

The diverse experience that I participated in at Temple University's STHM ODEI was the Assistive Technology Expo, which helped me learn more about the tools that they will require to help them live their lives more effectively. During the experience, we participated in a scavenger hunt that enabled those attending to understand the importance of creating inclusive environments for those needed for our specific industries. I learned that those with disabilities require different resources to help them succeed, whether through school, work, and their personal lives. For example, through the switches and toys that were demonstrated at the event, this captured my attention based on the reflective differences that fit our norm for staying entertained and being able to have fun. Based on the card games, board games, and video games connected to our exposal, this enables us to focus on making lasting memories through the experiences gained. However, this is different for those who require assistive technologies for feasible entertainment. If resources are missing for them to have a memorable experience, this will make them feel excluded from the opportunity being offered. Furthermore, the wheelchairs shown, such as the standard and sporting wheelchairs, can enable them to move around and focus on their passion for playing sports. This is important to me as a future human resource manager because this encourages me to ensure that everyone has equal opportunities for them to be able to become successful without worrying about their setbacks that could prevent them from moving forward. Also, this encourages the class in their future industries to serve others who are different from them, which helps them to feel included and to make their contributions in their business.

This relates to Dimensions of Diversity because it inspires everyone to treat others with the respect that they deserve, without making themselves superior to their weaknesses. This is important for us to learn because we will not know if we might end up in the same predicament

as them, which serves as a reminder to serve others in a hospitable manner. As we expand ourselves in the knowledge of DEI, it is critical that we learn the importance of creating inclusive environments that help others feel valued and appreciated for their differences. “Considering diversity (in multiple forms) in assistive technology require us to pay closer attention to how we address issues of inclusion in development of product, how we provide services, the research we conduct on assistive technology products, services, and policies, and how our policies and systems impact a diverse range of people (Smith, 2023).” Furthermore, the hospitality industry is focusing on improving technology for guests, regardless of their disabilities, to focus on obtaining the best experience. For instance, restaurants and hotels are currently providing accessible digital menus through smartphones or assistive devices. “Additionally, mobile apps equipped with indoor navigation features assist virtually impaired guests in navigating complex environments independently, fostering inclusivity (Morch, 2024).” Based on their offers for alternative formats, such as audio descriptions and screen reader compatibility, this helps the guests receive crucial information that is beneficial to their experience, which will make them more likely to return to their business due to the satisfaction that they received. Also, IoT technologists assist guests through being able to control room settings with their mobile apps or voice commands, which regulates the lighting and temperature of the room for the best experience; which does not force them to rely for assistance for completion of basic tasks. Therefore, this inspires future leaders in their chosen industry to work on building connections with those that are different than them, while staying consistent on providing strategies that will encourage them to feel valued. Without being able to have experiences that are beneficial to them and accessible, this will force them to visit a different company that will support their

needs to the fullest. So, we must be aware of the changes today, while applying effective DEI strategies in business to become more successful than its competitors in the future.

The Assistive Technology Expo that was promoted through STHM ODEI added to the overall course by being aware of our differences and building an inclusive environment that brings others to the table, regardless of their disability. In Dimensions of Diversity, I learned that it is not just about learning more about DEI and effective strategies, but also encourages us to apply the lessons that were learned to help others feel valued. Sometimes, the people that you work with in your industry might not agree with your morals and can make progress feel unreachable towards the focus that expands the business from your potential competitors. Through setting an example for others to follow, this will encourage them to understand the importance of being inclusive and ensuring that everyone has equal opportunities to enable them to feel successful. Regarding Temple University's STHM ODEI, this inspired me to continue learning about being inclusive and connecting with others that are different from me. As a transfer student in the School of Sport, Tourism and Hospitality Management, I learned that DEI can be best explored in the experiences that were gained, which enables us to improve on our future businesses. Learning about DEI is significant to expand your knowledge to connecting with others, but it takes everyone to make their contribution in the support to diversity management. Thus, this will take time for us to expand our strategies to enable others to feel accepted for being themselves.

References

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