



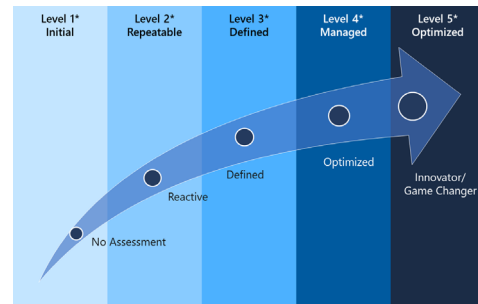
Accessibility starts with culture in the workplace

With more than 1 billion people with disabilities in the world, Microsoft believes that accessibility is essential to delivering on our mission to “empower every person and every organization on the planet to achieve more.” However, our mission doesn’t begin and end with the products we create and the services we offer. It extends to the culture of our workplace and weaving accessibility into the fabric of our company—from hiring people with disabilities, to creating inclusive marketing, and awarding our Accessibility in Action digital badge.

Technology can unlock solutions that empower people with disabilities and lead to greater innovations for everyone. To enable transformative change accessibility needs to be a priority. We aim to build it into what we design for every team, organization, classroom, and home.

Manage accessibility like a business

While our journey is by no means complete, since we started prioritizing accessibility, one of our most impactful decisions has been to manage accessibility like a business. In 2016, we rebuilt our company-wide accessibility program with a more systematic way to measure progress and set targets. To do this, our Accessibility Leadership Team studied best practices in maturity models—the [Carnegie Mellon Capability Model](#) and the [Level Access Digital Accessibility Maturity Model](#). The learnings framed our initial approach and then we customized it for Microsoft. This led to the development of our Accessibility Evolution Model, which we have been using and improving for four years. It has enabled us to track progress, understand year-over-year growth by division and function and has powered our maturity.









We are now sharing this model so that other organizations can accelerate their accessibility journey and explore how to grow it in a sustainable way. Whether you are defining your strategy or already have systems in place, we invite you to join us to improve inclusion of people with disabilities worldwide for years to come.

Accessibility evolution model – example dimensions






Getting started	Building momentum	Innovators in accessibility
<p>People and culture Increase representation of people with disabilities</p> <p>Vision, strategy, and engagement Establish and implement an accessibility strategy</p> <p>Investments Get the right people, tools, and processes in place</p>	<p>Standards Build towards and test against accessibility standards</p> <p>Training, support, and tools Put systems in place to scale accessibility</p> <p>Procurement Partner with suppliers to improve ecosystem accessibility</p>	<p>Product development lifecycle Embed accessibility into planning, building, and deploying</p> <p>Sales, marketing, and communications Effectively tell the accessibility story</p>

As part of our ongoing effort to develop cultures of accessibility outside the walls of Microsoft, below are some of the resources available to help with your accessibility journey.

	<p>Accessibility at a Glance Training series on how to create accessible products and services</p>		<p>Disability Answer Desk Playbook How to build a support team for your customers with disabilities</p>
	<p>Autism Hiring Playbook Guidance on inclusive hiring for people on the autism spectrum</p>		<p>Inclusive Design Toolkit Designing great products for the greatest number of people</p>
	<p>Supported Employment Program Toolkit Create opportunities for individuals with intellectual and developmental disabilities</p>		<p>Accessibility Insights Guidance for Developers on how to embed accessibility into their design process—for Web, Android, and Windows</p>

Enable greater digital inclusion with Windows & Microsoft 365

Here are some native accessibility features available today to help the millions of people who use our tools stay connected and get work done.

				
<p>Microsoft Teams Screen reader Live captions & translation Blur background 'Pin'</p>	<p>Built-in Subtitles Real-time subtitles and translations of text, websites, and voice</p>	<p>Ease of Access settings Makes accessibility easier to discover, learn, and use</p>	<p>Accessibility Checker Checks that Word, PowerPoint, Excel documents are accessible</p>	<p>Microsoft Stream Auto-caption audio or video recordings</p>

Accessibility is a responsibility

More than 1 billion people worldwide experience some form of disability. But only 1 in 10 have access to the assistive technology they need, which means many can't fully participate in our economies and societies. The unemployment rate for people with disabilities is typically twice that of people without. And disability—whether temporary, situational, or permanent—can affect any of us at any time.

Accessibility is an opportunity

Inclusive organizations that embrace best practices for employing and supporting persons with disabilities in the workplace outperform their peers. They also attract and keep top talent. Millennials, who will be 75% of the global workforce by 2020, choose employers who reflect their values. Diversity and inclusion top the list.

AI can help amplify human capability

AI can unlock solutions to some of the biggest challenges faced by people with disabilities. Real-time speech-to-text and visual recognition services are just some of the ways AI is rapidly changing how we work, learn, and live. That's why in 2018 we launched [AI for Accessibility](#), a \$25 million, 5-year program aimed at leveraging the power of AI to create new assistive technology that will amplify the capabilities of people with disabilities.

Become an innovator in accessibility.
Start your journey!

For more information, visit microsoft.com/accessibility.

