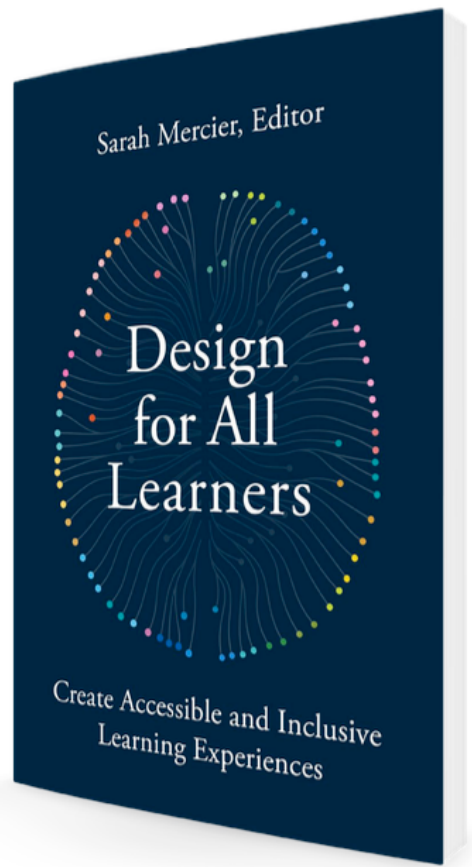


# Get the Toolbox You Need to Design for All Learners

This book empowers instructional designers, trainers, and other talent development professionals to create learning experiences that are accessible to and inclusive of all people. Learn from practitioners' vulnerable lived experiences, moving stories, and practical advice. Written by accessibility, inclusion, and L&D experts and edited by Sarah Mercier, this book will help you ensure that individuals can fully participate in the talent development and training programs you offer.

Adopt a progress-over-perfection approach: Start with shifting your mindset to consider that all learners are people who have unique experiences, perspectives, backgrounds, and abilities—and that learning design should be built for people, not just to meet compliance standards. Find what you need to know about designing for the modality you're using to reach learners—from e-learning and job aids to training in the physical and virtual classroom. Gain a clearer understanding of requirements and standards, and then explore strategies and tactics to foster an inclusive mindset throughout your organization.

Anyone involved with the practice of design in learning and development will benefit from the wide range of perspectives and techniques offered. If your goal is to become a better designer, developer, teacher, and leader, this book presents a packed toolbox to do so.



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**Sarah Mercier**, CEO and strategic consultant at Build Capable, specializes in instructional strategy and learning technology. Sarah is known for translating highly technical concepts and research to real-world practice. Her innovative learning solutions have been recognized by winning industry awards, such as Best of Show at FocusOn Learning DemoFest and Best Performance Support Solution at DevLearn DemoFest.



## About the Author

**Judy Katz** educates and assists organizations that are working to become more neuroaccessible and neuroinclusive.

She has an MBA, an MEd, and decades of experience in learning and development. Her work frequently focuses on issues of communication, management, and DEIB (diversity, equity, inclusion, and belonging). One such project won DevLearn DemoFest for Best Immersive Solution.

### **Chapter 8: Understanding Neurodivergent Learners.**

Judy opens up about her son's and her own autism diagnoses to explain how learning professionals can incorporate neurodivergence awareness into their design process from the very start.

### **Chapter 16: Designing Visual Hierarchy With Headings.**

This chapter provides tips to support accessible digital and online learning with clear, simple navigation and hierarchy.

### **Chapter 34: Unlocking Focus: The Vital Role of Fidget Toys in Enhancing Concentration for Neurodivergent Learners.**

Judy covers why fidget accessories can be an important resource for neurodivergent learners in the classroom. She provides examples and budget-friendly tactics.

### **Chapter 36: Tailoring Group Work for Neurodivergent Learners.**

This chapter provides examples of group activities that incorporate individual work, and the reasoning behind it.

### **Chapter 42: Creating Sensory-Smart Spaces: Strategies for Crafting Neurodivergent-Friendly Training Environments.**

This short chapter provides an example and a checklist to make your organization's physical training spaces more sensory-friendly.

### **Chapter 49: Strategies to Overcome Auditory Processing Challenges.**

This chapter offers suggestions to make training events friendly to learners with auditory processing needs so that all learners can benefit from streamlined training material.

### **Chapter 59: Keeping Neurodivergent Learners in the Flow With Quality Content.**

Judy covers the importance of quality control for learning content to better serve learners.



## About ATD Press

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