Summer Edition Newsletter

Centre for
**Universal Design
Australia**

This 2024 Summer Edition features Workplace and Employment

CUDA's summer newsletters are topic specific containing past posts from the website. For more on this topic, or any other, use the search button on left hand menu of the website.

Universal design & neurodiversity in the workplace

Business and academic research on inclusive workplace cultures typically focus on race and/or gender. Disability and neurodiversity are often overlooked or excluded from this research and resulting policies and practices. A universal design approach is the way to take a holistic look at the issues and solutions for neurodiversity in the workplace. Indeed, these are good workplace practices for everyone. …

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Age and workplace competence

If we say older people make more loyal and reliable employees, what does that say about younger people? And anyway, are these stereotypes valid? Ironically, public policy uses age stereotypes to overcome stereotypes about older workers. However, the connection between age and workplace competence is not supported in the research. One of the key issues here is that there is no …

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Diversity and inclusion: Can we co-design our work?

Employers are experimenting with managing the changing face of work and employee feedback is of course essential. So, will universal design principles and the practice of co-design come to the fore in designing work? Perhaps. Regardless, it's the way to sustain and build diversity and inclusion in the workplace. Most employees currently working in a hybrid model want it retained. …

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Telling stories for inclusion at work

When it comes to diversity and inclusion, economic arguments tend to fall flat. For many, economic arguments are academic - just information. Storytelling on the other hand is personal and connects with people. It makes the situation real. Telling stories is also the way to learn from each other. An article in the Harvard Business Review tackles the topic of telling …

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Humanity is neurodiverse

Comparing people to potatoes is a good way to explain diversity in the workplace. Although potatoes come in thousands of different varieties, shops give us the same regular sample to choose from. The same applies to our workplaces - we choose the same sample of the population. And if an employee doesn't think or act like the majority, they are …

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Diversity and Inclusion or Belonging and Dignity?

Are Diversity and Inclusion and recognition of Diversity the right words to use? Have they just become jargon for human resource policies and not much changes? An article in the World Economic Forum newsletter says Diversity, Equity and Inclusion have failed. Belonging, Dignity and Justice are proposed instead. The reasons are explained. The existing diversity, equity and inclusion initiatives only …

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Major re-think of office design

The open office design is dead. That's according to the designers of offices for big corporates such as Google and Microsoft. The COVID pandemic has caused a major re-think of office design and how people best function in office settings. Many workers have found open offices less than ideal workplaces. According to an article in FastCompany, apart from being noisy …

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Diversity, Disability and Disbelief

Diversity, disability and disbelief jointly create barriers to creating an inclusive workplace. When the disability isn't obvious, disbelief by others becomes another barrier to inclusion. Owning up and spelling out what you need is painful enough. So not being believed is the final straw. If you have a mental health condition this can be devastating. A personal story by a …

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Introduction to Universal Design: free online course

Introduction to Universal Design online course is in visual, audio and text formats and there are quick quizzes at the end of each module. This course is good for newcomers to the concepts and a refresher for others. There's a certificate at the end.
Get started on the Introduction to Universal Design course! It will take less than an hour.

Sign up - it's Free!

Livable Housing Design course

This short course is tailor-made for professionals in the housing and home mods sectors seeking an understanding of the NCC requirements for Livable Housing Design Standard. It delves into the technical details of both the new standard and the enhanced standard. The enhanced standard, similar to the Gold level of Livable Housing Design Guidelines, is good for anyone doing home modifications, or thinking about it.

CUDA presents this course under licence from the Australian Building Codes Board.

Register Now

Conferences and calls for papers

This page has the latest information on upcoming conferences and calls for papers. Email udaustralia@gmail.com with a link to your event and it will be added to the list. New to the list: ICT4AWE 2024 (10th International Conference on Information and Communication Technologies for Ageing Well and e-Health) 28-30 April, Angers, France. Call for Position and Regular Papers open until …

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You can find the last six newsletters in the newsletter archive as well as past summer editions.