## Creating Inclusive Websites with Plain Language

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Hands-On **Plain** Speak to **Pick Your** Your **Battles** Language **Audience** 

Resources

#### **Balancing**

Plain language on websites is more than simplified language.

It's about balancing multiple accessibility, business, and user goals.



### Think of a time you had trouble reading something you had to read

Why was it hard for you?

How did it feel in your body?

What thoughts went through your head?

Did you try any coping strategies or workarounds?

Did you end up with the information you needed?

## What Is Plain Language?

#### **Plain Language**

Plain language makes it easier to read, understand, and use your company's communications.

Adapted from PlainLanguage.gov

#### **Effective Communication = Conversation**

Plain language matches the needs of the reader with the needs of the writer.

Adapted from KingCounty.gov (original source may be different?)

"Words matter. Accessibility matters. The two often work hand-in-hand. (Reducing cognitive load, using words that are familiar, offering off-screen text, writing in plain language, etc.)

If your digital products aren't prioritizing either one, you're doing a huge disservice to your users."

Source: Angie King on LinkedIn



Last week I got this belated going away present from my former colleague at U.S. Bank and current friend Marissa Woodbeck. We found a great deal in common as heads of our practice areas at the bank (me: content, her: accessibility) and are now members of a lifelong mutual appreciation fan club.

Words matter. Accessibility matters. The two often work hand-in-hand. (Reducing cognitive load, using words that are familiar, offering off-screen text, writing in plain language, etc.) If your digital products aren't prioritizing either one, you're doing a huge disservice to your users.

Image: A white mug with a blue handle that pictures a typewriter with the text "Words matter" on the bottom.



#### **How This Benefits Accessibility**

- People with reading difficulties (everyone, in some context)
- Neurodivergent people
- Screenreader and assistive technology users
- People with eye strain or vision impairments
- People with lower reading levels
- Situational or environmental accessibility
- Non-native English speakers

#### **How This Benefits Accessibility**

Remember the principle of universal design:

"Accessibility is about more than compliance with standards. It's about developing solutions to meet the needs of all users, with and without disabilities."

Source: https://universaldesign.ie/about-universal-design

#### **Plain Language**

Writing simply is important. All readers benefit from writing that is focused on information that answers their questions or provides what they need to act or complete a task.

**Example:** introducing a list of scholarly journals

Before: "ASM Journals' open-access publications include the following titles:"

After: "Open-Access Journals:"

#### **Avoid Jargon and Metaphors**

Write in clear simple language. Say exactly what you mean. Being understood is more important than sounding clever.

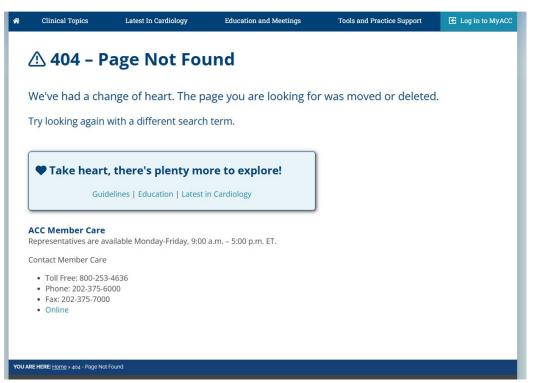
#### **Example**

Jargon: NP/PA should be spelled out as Nurse Practitioners / Physician Assistants

Metaphors / Idioms: "We've had a change of heart."

#### **Avoid Jargon and Metaphors - Exceptions**

For ACC's 404, we used the idiom "change of heart" for some brand connection integrated into the messaging. We added clarifying language after.



#### Reading Level

Write general (non-scientific or specialized) web content for a 8th grade reading level.



#### **Before**

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Contributions to ACC HeartPAC are completely separate from ACC member dues. Contributions to HeartPAC will be used in connection with federal elections and are subject to the prohibitions and limitations of the Federal Election Campaign Act. HeartPAC is a Political Action Committee established and operating pursuant to the Federal Election Campaign Act. The decision to contribute is voluntary, and refusal to contribute can be made without reprisal. Contributions to ACC Political Action Committee are not tax

#### **After**

#### **Disclosures**

- HeartPAC is a Political Action Committee that works according to the rules of the Federal Election Campaign Act. Any money given to HeartPAC must follow the limits and rules set by this act.
- Donating to HeartPAC is voluntary, and you will not be penalized for choosing not to give.
- Contributions to ACC Political Action Committee are not tax deductible.
- Contributions to ACC HeartPAC are completely separate from ACC member dues.
- HeartPAC can only accept donations from domestic U.S. ACC members.

#### **Active Language**

Get right to the point and be transparent.

Replace adverbs (look for an -ly ending) with strong verbs (e.g., "strongly encourage" vs. "urge").

Avoid <u>passive voice</u> (e.g., "mistakes were made" vs. "I made a mistake").

Avoid hidden verbs (e.g., "make an application" vs. "apply").

#### **Word Substitutions**

Avoid formal, complex, or long words where short, simple words will do.

Instead of:	Try:
Accomplish	Carry out
Assist, assistance	Help, aid
Implement	Begin, carry out
Obtain	Get
Utilize	Use

#### Word Substitutions: Example

A button on a website that allows users to ask for additional information.

Before: "Obtain Assistance."

After: "Get Help."

#### **Inviting Presentation**

- Use white space to draw the eye and conserve cognitive load.
- Break up long paragraphs into short ones, and use bullet points or numbered lists.
- Follow best practices around font size and style, and color contrast.

#### **Inviting Presentation: Example**

Before:

"Should a question arise, the editorial associate or the production editor will contact the editor in chief (or an appropriate editor), who then decides whether the manuscript should be transferred to another ASM journal, editorially rejected owing to scope, or retained for review by the journal to which it was submitted."

#### **Inviting Presentation: Example**

After:

"Sometimes ASM Journals staff aren't sure whether manuscripts fit the journal's scope. They will ask the editor in chief (or an appropriate editor) to decide on the next step:

- Transfer it to another journal
- Editorially reject it
- Keep it for review"

#### **Conversational Tone**

- Speak directly to the reader use "you."
- Use Q&A format.
- Use the present tense.
- Use contractions.

# Speak to Your Audience

#### **Audience**

The term plain language is also about speaking to your audience.

Your audience is whoever is on your site – know who uses each section and what their goals are.

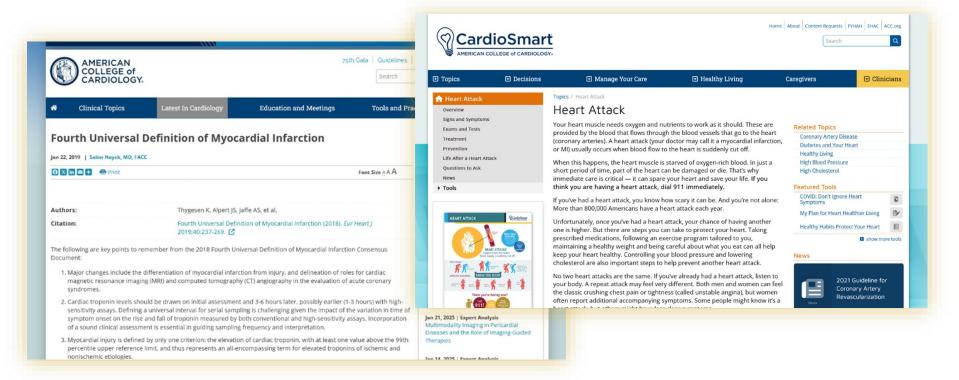
Know what your audience knows – and doesn't know.

#### **Audience - Striking a Balance**

"Speaking peoples' language" versus "knowing the lingo." In some cases, it may be more straightforward or necessary for tone to use your audience's jargon.

In some cases, a specific term may be necessary for legal or political reasons. In that case, optimizing the content around that term may be the way to go.

#### Myocardial Infarction vs. Heart Attack



#### **Audience - Guiding them**

Consider what your audience wants to know or do. Then walk through each step they will take.

- What questions will they have?
- Where do they have to click on links or interact with your page?
- How will they know when they are finished?

#### **Audience - Guiding them**



#### **Test Content**

When possible, test whether your content is understandable with a representative of your audience.

When not possible to test with your audience, show it to someone in your organization who is not familiar with your content – for example, an intern, or someone in another department.

You want to see if there is any information missing, anything that is confusing, an unclear workflow, etc.

## Pick Your Battles

#### **Content Type Considerations**

Things that you have to put on the website as they are:

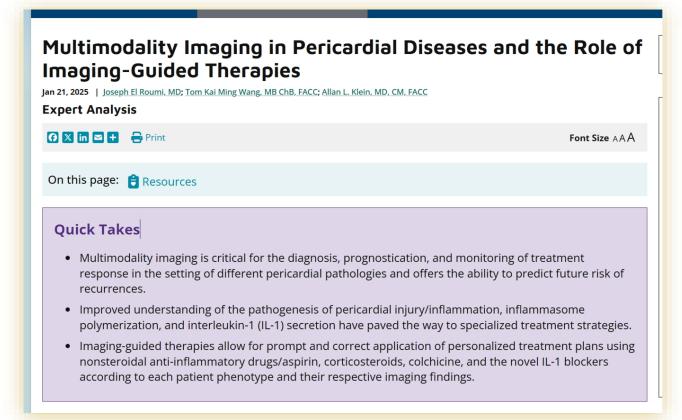
- Press Releases
- Letters to Congress
- Medical Guidelines
- Meeting Minutes (can't change what it said, but use HTML vs. PDF)

#### **Content Type Considerations**

#### Things you can optimize:

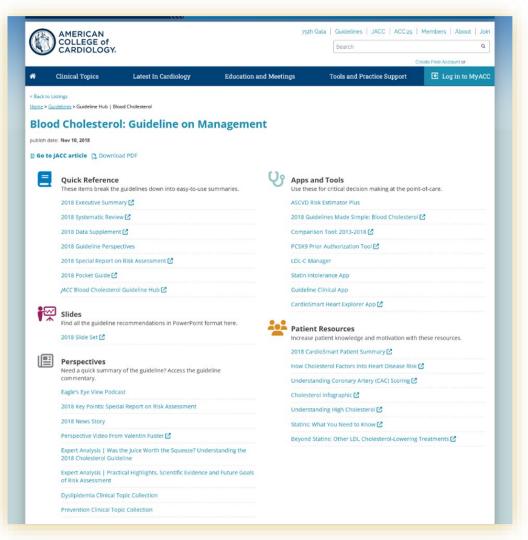
- Derivatives
- Marketing
- Analysis
- Technical/medical writing
- Information

#### **Example from ACC**



#### **Example from ACC**

Each piece of content on this page is a different way of explaining parts of the Managing Blood Cholesterol Guideline.



#### **Example from ACC**

\$1500 / 5 year purchase plan

or

\$300 / 1 year purchase plan

+ Annual ABIM MOC fee\*

NONMEMBER
\$1500 / 5 year purchase plan

or

\$300 / 1 year purchase plan

+ Annual ABIM MOC fee\*

FELLOWS IN TRAINING or EMERITUS MEMBERS
\$1500 / 5 year purchase plan

or

\$300 / 1 year purchase plan

+ Annual ABIM MOC fee\*

#### **Usage/Traffic**

- Focus on the 20% of your content that gets 80% of the use.
- Optimize the highest-traffic areas of your website first.
- Answer the actual FAQs.
- Plan ahead for traffic for example, is a page being promoted soon that should get updated beforehand?
- If content has to live on the site for political reasons, but is not getting used, it is not a priority to optimize.

### Hands-On

#### **Keep in Mind**

This is about improvement, not perfection.

There are no right and wrong answers – everyone will have a different approach and that's okay!

#### **Example Sentences to Rewrite**

#### Ask yourself:

- Is it active or passive voice?
- Are there extra words that could get cut out?
- Are there simpler words you could substitute?
- Can you speak directly to the reader?

#### **Example Sentences to Rewrite**

"Requests must be made with at least two business days' advance notice given."

#### **Example Sentences to Rewrite**

"Please inquire via email to commence communication with one of our customer service representatives."

### Resources

#### Resources

We have a living list of articles/books/resources on Plain Language that helped create this presentation and have informed our work.



## Q&A