



SHIFTING PERSPECTIVES: ACCESSIBILITY AS INNOVATION



As part of our National AccessAbility Week (NAAW) initiatives, we're highlighting something important: **accessibility is innovation.**

When we design with accessibility in mind, we're not just removing barriers—we're improving how things work for everyone. Workplaces become more flexible. Communication becomes clearer. Processes become more effective. And we open the door to talent, ideas, and ways of working that might otherwise be missed.

This resource library brings together research, real examples, and lived experiences that show what that looks like in practice.

It's here to help build awareness, challenge assumptions, and give you something concrete to explore as we continue thinking about what inclusive workplaces can (and should) look like today.



Employers and Workers With Disabilities Both Benefit from Technology Accessibility

"A study by Accenture reveals that companies identified as disability-inclusion champions had 28% higher revenue."

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Business Benefits of Employing People with Disability

"Inclusive workforces promote concepts like universal design, which improves products and services for not only people with disability, but the wider market."

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The Impact of Diversity Inclusion Practices in the Workplace Context: The Effect of Inclusive Leadership

"From a practical standpoint, companies that adopt diversity initiatives and foster inclusive leadership can reduce employee turnover, increase engagement, and build a committed, motivated workforce."

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Inclusive Design of Workspaces: Mixed Methods Approach to Understanding Users

"By creating more comfortable and flexible work environments, we are, in turn, designing for the future, to create socially and physically sustainable spaces, contributing to long-term usability and economic viability but also making the best use of the workforce."

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The Advantages of Accessibility in the Workplace

"By making your workplace more accessible, you open the floor for a diverse range of people to join your business, who contribute different perspectives and unique experiences."

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How Designing with Disability in Mind Sparks Innovation

"Innovations created for users with accessibility needs can be amplified to unlock universal value."

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"Accessibility Doesn't Just Drive Innovation, It IS Innovation" by Fable

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"The Power of Accessibility: Fueling Digital Business Innovation" by Merary Alvarado, CPACC

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"The Accessibility Edge: 9 Reasons Why Accessibility is a Game Changer" by Testbirds

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"Innovation In Disability Inclusion: Assistive Technologies Creating A More Accessible World" by Disabled But Not Really

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"Disability Drive Innovation: Accessibility Spotlight" by Ben Turner, Accessible Web

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"The Impact of Digital Accessibility Innovations on Users' Experience" by M. Gould, J. Fortin, S. Rush, A. LeBlous, F. Bianchi

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