

Metadata - Codes used

These are the codes used for our paper entitled “*Effective Inclusion of People with Disabilities in Software Development Teams*”.

This document was used as a guide to align understanding among the researchers during the coding phase and is available to be used as an open science artifact.

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Filter Codes

These codes were used to make the first manual filter on the selected papers. This codebook facilitated the work among the researchers that performed the activity.

We used some of the definitions created by Mack et al [1] and added some others specific to our research theme.

1 - Decision

The researcher's decision on the inclusion of the paper to the next phase (3 codes; only one could apply to one paper).

- **Included.** The paper matches the following criteria: is a research paper, full paper can be accessed with the researcher's University¹ credentials and it addresses the theme "PwD as professionals of software development teams".
 - Ex: *"In this paper, we present an empirical study comparing the program comprehension of blind and sighted programmers."*
- **Removed.** The paper doesn't match at least one of the criteria to inclusion described above.
 - Ex: *"In this study, we performed an accessibility evaluation of a sample of 25 interface components from the Bootstrap front-end framework."*
- **Not Sure.** The researcher is not sure and needs to discuss with other peers.

2 - Exclusion Criteria

Defines the exclusion criteria used by the researcher (3 codes; only one could apply to one paper).

- **Unavailable paper.** Full paper can't be accessed with the researcher's University² credentials.
- **Not a research paper.** Isn't a research paper.
- **Doesn't address the research theme.** It doesn't address the theme "PwD as professionals of software development teams".

¹ Anonymized for review

² Anonymized for review

Classes of Codes

For the defined *class of code*, we detailed the meaning of each *code* used with examples and references from the control papers.

We used some of the definitions created by Mack et al [1] and added some others specific to our research theme.

1 - Community of Focus

The accessibility-related population or community being studied or positioned by the authors as benefiting from the research (7 codes; multiple codes could apply to one paper).

- **Blind or visual impaired (BVI):** people who are blind, low vision, or generally described as having visual impairments. Does not apply to color vision deficiency nor visual impairments corrected by wearing glasses or contact lenses.
- **d/Deaf or hard of hearing (DHH):** people with hearing loss or who identify as deaf/Deaf or hard of hearing and use assistive technologies to interact with the computer.
- **Motor or physical impaired (MPI):** people with motor or physical impairments.
- **Neurodivergent people (NDV):** people with autism spectrum disorder, attention deficit hyperactivity disorder, dyslexia and dyscalculia.
- **Intellectual or developmental disabilities (IDD):** congenital disability that impacts how people develop (e.g., Down syndrome).
- **General disability:** a paper should be marked as “general disability” if it studied disability or accessibility in general, but no specific subpopulation--for example, looking at what nondisabled people think about disability in general or accessible education for people with disabilities in general (i.e., not a specific group like IDD).
- **Other:** any communities of focus not already listed.

2 - Role on the Development Team

Defines what role the people in the studied community of focus play (7 codes; multiple could apply).

- **Programmer:** People who act as a software programmer, creating code artifacts on development teams.
- **Tester:** People responsible for testing a software product during the development lifecycle.

- **Manager or Facilitator:** People who're responsible to manage the efforts needed to deliver a software product. Usually reported as Project Manager, Scrum Master or Agilist.
- **Product Specialist:** Product Owner, Product Manager, Requirements or Business Analyst.
- **Designer:** User Experience Designer (UX), Product Designer, User Interface Designer (UI)
- **Not Specified:** Not specified in the study.
- **Other:** Other roles not mentioned.

3 - Workarounds

Strategies already used by PwD to overcome challenges faced in daily activities.

Bibliography

[1] Kelly Mack, Emma McDonnell, Dhruv Jain, Lucy Lu Wang, Jon E. Froehlich, and Leah Findlater. 2021. **What Do We Mean by “Accessibility Research”? A Literature Survey of Accessibility Papers in CHI and ASSETS from 1994 to 2019**. In Proceedings of the 2021 CHI Conference on Human Factors in Computing Systems (Yokohama, Japan) (CHI '21). Association for Computing Machinery, New York, NY, USA, Article 371, 18 pages. <https://doi.org/10.1145/3411764.3445412>.