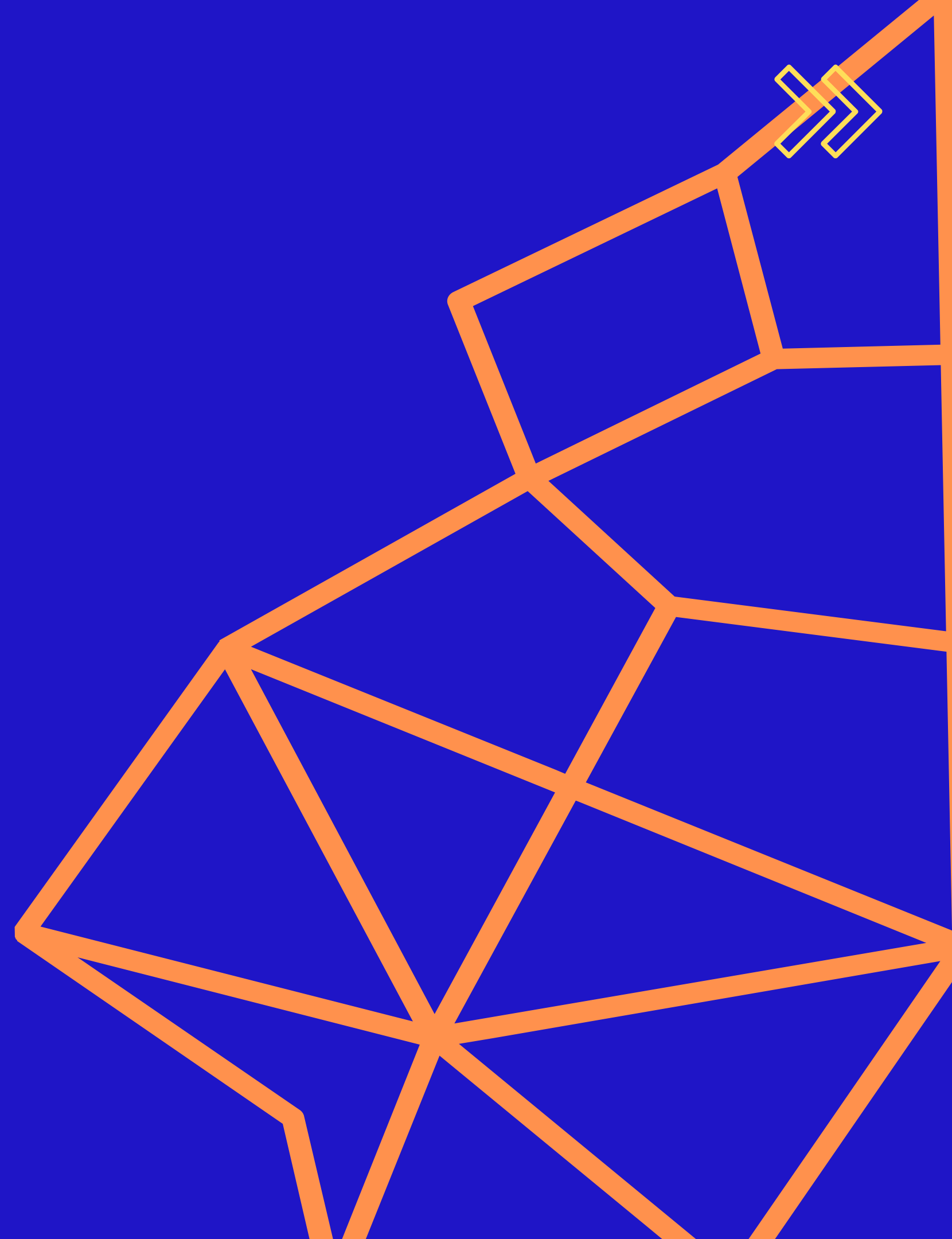


# Igniting Innovation with the Inclusion of Disability & Accessibility



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.**

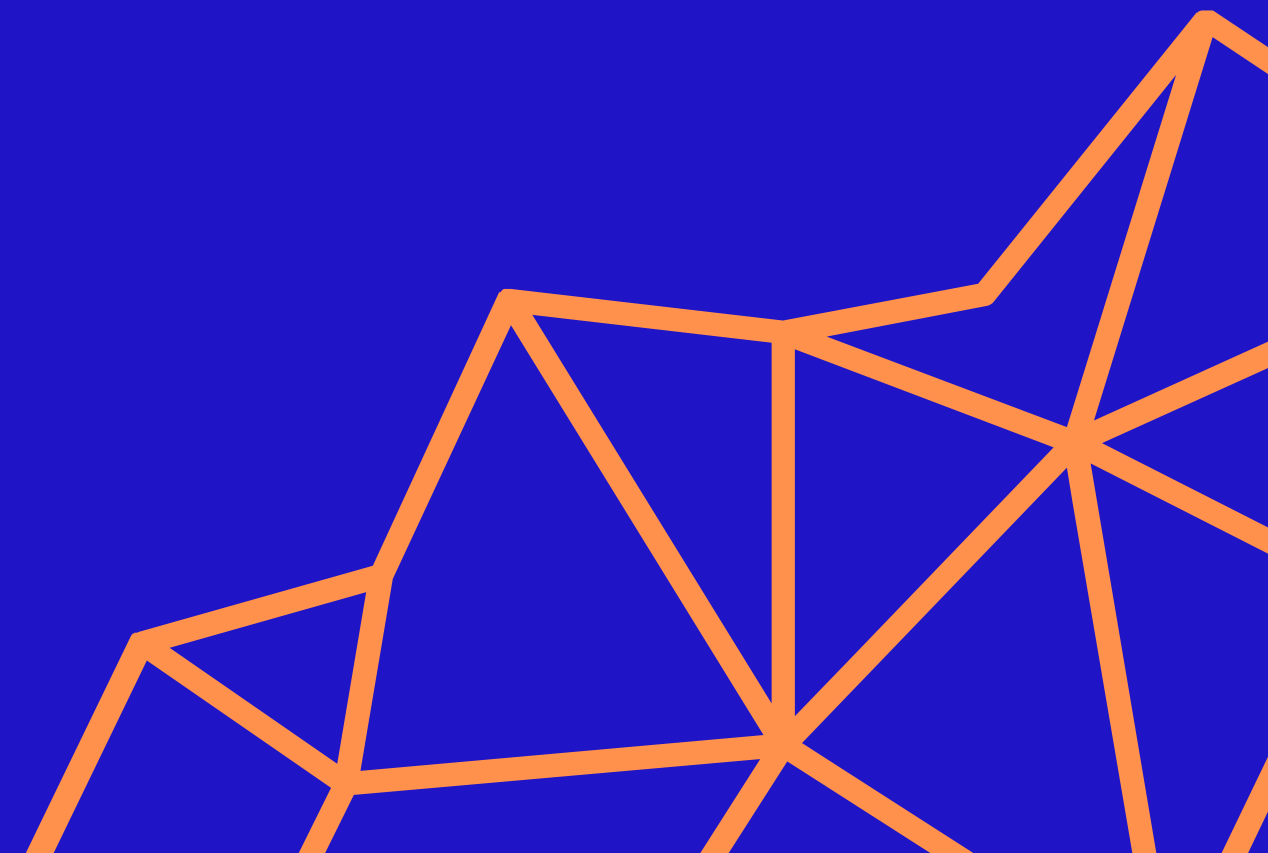
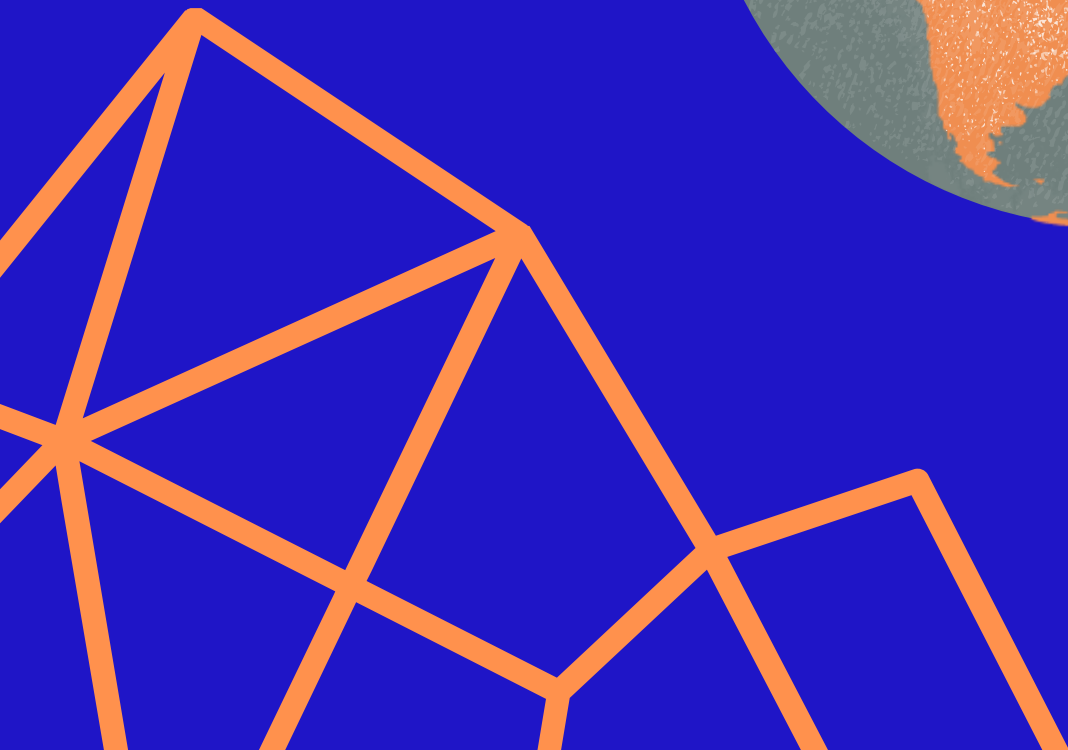
***-World Health Organization***



# Accessibility



Empowers 1 billion+  
people living with  
disabilities



The background is a solid blue color. On the left and right sides, there are abstract, overlapping geometric shapes created by thick orange lines. These shapes resemble stylized, angular patterns that could be interpreted as architectural elements or abstract art. The central text is white and bold, standing out against the blue background.

**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

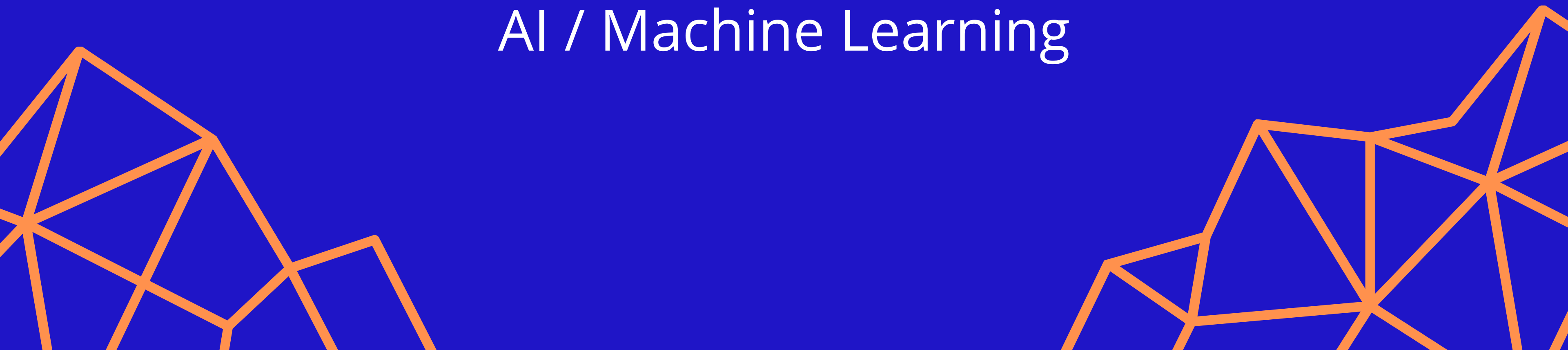




# Technology



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?

