



Accessibility

Maryland Philanthropy Network values the perspectives and contributions of all people and seeks to incorporate the viewpoints of diverse communities in our work. We strive to create an open, compassionate, and trusting environment that facilitates learning, dialogue, and healthy debate to inform and strengthen philanthropy.

Below is information about how we try to create and maintain an inclusive environment that is accessible to those with disabilities. Please let us know if there are ways we can make Maryland Philanthropy Network more accessible by e-mailing Elisabeth Hyleck at ehyleck@marylandphilanthropy.org.

Blind and Low-Vision Access

We ask all speakers [audio describe](#) any visual content during programs and meetings. Alternate descriptive text will be included as appropriate on program materials. PDFs and PowerPoints may also be available for participants to follow along on their devices with your own accessibility settings upon request.

We encourage all speakers to create accessible presentation decks with:

- large font sizes (18pt or larger),
- simple fonts (Calibri),
- uncluttered backgrounds,
- high contrast between text and background,
- image descriptions for all images,
- limited animation and automatic slide transitions.

Deaf and Hard of Hearing (HOH) Access

We encourage all attendees and speakers to:

- speak clearly and keep their faces visible so that others can see their expressions to increase understanding and access.
- remove as many background sounds by staying muted while not speaking.

We are happy to provide American Sign Language interpretation or Computer Assisted Real-time Translating (CART) for our programs and meetings. These services are currently available upon request, please contact Charlotte Haase at chaase@marylandphilanthropy.org as soon as you are able. Interpreters often require a minimum of 2 business days of advance notice, we will do our best to meet all requests.

Transcripts and video recordings can often be made available following events and programs.

[continued]



Mobility and Office Access

Due to COVID-19 our office is currently closed to visitors. All programming and meetings through June 2021 are being held virtually. We will evaluate that decision throughout the year as the safety of our staff, members, and the community remains paramount.

Our office is located in a single-story building with free accessible parking directly in front of our suite. Our front door is accessed by a ramp and it remains locked throughout the day. Our staff is on hand to unlock and hold the door open, please use the call button to the right of the door for entry.

Our office suite has a single-occupancy accessible restroom at the back left of the lobby/kitchen area along with a bank of additional gender-divided restrooms with accessible stalls in a shared hallway.

Service dogs are welcome!