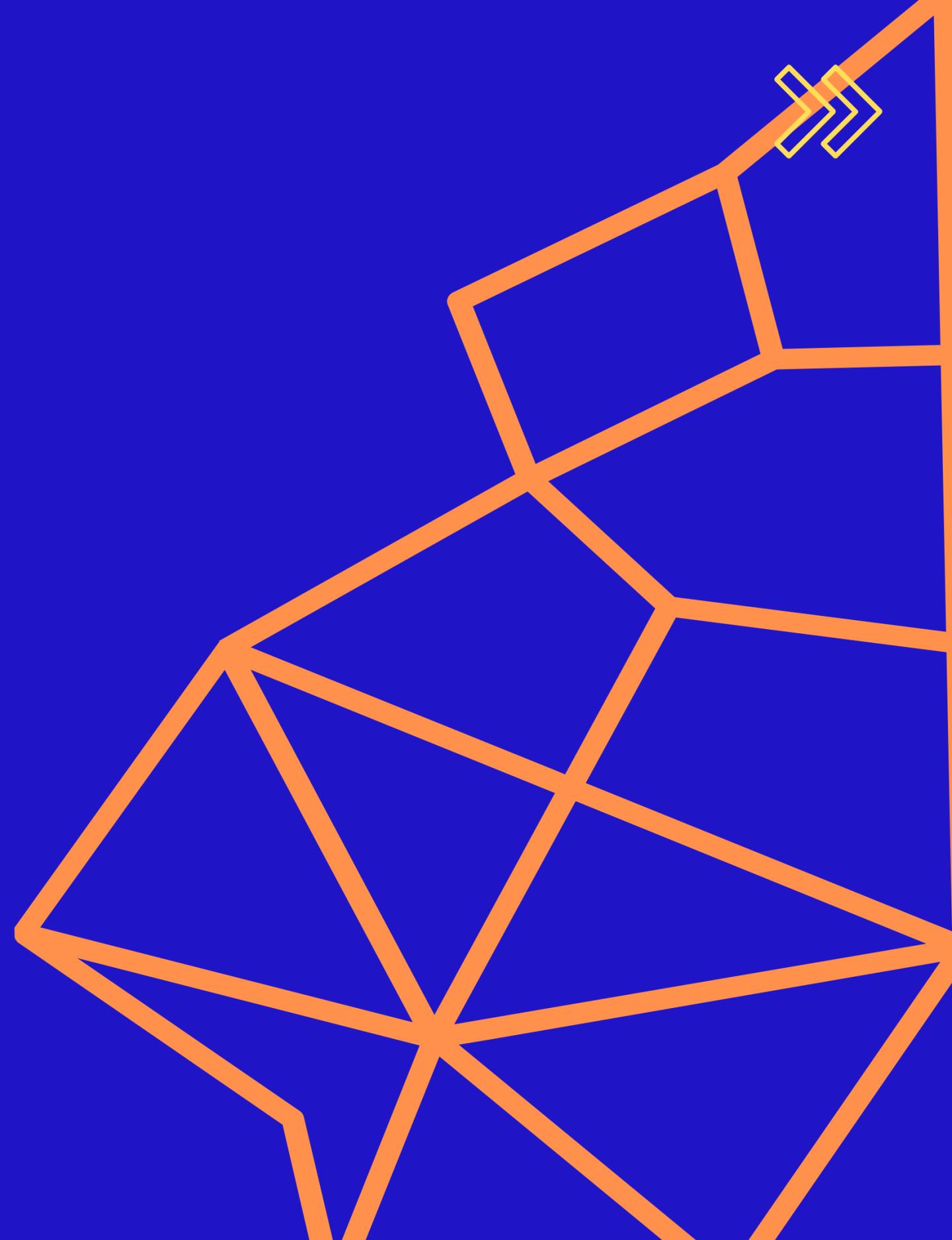


Igniting Innovation with the Inclusion of Disability & Accessibility



Heather Dowdy



7 seconds

9 minutes

Anti-Racism Journey:

Pre-George Floyd

vs.

Post-George Floyd



Critical Conversations (we aren't having):

Almost half of the people who die at the hands of
police have some kind of disability

- Ruderman Family Foundation



Critical Conversations (we aren't having):

80% of prison inmates in Texas are functionally illiterate. 48% have dyslexia
– *Moody KC, et al Tex Med*



Critical Conversations (we aren't having):

Of the 90% of companies that claim to prioritize diversity, only 4% consider disability in those initiatives.

-Return On Disability Group



Intersectionality



**Disability is mismatched
human interactions.**

-World Health Organization



Accessibility



Empowers 1 billion+
people living with
disabilities



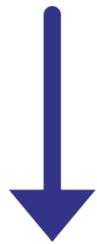
The image features a solid blue background with abstract, thick orange lines forming a complex, interconnected geometric pattern of triangles and polygons on both the left and right sides. The central text is white and bold.

**INACCESSIBLE =
MICROAGGRESSION**

THE 'DISABILITY DIVIDE'

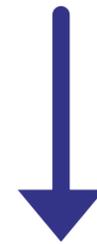
01

Education Levels for
People with Disabilities



02

Employment Rates
for People with
Disabilities



03

Number of People
living with Disabilities





**Inclusion Drives
Accessibility**



Culture



Disability Inclusive
& Accessible



Culture



Deaf Rappers during Superbowl Halftime Show
Separate but Equal?

DESIGN JUSTICE PRINCIPLES

01

Who is participating?

02

Who is harmed?

03

Who is benefitting?



Inclusive Companies:

Outperform their peers

28% higher revenue

2x net income

30% better performance
on economic profit
margin

Attract top talent

who choose employers
that reflect their values



Technology



Disability Inclusive
& Accessible

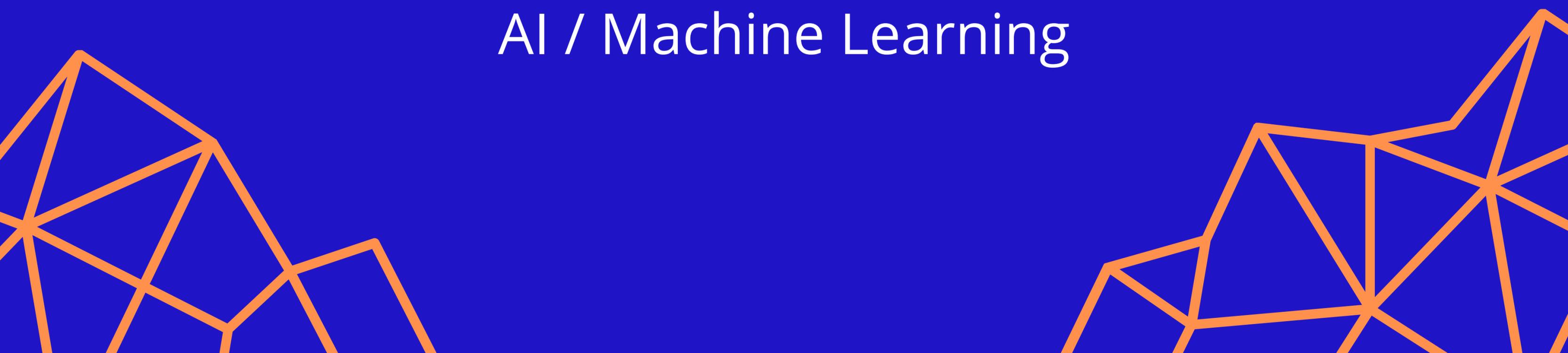




Technology



Digital
Transformation with
AI / Machine Learning





Inclusive Hiring

Our Ability

Skills matching to
create talent profiles
for people with
intellectual
disabilities

Vanderbilt University

Virtual job coach to
prepare people with
Autism for job
interviews



Employee Support

Open University

Alternate form completion
for disclosure and
accommodations
processes for people with
cognitive disabilities

Northwestern University

adaptive, personalized
text-messaging
platform for people
living with mental
health conditions

INCLUSIVE AI PRINCIPLES

01

Reduce bias within a spectrum.

02

Don't design the future solely based on the past.

03

Build inclusive teams that empower people with disabilities during and after the lifecycle.



We have gotten as far as we're gonna get with trying to rehab or refurbish these systems that do not work for everybody, because if we are like cells in an organism, if it doesn't work for the person that lives next door to me, it doesn't work for me, it doesn't work for any of us.

***-Reyma McCoy McDeid
NCIL Executive Director***



How will WE build a more disability inclusive and accessible world?

