then consider your background. You want to clear out your laundry, remove distractions, or have some kind of blur in your background. Avoid speaking from a dark room or with light directly behind you. Finally, avoid speaking too quickly after the previous speaker. Allow for a pause. Give the person time to finish and then speak. So those are some basic guidelines for good meetings best practices that also make a meeting accessible and inclusive.

Marsha Schwanke:

Thank you, Jay. Those are great practical tips, just for disability meeting etiquette in general, and again meeting everyone's needs. Alexa, additions?

Alexa Huth:

Well, Jay hit all of the best tips. So he did an excellent job with that, as usual. I would like to add, if you are attending or hosting a meeting virtually or even in person, being a good ally is really important. Making sure that you are watching out for things that might

not be accessible. I know this is something that I've experienced since I joined PEAT. Our co-directors Corinne Weible and Bill Curtis Davidson have been incredible at doing this for me, and it's something I didn't even know I needed. But when we're in a meeting, and they notice something that might be complicated, they handle it. And they don't say, "Oh, Alexa might need these slides sent." Or you're scrolling too quickly for Alexa. They just say, "How about we scroll a little bit more slowly?" Or something like that. So just being a good coworker, colleague, attendee, and making sure that you're respecting everyone's needs. It can really help, and it's made a huge difference for me.

Marsha Schwanke:

Thank you for sharing that perspective, Alexa. It's so important that we treat each other with the same respect and work together. We know that the digital world is here to stay, and so looking ahead, though, can you share some emerging technology developments and their potential impact on accessible meetings?

Jay Wyant:

This is Jay. Well, I've already mentioned auto captioning, and as we know, sometimes it works well, sometimes it doesn't work to well. For example, I have a pretty significant deaf accent. So sometimes auto captioning has a hard time with my voice. But it's getting better all the time. Another feature that some platforms are rolling out is adding speaker names next to the caption. So why you should always self-identify, it's also helpful to see the name after the caption.

Then polling tools are becoming a really powerful way to get people to vote on something, or to find out the best time to meet, things like that. But the jury remains out on their accessibility. So if you want a poll, assume that some of your audience are on the phone. Not going to think of the disability part. Assume that people can't see or use it. So you'll always have to provide alternative methods and verbalize resourcing data.

Then the virtual reality, or we talk about virtual reality these days, especially in online conferencing platforms. Those big virtual conferencing now. They're using a lot of VR. That's the next new thing. We're going to have to continue to crowdsource our testing and our feedback and our interest in order to stay abreast with those kind of challenges and their solutions. There is simply no way, especially with, as I mentioned, how vendors are now going to assess, always rolling updates, always rolling systems, that's impossible to detect and verify every time there's an update. So we'll always have to crowdsource to keep talking with each other about what's working and what's not working. Especially when they make the rolling updates, making sure that the rolling updates don't break what was already working. So I would say that one of the biggest things coming forward is simply keeping up with all the changes that all the vendors are making.

Marsha Schwanke:

Yeah, definitely, definitely, Jay. We so know that technology and the information we're presenting is not static. It's not a one-time check box. You really have to stay up to date on it, in the loop. Get the scoop. So Alexa, is there things that PEAT is working on in the realm of emerging technology?

Alexa Huth:

Yeah, so we're actually about to release some resources. So, tip there, watch our peatworks.org for more information, because these immersive technologies, like augmented, mixed, and virtual reality, are having a big impact on a lot of workplaces, but we do, as Jay said, really need to consider how accessibility fits in. As these technologies are being built and adopted, they're not necessarily being done with a focus on accessibility, and that shouldn't be happening. We should be building accessibility in, ensuring that people with disabilities are testing, are helping at every phase of development. So that's something that PEAT really, really is focusing on.

I think issues like how captions will work in immersive environments. All of these questions that we have, really need to be addressed, and luckily there are groups out there, like the XR Access Initiative that are exploring these questions, getting people to talk about them at their recent symposium. And this is the first time a lot of people have considered these different issues, and bringing them to light now is so critical.

Marsha Schwanke:

Absolutely. When you consider and incorporate accessibility from the start, it's always going to save time, it's going to save stress. It's going to greatly reduce the barriers that are encountered in the future.

Alexa Huth:

This is Alexa. I also believe that when you do that, you end up with a better product. Because these things don't just benefit people with disabilities. They really benefit everybody. It's commonly known as the curb cut effect, but beyond that, creating these technologies that incorporate all different perspectives from the beginning will benefit users in ways they never could have imagined.

Marsha Schwanke:

Absolutely, spot on, Alexa, and that universal design approach as well.

Jay Wyant:

This is Jay. I'd like to follow up on all the great points that Alexa made. She's absolutely right. Design and thinking about accessibility from the start are key. Again, regarding these platforms, they are becoming larger, they're becoming more complex, with more moving parts. So very often, the left hand doesn't know what the right hand is doing. So when you're looking at vendors, and when you're looking at things like immersive reality, you don't only want to look at what products you're going to buy from what kind of company, but also how and where those companies provide support down the road. Some of the vendors actually have ways or channels or with people with disabilities can specifically target their issues, questions, or complaints and get fairly quick responses. And that's terrific. Because that's an acknowledgement from those vendors that while they may do as much as they can to make it accessible from the start, they're going to miss things, or they're going to break things as they build new things. So always keeping that dialogue with the vendors can be very important.

And while we know that not everyone can do that. It's important that organizations like as you mentioned, XR Access and others, are maintaining those dialogues. So be aware who's talking to whom, and always keeping on top of the vendors when you have issues is very important so they can fix it.

Marsha Schwanke:

Again, it just boils down to that effective communication. Jay and Alexa, just meetings and communication and getting everybody on level playing field and flexibility and that follow-up. Again, so key. Jay and Alexa, you have provided some great points. As we wrap up here, what are some resources that can be used to spread the word and learn about accessible, inclusive virtual meetings and emerging technologies?

Jay Wyant:

This is Jay. Well, we at the Office of Accessibility provide a fantastic monthly newsletter. So if you want to subscribe to that, you can send a text message to 468-311. Text that number, send a text, M N I T space A 1 1 Y. If you do that, you'll get a welcome message back, and you'll subscribe to our newsletter. We'll also provide a link to where you can come to our website, and then you can find the newsletter there as well. You'll get tips on disability, accessibility, announcements and new resources. Stories about all types of current projects, as well as upcoming events and trainings by us and others. You should also come visit our website, which is mn.gov/mnit/accessibility. So those are two resources that we provide. And then we provide links to those so many other resources that are offered.

Marsha Schwanke:

Thank you, Jay. Your organization really offers some incredible, timeless resources, as well as keeping in the loop. Alexa, for PEAT?

Alexa Huth:

Sure. So I already mentioned PEAT's "Buy I T" guide. We also have checklists for accessible virtual meetings, and a guide for picking an accessible virtual meeting platform. So listeners can go to peatworks.org. P-E-A-T-W-O-R-K-S dot O-R-G and find those resources and a lot more. As I said, we're coming up with some exciting XR focused information coming up. So stay tuned.

Marsha Schwanke:

Great. Thank you Jay and Alexa, and the resources that have been discussed during this podcast, also additional resources, an extensive list of those links and organizations will be available along with this podcast. So check it out. Thank you so very much, Jay, and Alexa. We're so grateful for sharing your time, your invaluable insights on accessible inclusive virtual meetings. And thank you ADA Live! Listeners, for joining us for this episode. To access ADA Live! Episodes, visit our website at adalive.org. All episodes are archived with stream audio, accessible transcripts, and resources. Listen to the SoundCloud ADA Live! Channel at soundcloud.com/adalive. Download the ADA Live! To your mobile device podcast app by searching for ADA Live! Have questions

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Marsha Schwanke:

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4 Wheel City: [rap music].

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Email: ADAsoutheast@syr.edu
Phone: 404-541-9001

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