

Integrating

↑ Bottom-Up Advocacies
and ↓ Top-Down Lead

to Enhance Disability Inclusion for University Staff



Prof. T.H. Tse

School of Computing and Data Science

The University of Hong Kong (HKU)

Email: thtse@cs.hku.hk

Web: <https://cs.hku.hk/~tse> .

Apologies

- ◆ Sorry to present a *recording* of my talk
- ◆ I have an *ear infection* resulting in temporary hearing loss
- ◆ I will respond to your *queries and suggestions* as usual
- ◆ I am grateful to the *Berkeley Webinar* organizers for the close captioning .

Integrating

↑ Bottom-Up Advocacies
and ↓ Top-Down Lead

to Enhance Disability Inclusion for University Staff

Long Titles and Headings for
Law and Social Work papers,
but I am only given ***30 minutes*** .

Stand on the Shoulders of Giants



René
Descartes

I think, therefore I am

[We *philosophize* to
prove our existence]

Stand on the Shoulders of Giants



René
Descartes

I think, therefore I am

[We philosophize to prove our existence]

**Rehabilitation
Designer**

I BUILD, therefore I am

[We ***design*** to prove our existence].

I **BUILD**, Therefore I am

Integrating

↑ Bottom-Up Advocacies
and **↓ Top-Down Lead**

I **BUILD**, Therefore I am

Integrating

Bottom-**U**p advocac**I**es and top-down **L**ea**D**



*Integrate **BUILD**.*

Don't Just

Stand on the Shoulders of Giants

Learn Also From Our Own Success

My Teaching

- ◆ *Best teacher award*

Recent scores
up to 96.3%

- ◆ *Best presenter*
in international
conferences



*We'll promise an
interesting talk .*

Learn Also From Our Own Success

My Teaching

My Research

- ◆ Recognized international pioneer of *methods integration* in software design

We'll extend to methods integration in rehabilitation design .

Learn Also From Our Own Success

My Teaching

My Research

My Administration

◆ *Raised US \$12 million*
for HKU



*We'll leverage
networking .*

Presentation Outline

- ◆ Interesting Preamble
- ◆ Case Study 1: Integrate BUILD to Pursue Universal Design at *The University of Hong Kong (HKU)*
- ◆ Case Study 2: Integrate BUILD to Salvage Social Enterprise at *The Hong Kong Polytechnic University (PolyU)*
- ◆ Case Study 3: Integrate BUILD to Enhance Disability Inclusion *Beyond Universities*
- ◆ *Conclusion*

Presentation Outline

- ◆ Interesting Preamble
 - ◆ *Case Study 1: Integrate BUILD to Pursue Universal Design at The University of Hong Kong (HKU)*
 - ◆ Case Study 2: Integrate BUILD to Salvage Social Enterprise at The Hong Kong Polytechnic University (PolyU)
 - ◆ Case Study 3: Integrate BUILD to Enhance Disability Inclusion Beyond Universities
 - ◆ Conclusion
- 

Case Study 1: Integrate BUILD to Pursue Universal Design at HKU

Rise in Fame

- ◆ Ranks *no. 11* in QS World University Ranking 2026

Rapid Growth

	<i>2015</i>	<i>2025</i>	<i>Increase</i>
◆ <i>No. of Staff</i>	7,199	14,773	105.2%
◆ <i>No. of Students</i>	27,933	42,330	51.5%

Case Study 1: Integrate BUILD to Pursue Universal Design at HKU

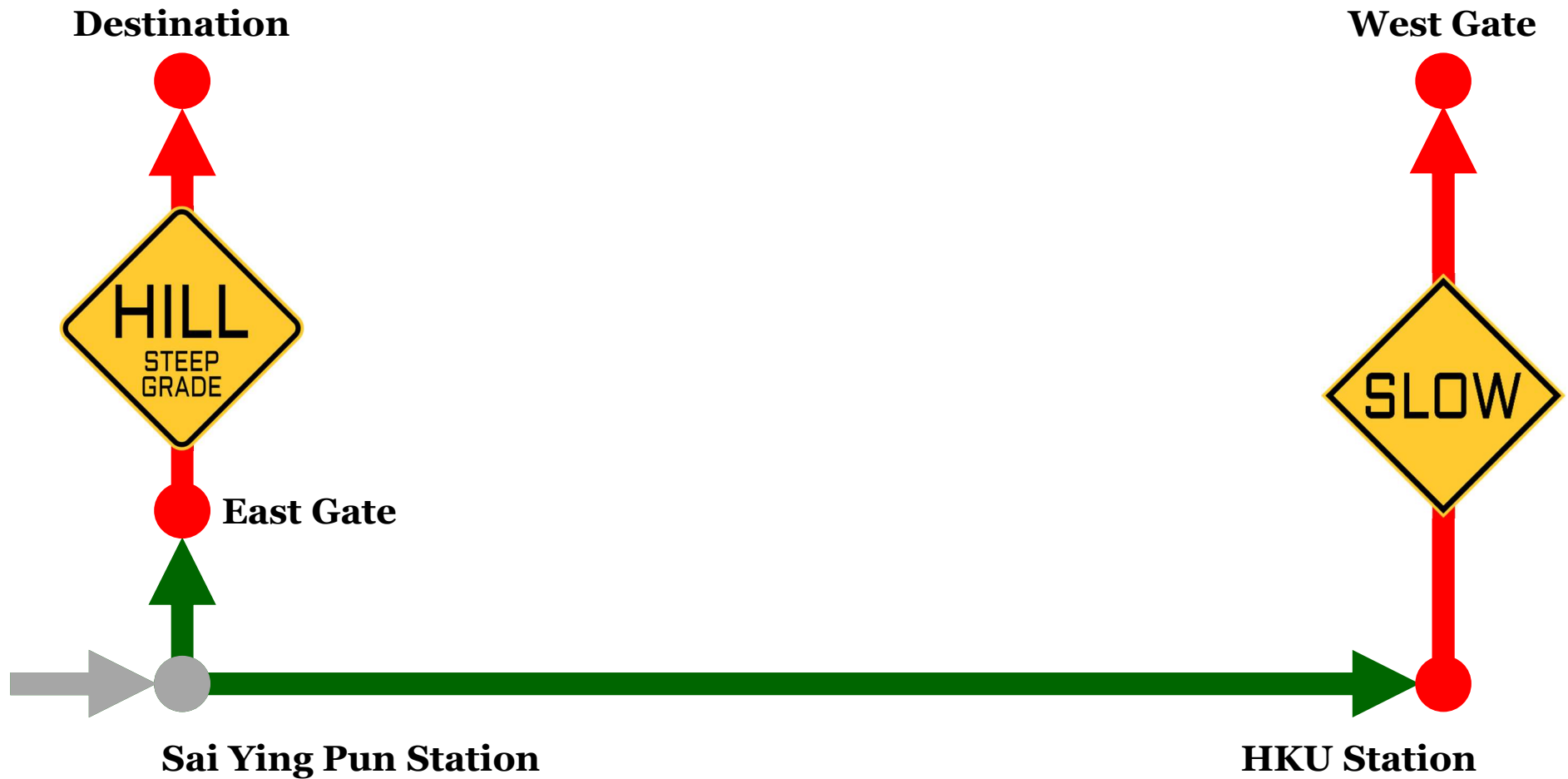
Rapid Expansion of Main Campus



Built many modern gorgeous buildings with glass curtain walls .

Case Study 1: Integrate BUILD at *HKU*

Access Issues



Case Study 1: Integrate BUILD at HKU

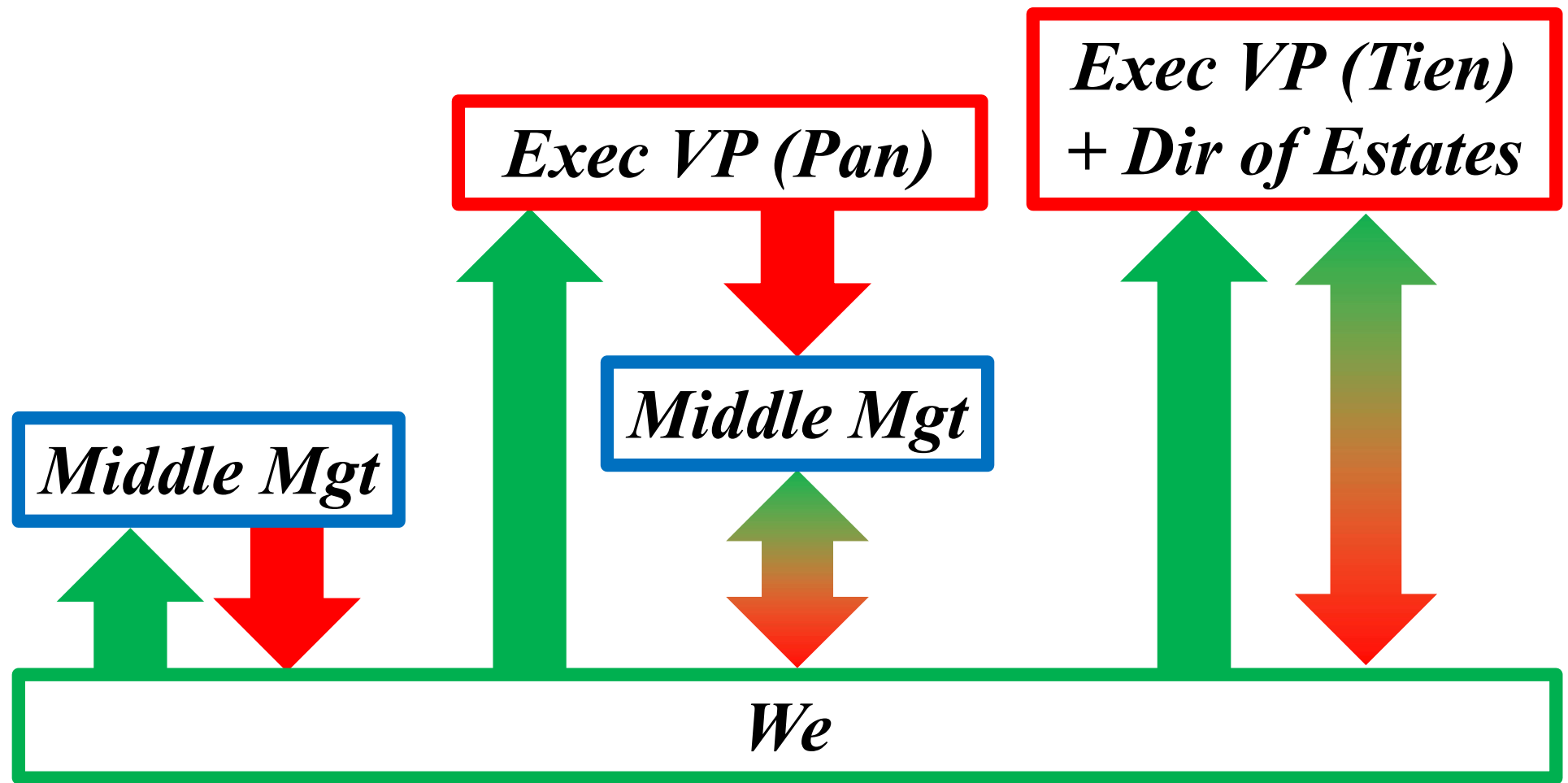
Improve the East Gate



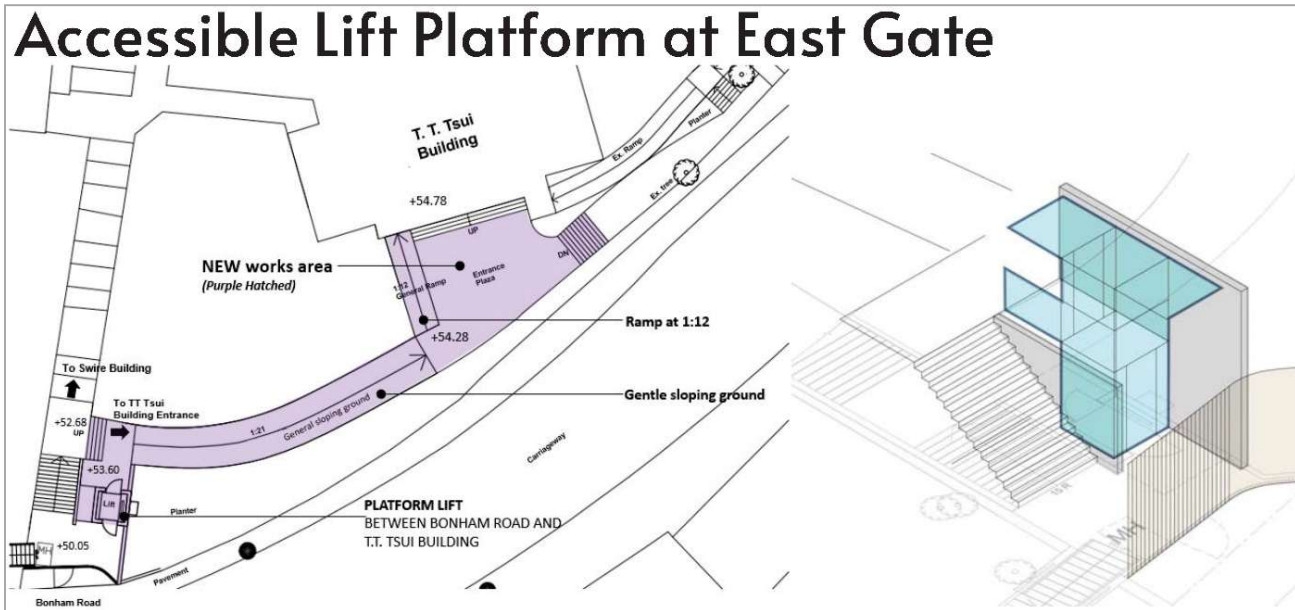
*But inaccessible
to PwDs*

*Middle management
recommends PwDs
to continue using
West Gate .*

Case Study 1: Integrate BUILD at HKU
Life is Full of Ups and Downs

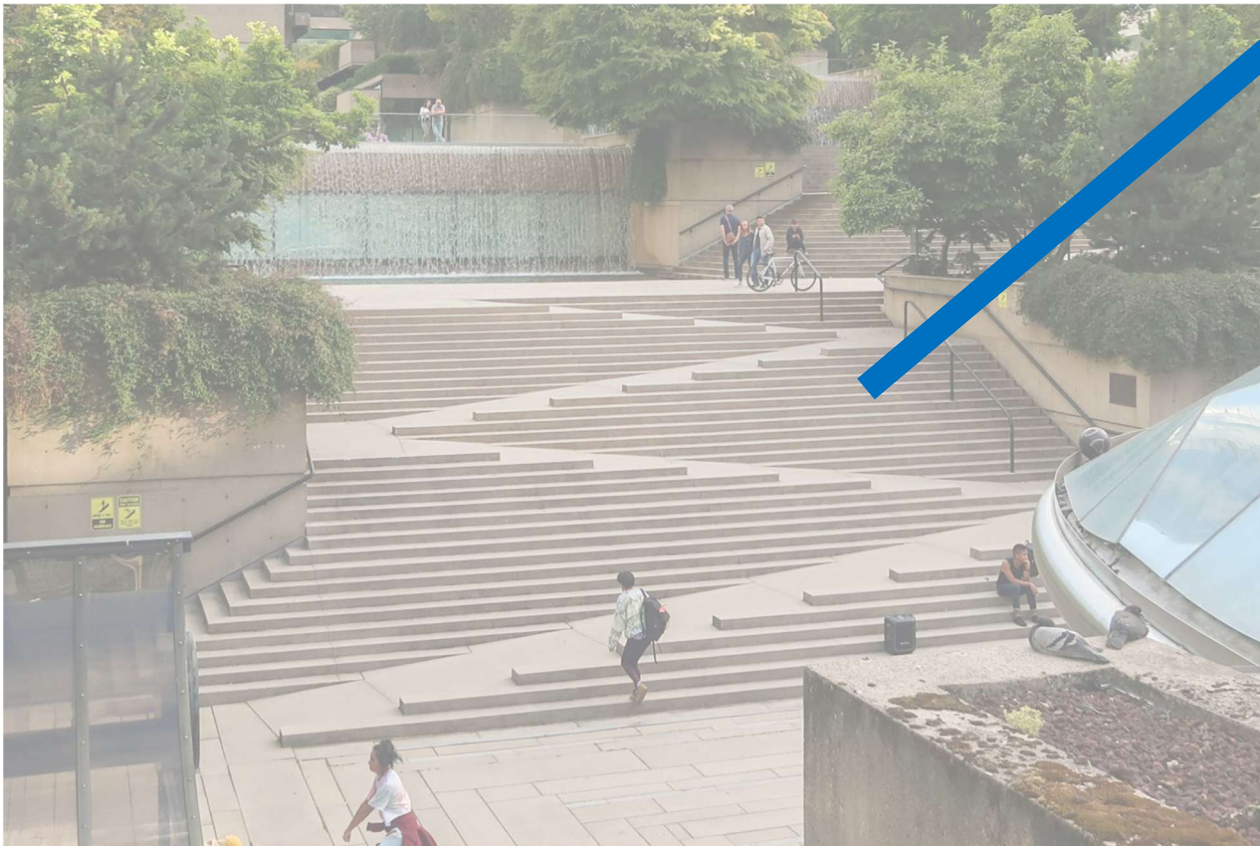


Case Study 1: Integrate BUILD at HKU Interim Accessible Solution for PwDs



Case Study 1: Integrate BUILD at HKU **Further Pursuit of Universal Design**

Stramps (Combined Staircases and Ramps) *in Robson Square, Vancouver*



Aesthetic

But

- ◆ lacks handrails
- ◆ lacks landings
- ◆ lacks tactiles
- ◆ lacks color stripes .

Case Study 1: Integrate BUILD at HKU **Toward Genuine Universal Design**

Mainstream and PwD accessibility should be

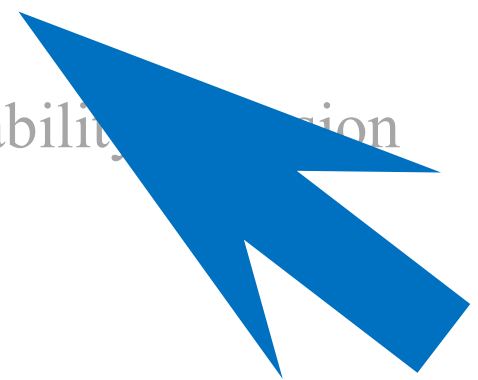
- ◆ *synchronously* planned
- ◆ *synchronously* designed
- ◆ *synchronously* developed, and
- ◆ *synchronously* implemented

For example

- ◆ if everyone can enter building at ground level, no staircases or steps are needed .

Presentation Outline

- ◆ Interesting Preamble
- ◆ Case Study 1: Integrate BUILD to Pursue Universal Design at The University of Hong Kong (HKU)
- ◆ ***Case Study 2: Integrate BUILD to Salvage Social Enterprise at The Hong Kong Polytechnic University (PolyU)***
- ◆ Case Study 3: Integrate BUILD to Enhance Disability Inclusion Beyond Universities
- ◆ Conclusion



Case Study 2: Integrate BUILD at PolyU **Rehabilitation Alliance Hong Kong (RAHK)**

- ◆ We are a *Disabled Persons' Organization* having 5500 members with all types of disabilities
- ◆ We operate a Social Enterprise Store in PolyU franchised by *7-Eleven*
- ◆ *Majority* of managers and workers are PwDs
- ◆ One of the *first 2* Social Enterprises in Hong Kong
- ◆ Selected as a case study by *Harvard* Business Publications .

Case Study 2: Integrate BUILD to Salvage Social Enterprise at PolyU



7-ELEVEN®

理工大學 PolyU



香港復康聯盟

Rehabilitation Alliance Hong Kong

社會企業



Social Enterprise

Case Study 2: Integrate BUILD at PolyU Redevelop Student Union Blk VA/VS



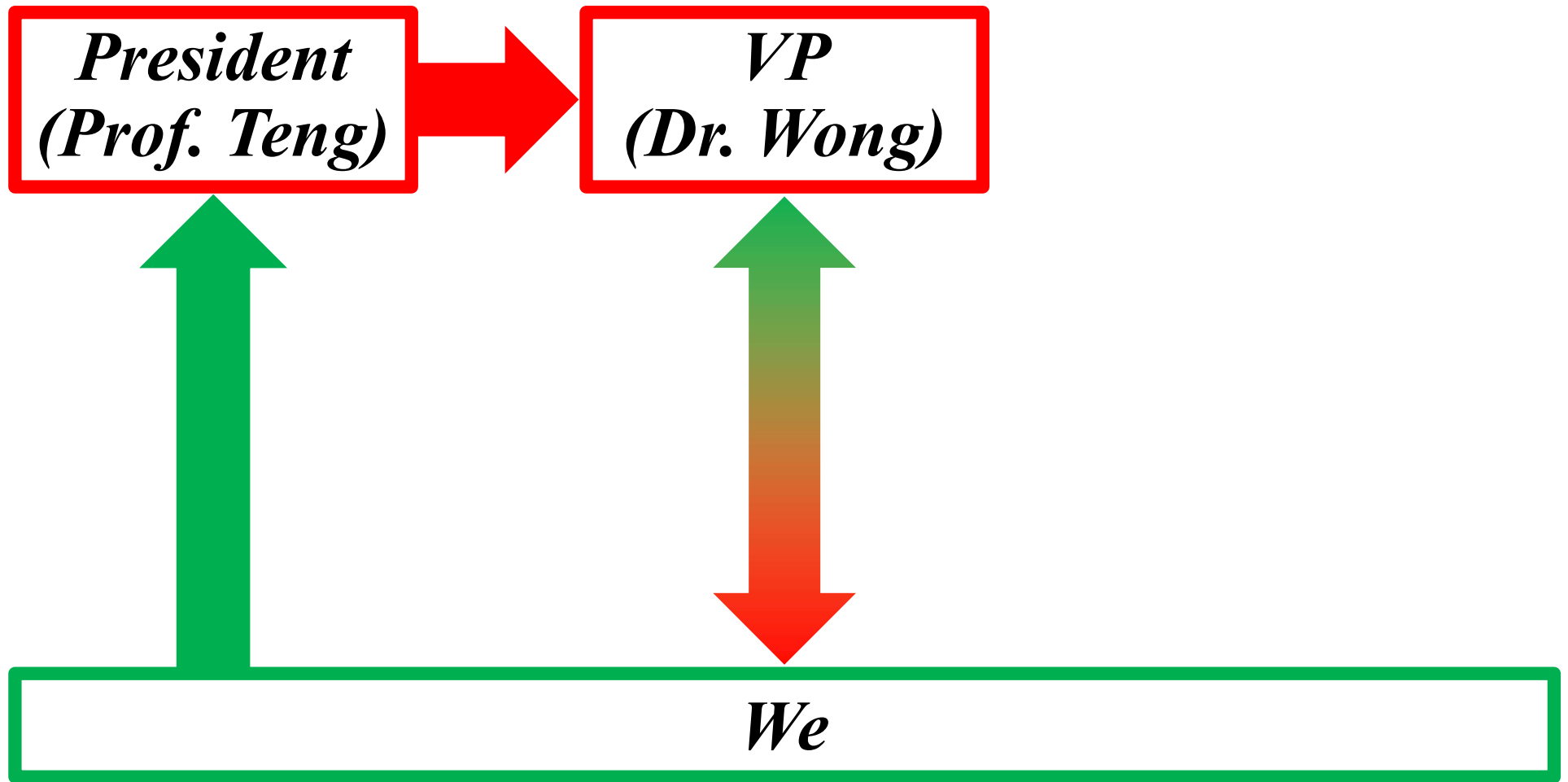
7-ELEVEN[®]
理工大學 PolyU

 香港復康聯盟
Rehabilitation Alliance Hong Kong

社會企業 
Social Enterprise

Case Study 2: Integrate BUILD at PolyU

Life is Full of Ups and Downs

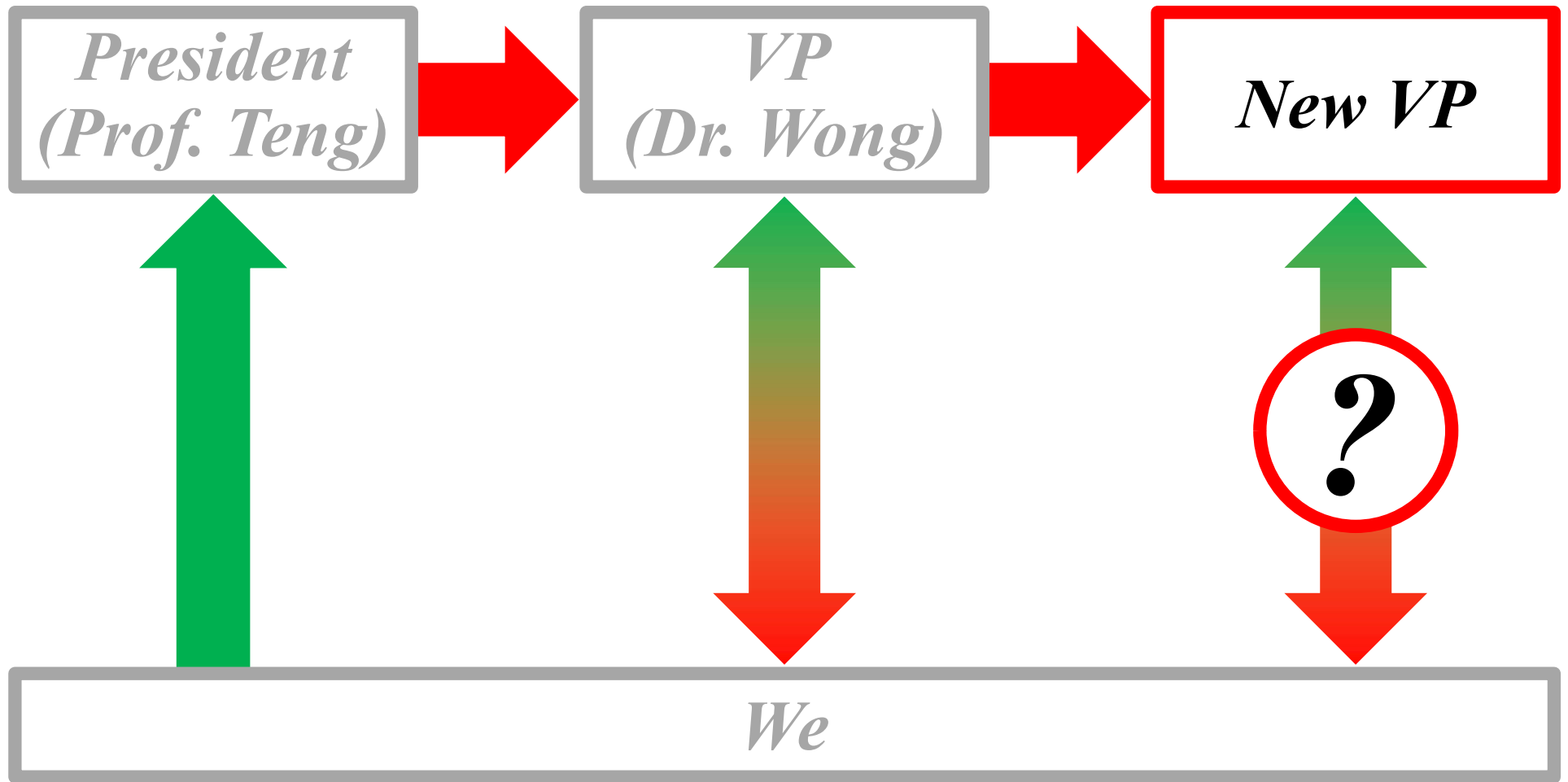


Case Study 2: Integrate BUILD at PolyU **Excellent Plans Ahead**

- ◆ Interim *pop-up shop*, same size as the current 7-Eleven, enabling us to have business as usual
- ◆ *Early renewal* of permanent 7-Eleven as guarantee after the redevelopment
- ◆ Sell lunch boxes as *extra revenue* in view of the temporary closure of the Student Canteen .

Case Study 2: Integrate BUILD at PolyU

Unexpected Challenge Ahead



Case Study 2: Integrate BUILD at PolyU

Unexpected Challenge Ahead

- ◆ Redevelopment of Block VA/VS *postponed*
- ◆ New *U Garden Café* under PolyU Training Hotelier



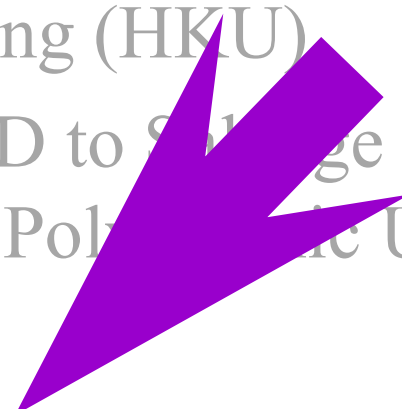
Case Study 2: Integrate BUILD at PolyU

Moral of the Story

- ◆ *Strike* while the iron is hot
- ◆ But we *missed* the excellent opportunity .

Presentation Outline

- ◆ Interesting Preamble
- ◆ Case Study 1: Integrate BUILD to Pursue Universal Design at The University of Hong Kong (HKU)
- ◆ Case Study 2: Integrate BUILD to Support Large Social Enterprise at The Hong Kong Polytechnic University (PolyU)
- ◆ ***Case Study 3: Integrate BUILD to Enhance Disability Inclusion Beyond Universities***
- ◆ Conclusion



*Case Study 3: Integrate BUILD to Enhance Disability Inclusion **Beyond Universities***

Networking and Visibility with Law Makers

- ◆ Speaking at Summit for PwDs organized by Legislative Council Member Dr. C. Y. Tik



*Case Study 3: Integrate BUILD to Enhance Disability Inclusion **Beyond Universities***

Networking and Visibility with Law Makers

- ◆ Meeting Miss Rosanna S. P. Law, Secretary for Culture, Sports and Tourism




*Case Study 3: Integrate BUILD to Enhance Disability Inclusion **Beyond Universities***

*Laws on **Universal Design** are vital for future*

- ◆ Construction of new *cultural* complexes
- ◆ Construction of new *sports* complexes
- ◆ Infrastructures to stimulate *tourism* .

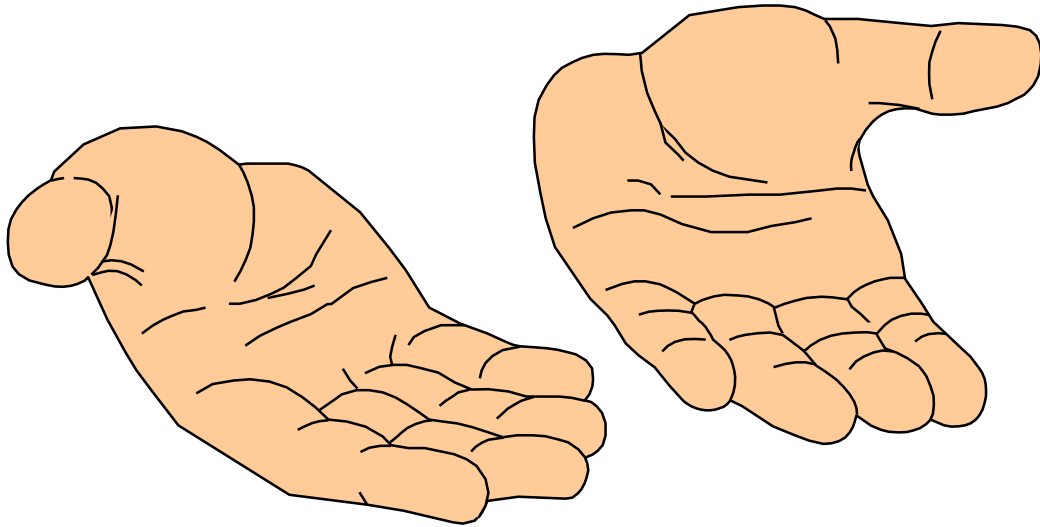
Presentation Outline

- ◆ Interesting Preamble
 - ◆ Case Study 1: Integrate BUILD to Pursue Universal Design at The University of Hong Kong (HKU)
 - ◆ Case Study 2: Integrate BUILD to Salvage Social Enterprise at The Hong Kong Polytechnic University (PolyU)
 - ◆ Case Study 3: Integrate BUILD to Enhance Disability Inclusion Beyond Universities
 - ◆ ***Conclusion***
- 

Conclusion

- ◆ We extended *methods integration* from software design to rehabilitation design
- ◆ We reviewed *accessibility issues* faced by PwDs
- ◆ We identified middle management *constraints*
- ◆ We illustrated the need for *top management* support
- ◆ We demonstrated the need for *iterations*
- ◆ We reviewed *shortcomings* and recommended *future work* .

Your Comments are Most Welcome



Thank you

Key Takeaways:

- ◆ *I BUILD, therefore I am*
- ◆ *Universal Design is Ultimate Goal .*

Thanks again

Key Takeaways:

- ◆ *I BUILD, therefore I am*
- ◆ *Universal Design is Ultimate Goal .*

Thanks again

Key Takeaways:

- ◆ *I BUILD, therefore I am*
- ◆ *Universal Design is Ultimate Goal .*

