

Accessibility at Microsoft

Jenny Lay-Flurrie
Chief Accessibility Officer

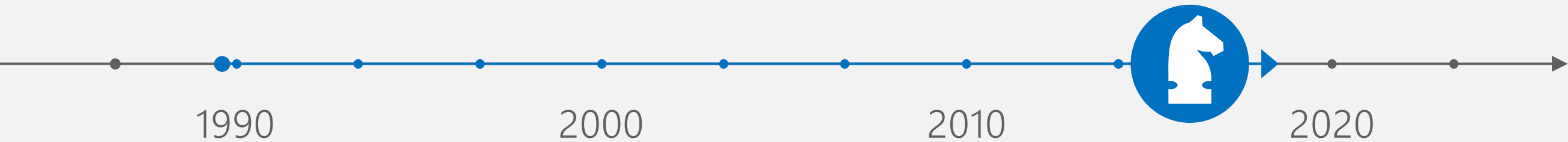


Disability in the Modern World



In it for the long game

From accessibility to inclusion



People + Technology

Striving for inclusion in who we are and every product we create



Our
culture



Accessible and
accountable



Inclusive
interactions



Investing
in the future

Culture: Embedding In DNA of Microsoft

Hiring talent with disabilities across many different job types



Supported Employment

Real Estate and Facilities partnering with vendors and employment agencies to create job opportunities for people with intellectual developmental disabilities.

Autism Program

Hiring individuals with Autism into identified open roles across multiple divisions in company. New methods of recruiting, onboarding, training individuals/ teams.

Broad Microsoft Hiring

Continuous hiring of People with Disabilities across Microsoft in all different roles.

- aka.ms/inclusivehiring
- Internal Microsoft Career site
- Ability Hiring Event 2x per year

Culture: Inclusive Design



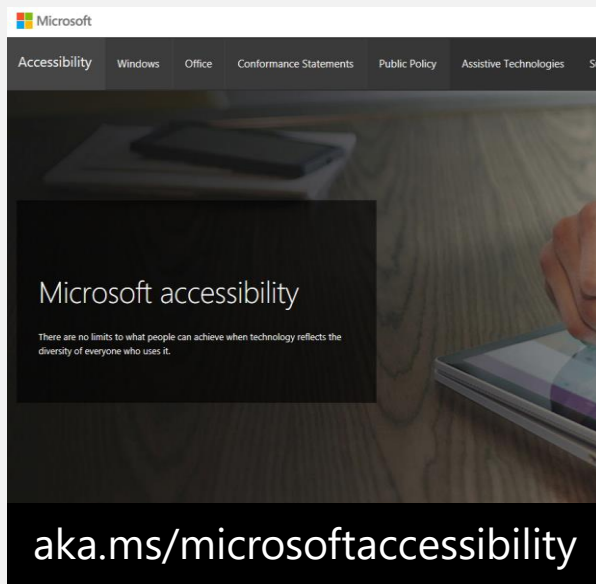
Inclusive Design at Microsoft

It's in our mission statement: empower every person on the planet to achieve more. Designing for inclusivity opens up our experiences and reflects how people adapt to the world around them.

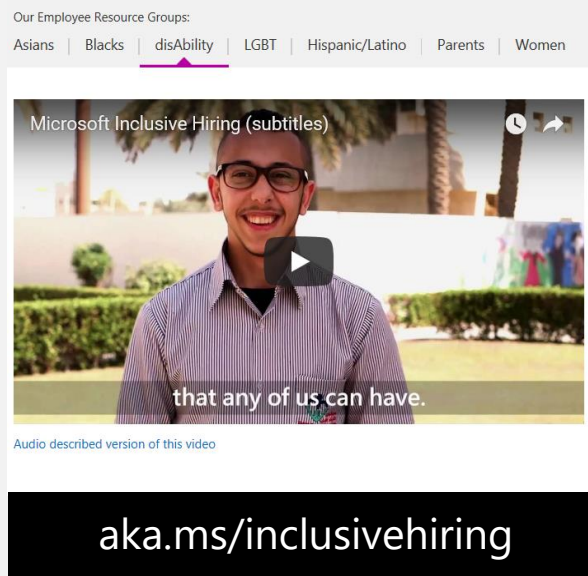
aka.ms/inclusivedesign

Accessible and Accountable: Resources

Accessibility Site



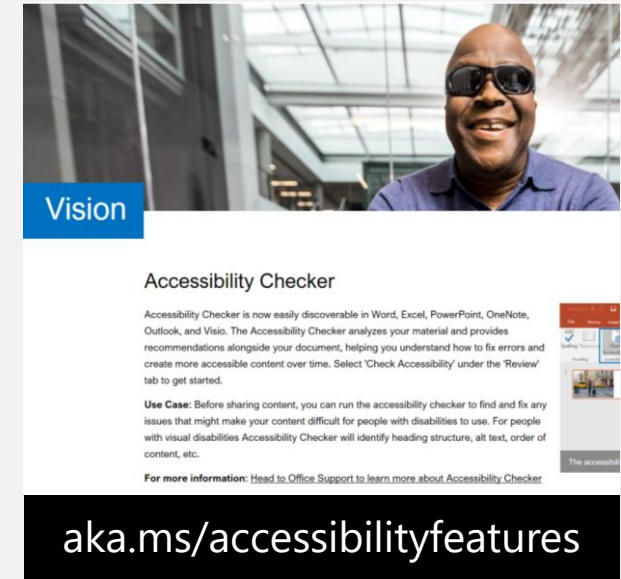
Inclusive Hiring Site



Disability Inclusion



Product Features



Accessible and Accountable: Customer Support

Disability Answer Desk

The Disability Answer Desk is where customers with disabilities get support with Microsoft Office and Windows. This includes product issues, accessibility questions, and use of assistive technology.

[Aka.ms/AccessibilitySupport](https://aka.ms/AccessibilitySupport)



[Aka.ms/BeMyEyes](https://aka.ms/BeMyEyes)


Video Placeholder:

Be My Eyes

Accessible and Accountable: Feedback

USER VOICE

Submit Your Ideas



Microsoft Accessibility Feedback

Welcome to Microsoft's Accessibility Feedback forum. We are very interested in learning more about what products, features, and tools will delight our customers. Please share your ideas with us and remember to vote for ideas posted by others that you also think are great.

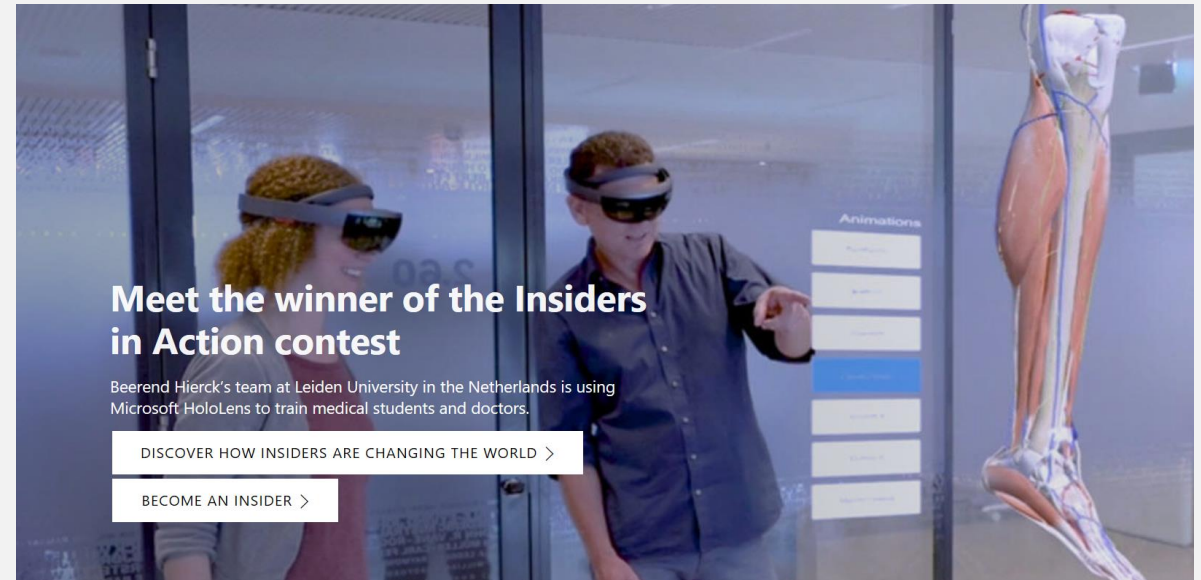
If you accidentally came here in need of technical support, please reach out to our [Microsoft Disability Answer Desk team](#)

I suggest you ...

Aka.ms/accessibilityuservice

INSIDERS

Provide Technical Feedback

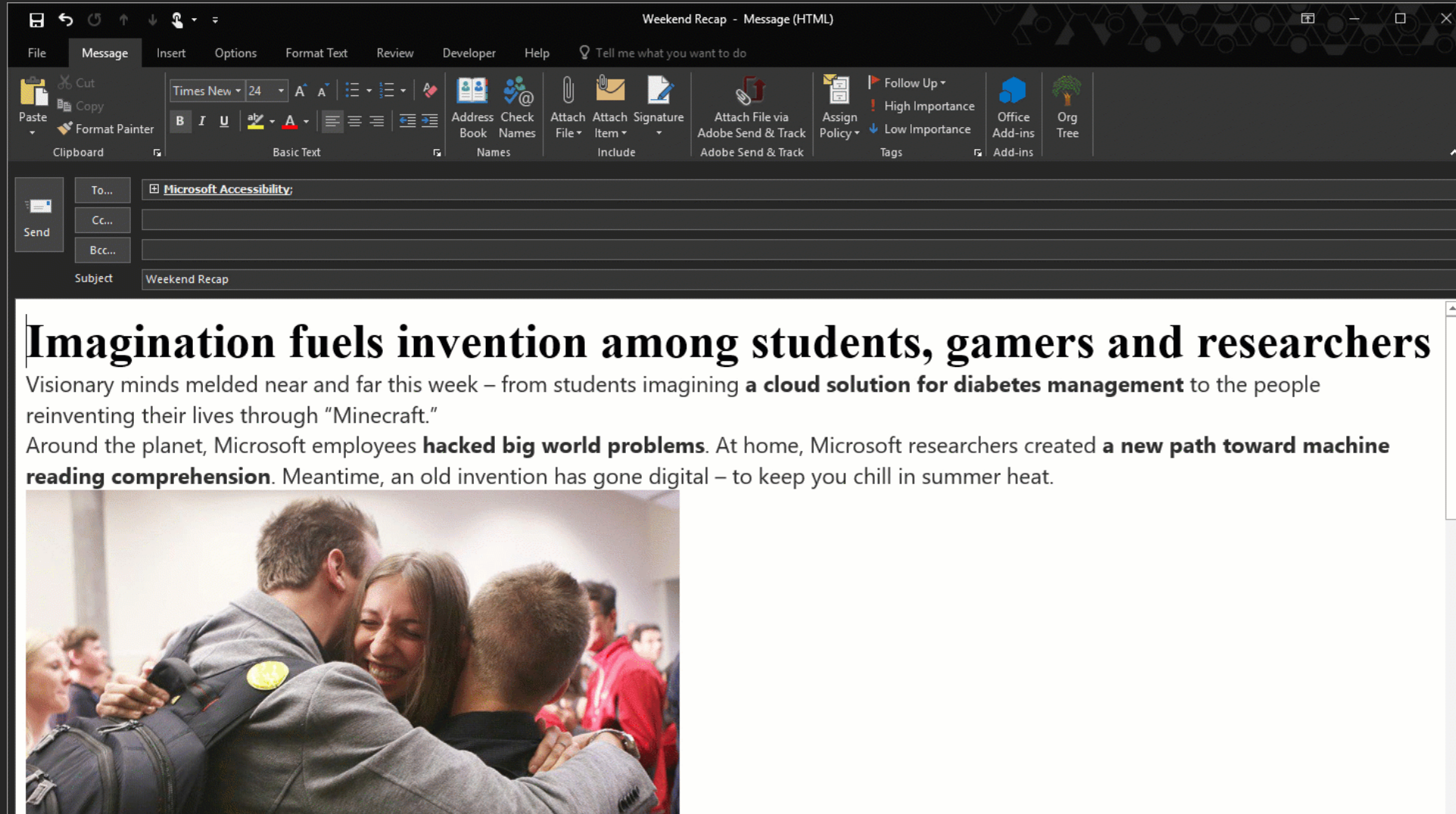


Windows: aka.ms/WindowsInsider

Office: aka.ms/OfficeInsider

Skype: aka.ms/SkypeInsider

Inclusive Interactions: Accessibility Checker



Inclusive Interactions: PowerPoint Designer



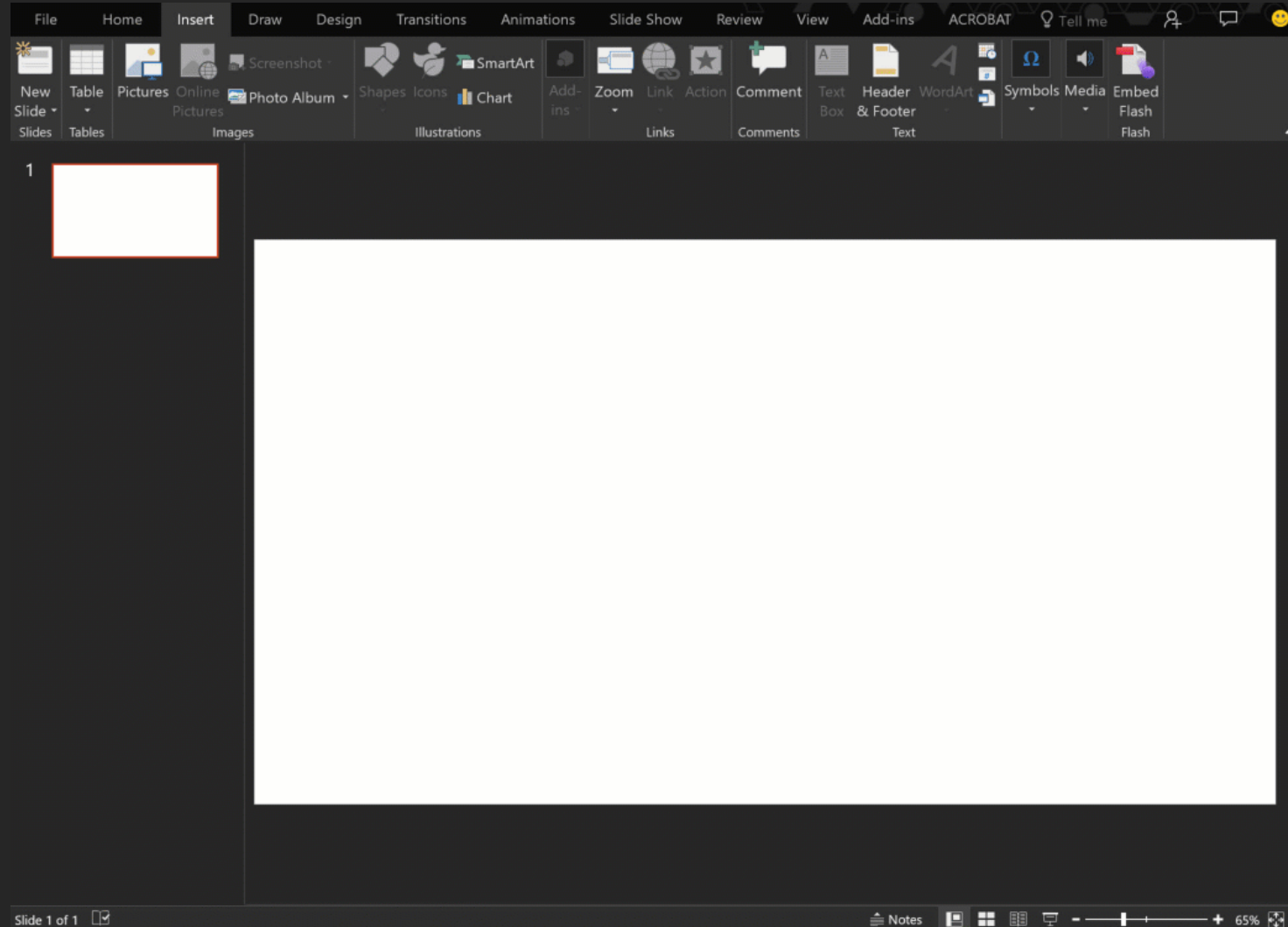
Inclusive Interactions: Presentation Translator

The screenshot shows a Microsoft PowerPoint presentation titled "Introduction to Accessibility in Windows" by Mary Ballard (CELA). The presentation is displayed in a window with the standard Office ribbon interface. The slide content is as follows:

- Slide 1:** Title slide with the text "Introduction to Accessibility in Windows" and the Microsoft logo. The background image shows a man in a red and blue plaid shirt and blue jeans lying on a green sofa, holding a smartphone. A large red number "2" is visible in the top right corner of the slide.
- Slide 2:** "Session overview" slide with a blue background and white text. It lists the following topics:
 - Ease-of-access features
 - Accessibility features of Office 365 and Office 2016 programs
 - Support and resources
 - Microsoft accessibility projects
- Slide 3:** "Windows 10 features" slide with a blue background and white text. It lists the following features:
 - Ease of Access settings
 - Narrator
 - Magnifier
 - High contrast
 - Display settings
 - Closed captions
 - On-screen keyboard
 - Touch keyboard
 - Mouse
 - Speech recognition
 - Cortana
 - Windows Hello
- Slide 4:** "Ease of access" slide, partially visible at the bottom.

The presentation is currently on Slide 1 of 24, and the zoom level is 102%.

Inclusive Interactions: Auto Alt Text



Inclusive Interactions: Education

An ecosystem of tools



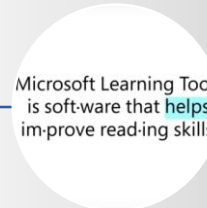
Translator

Research



Eye Control &
Narrator

Windows



Learning
Tools

Office



Dictate

Innovation: Seeing AI

Turns the visual world into
an audible experience

With this intelligent camera app, just hold up your phone and
hear information about the world around you



Video Placeholder: Soundscape



Q&A

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