Business Disability Forum

Creating a disability-smart world together

How technology can empower a more inclusive workplace

Lucy Ruck
Taskforce Manager

Welcome

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Business Disability Forum

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About Business Disability Forum

- ✓ Business Disability Forum is a not-for-profit membership organisation with over 30 years of supporting organisations.

- ✓ We support organisations to get disability inclusion right for its workforce and for their customers/service users.

- ✓ BDF represent around 500 organisations that employ almost 15% of the UK workforce.   Around 50% of our Membership are global.

- ✓ Around 60% of BDF staff have a disability or long-term condition.

We are Business Disability Forum

We believe the 14.6 million people in the UK and over 1 billion people worldwide with disabilities and long-term conditions enhance the social and economic health of our societies.

We exist to remove barriers in business structures and Government that prevent disabled people from thriving and contributing in this way.

The Technology Taskforce is about organisations working together to make technology accessible for everyone.
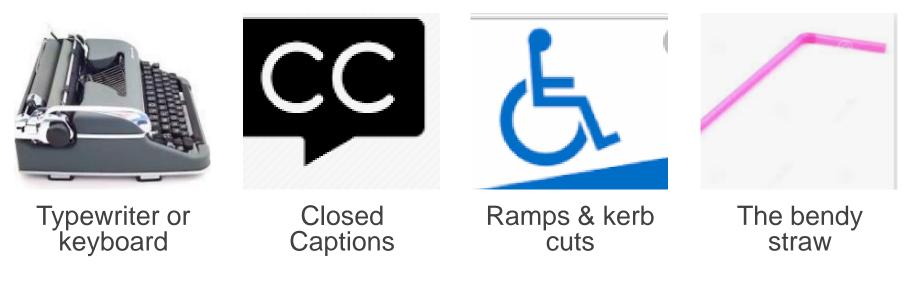
Why does accessibility matter to businesses?

15 % of the world's population have a disability

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Accessible design for all

Examples of how designing for one extends to many

Typewriter or keyboard

Closed Captions

Ramps & kerb cuts

The bendy straw

What is included in the business case?

https://businessdisabilityforum.org.uk/knowledge-hub/resources/how-accessibility-benefits-your-business/

Five themes of the ABC (Accessibility Business Case)

Innovation	Inclusion	Brand	Productivity	Compliance
Diverse ideas create new opportunities	Inclusive design leaves no one behind	An inclusive brand outperforms	Accessible solutions boost productivity for everyone	Raising the bar reduces the risks

83% of disabilities are acquired.

The average age of acquiring a disability is 53.

Over 90% of disabilities are not immediately visible.

So you almost certainly already employ more disabled people than you think you do!

Inclusion in mainstream tech

This isn't just about additional tech/assistive tech, Google, Microsoft, Apple and many other tech companies ensure they design inclusively, so that everyone can use their products.

It's more than just the tech

The weakest link might not be the tech, but the people using it. If you don't check your slides are accessible, then they probably won't be – Microsoft can't help you if you don't help yourselves

The big four in Assistive Tech….

Text to speech
Used for immediate read back, to check work or audio books

Information capture
What, where, when? Audio, images, links etc

Speech to text
Most commonly used for dictation or transcription and computer control

Mindmapping
Planning, organisation and idea capture

How to increased adoption and benefit

- IT Department
  - Ensure tech isn't the barrier
- Positive peer pressure
  - Blend in, make it mainstream
- Training
  - Training, superusers, training and context
- Personal and organisational benefits
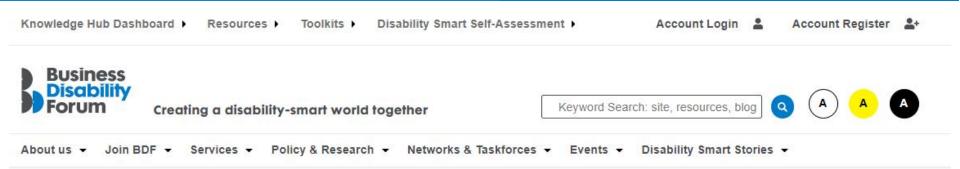 - Reposition the adjustment, focus on the benefits, not the deficit

What gets measured gets done

- The Business Disability Forum have a free tool called the Accessibility Maturity Model (AMM) to help you assess where you are and guide you on what you can do next

- https://businessdisabilityforum.org.uk/knowledge-hub/resources/tech-taskforce-accessibility-maturity-model/ or search BDF AMM

The Accessibility Maturity Model (AMM) what is it and was does it aim to do?

- What does good look like?

- Self assessment tool

- Developed by a range of organisations to work for everyone

- A free resource developed by world leaders in accessibility

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🏠 ▸ Accessibility training: A guide to available resources

Accessibility training: A guide to available resources

Accessibility is about making information, products, and systems usable for disabled people and everyone. Whether writing emails, managing projects, designing products or buying-in tech, we all need to think about accessibility. There is plenty of training available but knowing which is right for you and your colleagues can be difficult. Our Technology Taskforce has grouped courses and resources by level and job role to help you. Use this resource to find the training you need.

It's more than just technology....

Contact us

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Business Disability Forum is committed to ensuring that all its products and services are as accessible as possible to everyone. If you wish to discuss anything with regard to accessibility, please contact us.