
Multimedia Review: Inclusion Websites

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The Circle of Inclusion <http://circleofinclusion.org/>

The Circle of Inclusion (<http://circleofinclusion.org/>), established by the University of Kansas in 1992, provides parents, early childhood personnel, and families with young children information and descriptions of inclusive educational programs for children from birth through eight years old. The website displays a Bobby Approved icon meaning that it complies with WC3 accessibility standards. One culturally diverse feature is the site's availability in English, Spanish, Korean, Japanese, and Chinese.

The Circle of Inclusion explains why inclusive services are necessary and contains inclusion guidelines, instructional models for early childhood teachers, and detailed early childhood education curricula. There are 10 developmental models that range from the Creative to the Waldorf School. Information and hotlinks cover 30 areas of inclusive accommodation, such as the rationale for inclusive services, accommodation, accessibility, a guide for reviewing inclusive children's literature, forms, articles, information for teachers and school administrators, resources, methods, practices, recommendations for assistive technology, augmentative and alternative communication systems, social stories for autistic children, Asperger Syndrome, and other areas. Interactive lessons supported by individual case studies and 12 downloadable forms are available as Microsoft Word documents and PDF (Portable Document Format) files including a Preschool Inclusion Manual. Although personal services are only available in Kansas, the website is a rich source of inclusive early childhood programs with diversity elements.

The appearance and navigation of *The Circle of Inclusion* website is simple, with high color/text contrast and horizontal menus. It loads in less than one second using Internet Explorer Version 7 or Firefox Version 3. A site map with icons and text provides an overview of all sections. The site does not comply with the automatic and manual checkpoints of the W3C Web Content Accessibility Guidelines and HTML markup although it claims Bobby approval. The site is not Valid HTML 4.01 Strict and has 78 minor errors. As of May 25, 2008, the site did not post the date and time of the latest update other than the copyright of 2002.

The National Society for Hispanic Professionals

<http://www.nshp.org/>

Responding to the economic, social, political, and educational needs and challenges facing America's Hispanic/Latino community, The National Society for Hispanic Professionals (NSHP) (<http://www.nshp.org/>) was founded in 2001. The Society promotes the professional advancement and careers of Hispanics and currently has 10,000 active members.

Data released by the U.S. Census Bureau in 2008 report that America's Hispanic population is approximately 46 million or 15.1% of the estimated total population of 303 million. Hispanics/Latinos constitute the largest and fastest-growing group of people of color in America. The transition into the corporate world has been slow for Hispanics/Latinos and is proportionally low as a percentage of the population:

- Hispanics are 0.4% of America's senior executives in the largest 1,500 firms.
- Hispanics hold 4.8% of the managerial positions.
- Hispanics serve on 12% of Fortune 1000 corporation boards.
- Hispanics hold 7% of jobs in the federal workforce.

The NSHP offers free and membership-only services such as posting hundreds of current job announcements, profiles of Hispanic business leaders, an active discussion forum about career opportunities, scholarship information, and a listing of nationwide cultural events and conferences of interest to the Hispanic community. NSHP sponsors regional job fairs with broad corporate representation. In 2008 job fairs are planned in Atlanta, GA (June), Washington D.C. (August), New York City (September), Dallas (October), and San Jose (November).

The NSHP menu lets users open links to Hispanic associations; 50 nationwide business connections; 40 domestic and international college and university listings; advice and hotlinks to health, immigration, career resources, embassies, and consulates; search engines; translation services; and government reports on the status of Hispanics in the United States. The monthly newsletter archives from January 2004 to May 2008 are searchable and accessible without membership status. The organization's annual membership fees are \$25 for students, \$40 for educators, and \$100 for general members with voting privileges.

The appearance and navigation of *The National Society for Hispanic Professionals* website is cluttered and distracting with three columns of vertical and horizontal menus displaying 34 separate features and subsets which duplicate the menu bar. As a result the page takes 4 - 5 seconds to load using

Internet Explorer Version 7 or Firefox Version 3. The site does not comply with the automatic and manual checkpoints of the W3C Web Content Accessibility Guidelines and HTML markup. The site is not Valid XHTML 1.0 Transitional and has 127 errors including broken links to content and missing meta-tags. As of May 25, 2008, the site did not post the date and time of the latest update other than the copyright of 2008.