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Overlay Fact Sheet

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What is a web accessibility overlay?

Overlays are a broad term for technologies that aim to improve the accessibility of a website. They apply third-party source code

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(typically JavaScript) to make improvements to the front-end code of the website.

Website add-on products claiming to improve accessibility go back to the late 1990s with products like Readspeaker and Browsealoud. They added text-to-speech capabilities to the website(s) on which they were installed.

Then similar products came to market that added more tools to their software. These allow user-based control of things like font-sizes and colors to improve readability.

Some newer overlay products aim to fix any problems in the site's code that are preventing assistive technology from being used easily. They apply a script to the page which scans the code and automatically attempts to repair the problem.

Some examples of web accessibility overlays (by alphabetical order):

- AccessiBe

- Accessibility Adapter

- Accessiblelink

- Accessiway

- Adally

- Adapte Mon Web (Adapt my Web)

- Allyable

- Alchemy*

- Amaze

- AudioEye

- Bakh Fix

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- DIGIaccess

- Equally.ai

- EqualWeb

- FACIL'iti

- Lisio

- MaxAccess

- MK-Sense

- Poloda AI

- Purple Lens

- ReciteME

- Sentinel*

- Sogo

- TruAbilities

- True Accessibility

- UsableNet Assistive

- User1st

- UserWay

*: denotes that these products are no longer developed or marketed.

Overlay products are sometimes white labelled (sold under other names), or re-branded for certain markets, so this is not a complete list of the type of products discussed on this page.

Strengths and weaknesses of overlay "widgets"

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> Overlay widgets are unnecessary and are poorly placed in the technology stack.

As stated above, some overlay products contain widgets which present a series of controls that modify the presentation of the page they're on. Depending on the product, those changes may do things like change the page contrast, enlarge the size of the page's text, or perform other changes to the page that are intended to improve the experience for users with disabilities.

To laypersons, these features may seem beneficial, but their practical value is largely overstated because the end users that these features claim to serve will already have the necessary features on their computer, either as a built-in feature or as an additional piece of software that the user needs to access not only the Web but all software.

On this latter point, it is a mistake to believe that the features provided by the overlay widget will be of much use by end users because if those features were **necessary** to use the website, they'd be needed for all websites that the user interacts with. Instead, the widget is ―at best― redundant functionality with what the user already has.

Strengths and weaknesses of automated repair

> While some automated repair is possible, customers should be discouraged from using an overlay as a long-term solution.

Some overlay products have capabilities aimed at providing accessibility repairs to the underlying page on which the overlay is added. These repairs are applied when the page loads in the user's browser.

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While it is true that a non-trivial array of accessibility problems can be repaired in this manner, the nature, extent, and accuracy of such repair are limited by a number of important factors:

- Automated application of text alternatives for images is not reliable

- Automated repair of field labels, error management, error handling, and focus control on forms is not reliable

- Automated repair of keyboard access is not reliable

- Modern, component-based user interfaces, such as those using ReactJS, Angular, or Vue may change the state of all or some of the underlying page independently of the overlay, rendering it unable to fix those JavaScript-driven changes to content.

- Repairs to the page can either slow down page load times or cause unexpected page changes for assistive technology users.

In addition to the above, overlays do not repair content in Flash, Java, Silverlight, PDF, HTML5 Canvas, SVG, or media files.

Fitness for achieving compliance with accessibility standards

> While the use of an overlay may improve compliance with a handful of provisions in major accessibility standards, full compliance cannot be achieved with an overlay.

Among the many claims made by overlay vendors is the claim that the use of their product will bring the site into compliance with accessibility standards such as WCAG 2.x, related and derivative standards, and laws that mandate compliance with those standards.

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> Conformance to a standard means that you meet or satisfy the 'requirements' of the standard. In WCAG 2.0 the 'requirements' are the Success Criteria. To conform to WCAG 2.0, you need to satisfy the Success Criteria, that is, there is no content which violates the Success Criteria.
>
> [Understanding WCAG 2.1: Understanding Conformance](#)

Given that conformance is defined as meeting **all** requirements of the standard, these products' documented inability to repair all possible issues means that they cannot bring a website into compliance. Products marketed with such claims should be viewed with significant skepticism.

Privacy of personal data

> Adding an overlay to your site may run counter to end users' preference for privacy and may create risk of noncompliance with GDPR, UK GDPR, CCPA, et al.

Overlays that automatically enable certain settings, like those for screen reader or speech recognition users, do so by detecting when an assistive technology is running on the device. This exposes the fact that the person using the device at the time has a disability. In certain cases, like screen reader users where the majority are blind or have low vision, it exposes even more detail about the nature of their disability. Like age, ethnic background, or preferred gender, disability is sensitive personal information. It is not data that should be collected without the informed consent of the person it belongs to.

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Some overlays have been found to persist users' settings across sites which use the same overlay. This is done by setting a cookie on the user's computer. When the user enables a setting for an overlay feature on one site, the overlay will automatically turn on that feature on other sites. While the overlay company might think they're doing good by the end user, the big privacy problem is that the user never opted in to be tracked and there's also no ability to opt-out. Due to this lack of an opt-out (other than explicitly turning off that setting) this creates General Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA) risk for the overlay customer.

In their own words

Many users with disabilities have expressed strong words of dissatisfaction with overlay products. As shown below, overlays themselves may have accessibility problems significant enough for users to take steps to actively block overlays from appearing at all.

Please note: while this section may mention specific vendors, these comments are par-for-the-course when it comes to the user experience provided by overlay widgets which have, in themselves, a pattern of negatively impacting the user experience.

...assuming your tool can do a good job making something accessible, it can do an even better job making something accessible running directly on the user's machine having access to machine code and machine APIs

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DerekRiemer

...I finally managed to gain access to my @NameCheap account by blocking #AccessiBe in my Windows Hosts file. I should not need to do this to use the Internet. AccessiBe needs to AccessiBeGone

WilfSplodNokit

...I know with 100% certainty, any site which has deployed an overlay in the past year and a half has been less useable for both my wife and me —both blind.

GeauxEnder

...Still a pain to even try reading the article on a mobile device because of the constant interruption every few seconds. Considering every site using your service also has this problem… Nope.

Big_D01

...Making a webpage accessible does take work, and simply telling a business they can install your plugin is absolutely foolish, you build, and design accessibility in to a webpage using WCAG standards.

w9fyi

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...Suggesting one line of code is cheap so you should do it by inference suggests disabled lives aren't worth investing in either. #a11y

Kevmarmol_CT

@AccessiBe Just to demonstrate my good faith, here's a quick free audit of https://t.co/1mQGCCtnIs. You capture "tab" which is the standard way to navigate. There's no way to not enable your overlay if I want to navigate the page. Once the overlay is enabled, wild things happen.

eluberoff

#AccessiBe makes sites harder to use by getting in the way of browsing and changing access barriers on a page, not fixing them. A student and I came across an "enhanced" website and to my shame, we left because navigating that mess was beyond my skills, on that day.

turtlecatpurrz

Accessibility overlays are not the answer, and AccessiBe is no exception. As a screen reader user, numerous sites have become less usable for me with this overlay. Discrediting reputable accessiblity professionals and advocates will not sway me on this view. https://t.co/ZgFt8JtsbZ

SingingTigress

An die Screen Reader nutzenden Follower: Vielleicht habt ihr schon von #Accessibe gehört, einem Overlay, das behauptet, Seiten, in denen es eingebunden ist, zugänglicher zu machen. Ich möchte nicht näher ins Detail gehen. Kurz gesagt: Kompletter Blödsinn. Finger weg!

MarcoZehe

Automated solutions which promise to make your site accessible can't. It takes more than automation to achieve this requirement. You won't be safe from liability. you will almost assuredly negatively impact your customers with disabilities.

twithoff

Every time I go on a website and I hear the #accessiBe notification that this site is adjusted to my screen reader, I know that my blocker isn't working properly, and I'm in for a hellish experience on that particular website. https://t.co/ZFzKMfUe0t

BorrisInABox

I tried using this @AccessiBe site with VoiceOver in Chrome on iOS. The 4-star rating is announced as "unpronounceable" 🤦‍♀️ https://t.co/f4MxQ2eLLP"

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racheleditullio

I wrote an email to their customer service detailing that I can not use their site due to the overlay, but… I really am disappointed, but I hope they listen. @Goodfair_ - please stop using AccessiBe.

kit_flowerstorm

I'm not an accessibility expert, just a screen reader user with decent skills telling you that this thread is spot on and my experience with #AccessiBe is that it makes sites with accessibility issues even harder to work around. https://t.co/cfyrEqXwTy

atfarnum

...If you are blind or low vision and rely on assistive technologies like screen readers, you may have begun finding popular websites becoming less usable… this page describes how to ban AccessiBe from ever reaching your computer… https://t.co/qbiKvolizS

smartudlab

OK, this seems very wrong to me. A local chain here named Fleet Farm is now using AccessiBe. It makes a mess of the search for location feature. This is what I now get on the start of the result page.

kellylford

Thank goodness Firefox blocks their accessibility detection. For me, focus jumps all over the place with #AccessiBe enabled. When it's disabled, it behaves itself.

mhorspool

There are 0 automated tools that can tetect accessibility problems accurately at anything above 30% of the time. 0. This is commonly known by anyone who's been in this space for at least a week. #AccessiBe

cswordpress

There's a perfectly practical tool for making websites accessible. It's called a programmer. The needs that matter in making a website accessible are those of the users. If you can't meet those, then you can't meet the basic costs of doing business.

WTBDavidG

When #AccessiBe is enabled, the page is flooded with headings. Lots of heading level 2's. The title of each phone remains a heading in both versions of the page, but with it enabled, things like cost, display, and all the other components of the tables become headings as well.

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CatchTheseWords

Conclusion

> No overlay product on the market can cause a website to become fully compliant with any existing accessibility standard and therefore cannot eliminate legal risk.

Accessibility on the Web is a big challenge, both for owners of websites and for the users of those websites. The invention of novel approaches to resolving this challenge is to be commended.

However, in the case of overlays—especially those which attempt to add widgets that present assistive features—the challenge is not being met. Even more problematic is the deceptive marketing provided by some overlay vendors who promise that implementing their product will give their customer's sites immediate compliance with laws and standards.

The ineffectiveness of overlays is something that has broad agreement among accessibility practitioners, per the WebAIM Survey of Web Accessibility Practitioners which found:

> A strong majority (67%) of respondents rate these tools as not at all or not very effective. Respondents with disabilities were even less favorable with 72% rating them not at all or not very effective, and only 2.4% rating them as very effective.

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Statement from sponsors and signatories to this fact sheet

As a result of the above information:

1. We will never advocate, recommend, or integrate an overlay which deceptively markets itself as providing automated compliance with laws or standards.

2. We will always advocate for the remediation of accessibility issues at the source of the original error.

3. We will refuse to stay silent when overlay vendors use deception to market their products.

4. More specifically, we hereby advocate for the removal of web accessibility overlay and encourage the site owners who've implemented these products to use more robust, independent, and permanent strategies to making their sites more accessible.

Signed by:

> Some overlay vendors have attempted to frame the overlay factsheet as an effort by their competitors to discredit them. Such overlay claims are a textbook case of an attempt to gaslight people to deflect criticism.

As of today, the signatories to the overlay factsheet include:

- Contributors and editors for WCAG, ARIA, and HTML specifications

- Consultants from US, UK, NL, CA, JP, DE, FR, SE, NO, BE, PL, AU, DK, IL, CL and more

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- Internal accessibility experts for companies like Google, Microsoft, Apple, NBC, Squarespace, BBC, VMWare, Shopify, ServiceNow, Dell, Lyft, HCL, Costco, Expedia, eBay, Cigna, Target, CVS Health, Kijiji, Orange, Pearson, Mitre, Sapient, and Pearson Assessments

- Internal accessibility experts from higher education institutions like Syracuse, CSU, Stuttgart Media University, University of Massachusetts, San Francisco State University, Gallaudet University, Carnegie Mellon, West Virginia University, MIT

- Lawyers for the disabled

- Contributors to assistive technology software such as JAWS and NVDA

- Scores of end users with disabilities

In short, the list of signatories below are people who are experts in this field & have dedicated their professional careers to the improvement of accessibility or are end users with disabilities (or both). Discounting the names listed below as "competitors" is both inaccurate and misses the point: overlays are not an effective means of ensuring accessibility - a point on which all of the people below agree.

1. Karl Groves, Founder and President, Tenon.io

2. Matt King, Chair, W3C ARIA Authoring Practices Task Force and W3C ARIA and Assistive Technologies Community Group

3. Bill Dengler, totally blind computer science student and code contributor to the NVDA screen reader, Swarthmore College, Philadelphia

4. Nicolas Steenhout, Independent accessibility consultant

5. Rian Rietveld, web accessibility specialist, Level Level

6. Weston Thayer, Founder, Assistiv Labs

7. Denis Boudreau, Accessibility consultant

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8. Meryl K. Evans, accessibility advocate

9. Makoto Ueki, Web accessibility consultant, Infoaxia

10. Michael Spellacy, Accessibility Consultant

11. Helen Burge, Accessibility Consultant

12. Léonie Watson, Director, TetraLogical

13. Eric Eggert, Co-Founder, outline

14. Dale Reardon - Founder & CEO of TravelForAll.Guide

15. Bram Duvigneau, Co-Founder, Firm Ground

16. Jason Gill - Certified Web Accessibility Specialist

17. Michael Ausbun, CPWA, Web Accessibility Engineer, Prime Access Consulting, Inc.

18. Ronny Hendriks - Accessibility Consultant, Toegankelijk Online

19. Charles Hall, Invited Expert W3C AGWG

20. Hai Nguyen Ly, Accessibility Advocate

21. David Luhr, Accessibility Consultant

22. Justin L. Yarbrough, Accessibility Specialist, Rio Salado College

23. Murray Inman, Instructional Design and Accessibility, Rio Salado College

24. Hidde de Vries, accessibility specialist and front-end developer

25. James Fleeting, Technical Director, Monkee-Boy

26. Alex Tait, Accessibility Specialist, AT Fresh Solutions

27. Michael Fairchild, Accessibility consultant

28. Gijs Veyfeyken, web accessibility specialist, Five Oaks

29. Dennis Lembree, Web Axe & Easy Chirp

30. Adrian Roselli

31. Rob Whiting, Head of Research & Design, Merlan Ltd.

32. Kitty Giraudel, Accessibility Specialist, Gorillas

33. Derek Mohr, Front-end Developer, Mighty in the Midwest

34. Alastair Campbell, Director of Accessibility, Nomensa

35. Anders Fredericksen, Level Access

36. Zoë Bijl, Senior Accessibility Engineer, CrowdStrike

37. Jonathan Avila, Level Access

38. Seth Kane, Level Access

39. Sheri Byrne-Haber, Senior accessibility evangelist

40. Jared Smith, Associate Director, WebAIM

41. 木達 一仁 (Kazuhito Kidachi)

42. Yakim van Zuijlen, Designer

43. Shannon Urban, Director of Accessibility, EVERFI

44. Todd Libby, Accessibility Advocate and Consultant

45. David Monnehay, Atalan

46. Joschi Kuphal, CPWA & CEO, tollwerk

47. Romain Deltour, web/accessibility/ebook specialist

48. Craig Francis, Code Poets Limited

49. Erik Gustafsson, Accessibility Specialist, Axess Lab

50. Dan Payne, Accessibility consultant

51. Ben Tillyer

52. Belinda Dow, Digital Accessibility Consultant

53. Matt Obee CPWA, Principal Designer for Accessibility, NearForm

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54. Florian Beijers, Accessibility Consultant, Developer, Screenreader User

55. Donna Vitan, Design Systems Nerd

56. Ruben Nic, Web Accessibility/Senior Engineer, Webflow

57. Dennis Deacon, Accessibility Consultant

58. Nicolas Loye, CTO, Actency

59. Rachele DiTullio, accessibility engineer, CPWA

60. Gerard K. Cohen, self

61. Vincent Aniort, digital accessibility expert, Orange SA

62. Arthur Rigaud, Accessibility Specialist and Front-End Developer

63. Gary Jones, WordPress VIP

64. Andrew Nevins, CPWA, Front-end developer

65. Chris Heilmann, Principal Product Manager for Developer Tools

66. Bruce Lawson, greedy accessibility consultant

67. Peter Goes, Front-end developer, De Voorhoede

68. Geoff Mortstock, Accessibility Consultant

69. Marcus Herrmann, Web Accessibility Specialist and front-end developer

70. Kelly Childs, Lead Developer, Be Accessible, Inc.

71. Matthew Hallonbacka

72. Kelly Wills, Access Technology Specialist, CPWA

73. Joan Preston, Web Accessibility Coordinator, California State University, Long Beach

74. Jon Gibbins, digital accessibility consultant, Dotjay Ltd

75. Alicia Jarvis

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76. Anthony Fernando, CPWA, Accessibility QA Manager, Pearson

77. Jennifer Strickland, Senior HCD + Accessibility Engineer at MITRE, Accessibility Consultant at Level Access

78. Lainey Feingold - lawyer and author, Law Office of Lainey Feingold

79. Andrew Hayward, Accessibility Engineer

80. Jean Ducrot, Accessibility Engineer, CPWA

81. Manuel Razzari - Accessibility educator, Buenos Aires National Technological University, Argentina

82. Zack Kline, Accessibility Tester, ISoftStone

83. Anna E. Cook - Senior Inclusive Designer, Microsoft

84. Alex Cooper - Software Engineer, Digital Inclusion, American Foundation for the Blind

85. Christophe Strobbe, researcher and lecturer in HCI and accessibility, Stuttgart Media University

86. Eric Bailey, The A11Y Project Maintainer

87. Andre Polykanine, software engineer, web accessibility specialist, screen reader user

88. Ben Myers, Software Engineer

89. Eric Bednarz, self

90. Olivier Keul, Accessibility consultant, Temesis

91. Bogdan Cerovac, WAS, front-end developer and accessibility lead

92. Lori Samuels, Accessibility Director, NBCUniversal

93. Ryan Leisinger - UX Manager Department of Licensing WA State

94. Ian Lloyd, Accessibility Engineer

95. Pavel Pomerantsev, web accessibility engineer, Squarespace

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96. Dominik Wilkowski, People Director, Thinkmill

97. Rowdy Rabouw, web and app developer, double-R webdevelopment

98. Jen Smith, Director, Visa Accessibility

99. Toufic Sbeiti, accessibility advocate

100. Amy Carney, CPWA, accessibility consultant & front-end web developer, Digilou

101. Carly Gerard CPWA, Web Accessibility Engineer, Western Washington University

102. Haben Girma, Human Rights Lawyer

103. Katriel Paige, Accessibility Consultant, Fox Design Studios LLC

104. Adrianne Mallett, Software Engineer

105. Krista Greear

106. Kim Krause Berg, CPACC, QA Accessibility Analyst, BMTX (formerly Bank Mobile)

107. Joseph Dolson

108. Ashley Hannan, Accessibility Advocate

109. Cara Hall, Accessibility Advocate

110. Paul Grenier, Web Developer

111. Glenda Sims, Accessibility consultant

112. JF Hector Labram, WAS, Principal Front-End Engineer, Kooth Plc

113. Anne-Mieke Bovelett, Accessibility Advocate

114. Radimir Bitsov, Web Accessibility and Performance Engineer

115. Beatriz González Mellídez, Principal Product Design, CPWA, CPUX-RE

116. Wilfred Nas, Product Owner / User interface consultant

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117. Shawn Thompson, Digital Accessibility Advocate

118. Kim Johannesen, CEO and Accessibility Consultant, Shift ApS

119. Marco Hengstenberg, Front End Web Developer and Accessibility Consultant

120. Nicola Saunders, Front-End Developer, Studio 24 Ltd

121. Rogier Barendregt, Senior digital product designer, Rg/B

122. Jeremy Keith, Founder, Clearleft

123. Kasper Isager, Software Developer

124. Angela P. Ricci, Web Designer/ Front dev

125. Matt Jiggins, Developer/Designer

126. Stefan Wajda, LepszyWeb.pl, digital accessibility specialist

127. Sina Bahram, President, Prime Access Consulting, Inc.

128. Kristina England, Accessibility Specialist, University of Massachusetts President's Office

129. Birkir Gunnarsson, CPWA, digital accessibility lead

130. Kerstin Probiesch, Accessibility Consultant

131. Radek Pavlíček, CPWA, Accessibility Specialist, Teiresias Centre Masaryk University & Poslepu.cz

132. Billy Gregory, TPGi

133. Brian Elton, Accessibility Engineer/Consultant

134. Kevin Mar-Molinero, Director of Experience Technologies Kin+Carta Connect, Member of BIMA Inclusive Design Council.

135. Crystal Preston-Watson, Quality and Accessibility Engineer

136. Bob Dodd, Accessibility Consultant

137. Chauncey McAskill

138. David Swallow, Accessibility Engineer

139. Marko Milanović, Developer, Tenon.io

140. Joe Lamyman, Development Specialist

141. Kevin Ackley, Accessibility Tech Consultant

142. Stephen Clower, Software Developer and Accessibility Lead, Desmos, Inc.

143. Nicolas Chardon, Digital Accessibility Expert

144. Steve Faulkner, Chief Accessibility Officer, TPGi

145. Andy Bell, Designer and Educator

146. Patrick H. Lauke, Accessibility Trash Panda

147. Yann Kozon, Front End Web Developer and Accessibility Consultant, Freelance

148. Chris Taylor, Web Nerd, Yorkshire Twist

149. Miriam Suzanne, Agency Co-Founder & W3C Invited Expert

150. Robert Jolly, Product Manager & Accessibility Strategist

151. Lena Chandelier, Accessibility Expert, Front-end Developer

152. Thomas Parisot, Old Timey Web Developer

153. Jesse Menn, Principal Web Developer

154. Wendy Reid, Accessibility Lead

155. Scott O'Hara, Accessibility Engineer/Consultant

156. Phil Springall

157. Dr Carl Myhill, Director, User Experience Design Limited

158. Sumner M. Davenport, Specialist Web Accessibility

159. Dana Byerly, Interaction Designer

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160. Jamie Knight, self

161. Matt Richardson, Web Accessibility Expert

162. Josephine Schwebler, Senior Consultant Accessibility / Accessible Documents

163. Vegard Haugstvedt, Front-end Developer / Accessibility Specialist, Webstep

164. Mikołaj Rotnicki, http://a11y.report, accessibility specialist

165. William Bunch - Accessibility Consultant

166. Kris Rivenburgh, Chief Accessibility & Legal Officer, Essential Accessibility

167. Paul Kruczynski, Front-End UX/UI Developer

168. Matthias Weston, Accessibility-Centered Freelance Developer

169. Mat Harris, Web Accessibility Lead, ITHAKA

170. Lindsey Dragun, Developer / Accessibility Advocate

171. Michail Yasonik, Senior Software Engineer

172. Marcy Sutton, Independent Web Developer and Accessibility Specialist

173. Talita Pagani, Accessibility and UX Consultant, Research Scientist in Web Accessibility for Neurodiversity

174. Aaron Chu, UI Engineer + Disability & Design Researcher

175. Adam Saucier, Web Accessibility Specialist

176. Arnaud Delafosse, Web Quality & Accessibility Consultant, Temesis

177. J.J. Meddaugh, Owner, A. T. Guys.

178. Nicki Rios, CPWA, Founder, Accessibility Consultant & Engineer, Nock & Sparrow

179. John E Brandt, head dude, jebswebs

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180. Heather Gray, Website Developer

181. Santina Croniser, Senior Accessibility Engineer, VMware

182. Stein Erik Skotkjerra, Accessibility consultant, CEO, Inklusio

183. Bruno Pulis, Accessibility Advocate, Creator of Awesome A11y

184. Brittany Roots, Accessibility Consultant

185. James Nurthen, Accessibility Engineer & co-chair ARIA Working Group

186. Shell Little, Inclusive Design Lead and Digital Accessibility Specialist

187. Carlos Eriksson, Accessibility Lead, Studio 24

188. Steven Mouret, Digital Accessibility Expert

189. Adam Page, UX Designer

190. David A. Kennedy, Designer and Accessibility Weekly curator

191. Marc Solomon, self

192. Ron Stauffer, Founder, Lieder Digital

193. Nick Caskey, CPWA & Senior Accessibility Engineer, VMware Inc.

194. Devon Persing, Technical Program Manager and Digital Accessibility Specialist

195. Brian Olore, Developer

196. Kathleen McMahon, Engineer, Designer, and Speaker

197. Will Slone, Accessibility Engineer

198. Peter Weil, Web Developer

199. Brennan Young, Accessibility specialist, Laerdal Medical

200. Emanuela Gorla, Accessibility Specialist, TetraLogical

201. Paweł Choiński, Front-End Developer

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202. Eric Hind, Accessibility Specialist

203. Sylvie Duchateau, Web Accessibility Consultant, Access42

204. Rachel Cherry, Accessibility Specialist, Director of WPCampus, and Director of Technology and Design, Equal Made

205. Lucy Greco, Accessaces

206. John Lukosky, Accessibility Specialist

207. Jennifer Grant, Senior Accessibility Engineer, Educational Testing Service

208. Károly Szántai, WAS

209. Sarah E. Lynch, Accessibility Engineer

210. L. Jeffrey Zeldman

211. Paul Shryock, WordPress Engineer, NBA

212. Nick Colley

213. Carlin Scuderi, Front End Developer

214. Nicolas Zerr, Digital Accessibility Expert

215. Derek Featherstone, Accessibility and Inclusive Design Professional

216. Corey Megown, Front-End Developer

217. Marcelo Sales, Accessibility Specialist, RD (Raia Drogasil)

218. Scott Vinkle, Accessibility Specialist, Shopify

219. Barry Pollard, Developer

220. Anand Chowdhary, Creative Technologist & Entrepreneur

221. Christian Alden Jacobs, UX Strategist

222. Edward Pritchard, Digital Accessibility Consultant

223. Hadley Luker, Accessibility Analyst, Level Access

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224. John Foliot (JF), Independent Accessibility Specialist / W3C Contributor

225. Cullan Bonilla, Accessibility Specialist

226. EJ Mason, Accessibility Specialist

227. Michele Williams, Accessibility and UX Consultant

228. Hala Anwar, Inclusive Design Consultant

229. Johnny Taylor, Accessibility Advocate

230. Joel McKinnon, Accessibility Specialist

231. Olivier Nourry, General Manager & CAO, Be Player One

232. Ross Mullen, Director, CANAXESS

233. Steve Woodson, Developer

234. Joe Yang, Senior UX Designer – Accessibility, ServiceNow

235. Lee Bartholomew, Website Designer

236. Amanda J. Rush, Self

237. John H. Carson Jr., retired escalations specialist, Freedom Scientific

238. Ka Li, Accessibility Consultant

239. Adele M. Beeby, Web Manager, Leicester City Council

240. James Scholes, Director of Digital Accessibility, Prime Access Consulting, Inc.

241. Ian Kersey, Self

242. Wally Zielinski, WAS, Dell Technologies

243. Martin Mengele, Front End Developer & Accessibilty Consultant, @accessabilly)

244. Gaël Poupard, Lead dev, OnePoint

245. Philip Kiff, D4K Communications

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246. Tim Kraut, Senior Frontend Developer, AWESOME! Software GmbH

247. Jennifer Panighetti, Web Developer

248. Jasmine Kaul, Founder and Digital Content Consultant, Happy Words

249. Ian Hamilton, accessibility specialist

250. Margie Chubin, Software Engineer

251. Joe Lanman, Designer

252. Jude Robinson, Global Head of Frontend Development, Springer Nature

253. Luc Poupard, Front-end designer and WordPress developer, Proton Technologies

254. David Sloan, UX Research Lead, TPGi

255. Grady Thompson, Student, University of Washington

256. Claudio Luis Vera, Accessibility leader, analyst, and public speaker

257. Emmanuelle Gutiérrez y Restrepo, Fundación Sidar - Acceso Universal

258. Homer Gaines, UI Engineer, and Accessibility Specialist

259. Carolina Aguilera, Accessibility Consultant, Chile

260. Kara Franco, CPWA, Accessibility Engineer

261. Sarah Higley, Accessibility Specialist & Software Developer, Microsoft

262. Benoît Dequick, Front-end dev & RGAA expert

263. Peter Bossley, self

264. Jennifer Gorfine, UX Engineer & Web Accessibility Specialist

265. Heather Migliorisi, Web Accessibility Specialist

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266. Thinh-Lay Wonesky, Accessibility Consultant, Allerlay Wonesky Media

267. Robert Kingett, Blind author

268. Frances Jurek, Software Engineer

269. Owen Edwards, Principal Accessibility Consultant, Level Access

270. Jennifer X Zhang, Accessibility Program Manager and Designer

271. Michael Vaughn, Accessibility Manager

272. Desiree White

273. Marco Salsiccia, Senior Native Mobile Accessibility Coach, Deque Systems

274. Carter Temm, Accessibility Consultant

275. Silvia Ceria, Interior Designer and Content Creator, DforDesign

276. Maurizio Lepora, Full-Stack Developer, Lemaur

277. Jared Clayton, Digital Accessibility Specialist

278. Dirk Ginader, UX Engineer, Google

279. Cordelia McGee-Tubb, Accessibility Engineer

280. Ethan Marcotte, web designer, author of "Responsive Web Design"

281. Jory Cunningham, Accessibility Engineer

282. Lee White, Front-End & Accessibility Engineer

283. Richard Boardman, Senior Director, Product Accessibility

284. David Peter, Software Engineer

285. Stefan Judis, Web Developer

286. Dean Birkett, Accessibility Consultant

287. Myles Lewando, Web Developer & Accessibility Specialist

288. Michael Dowden, CEO, Andromeda Galactic Solutions, author of "Approachable Accessibility"

289. Abdullah Norozi Iranzad, Web Developer

290. Allison Ravenhall, Accessibility Consultant

291. Ian Pouncey, Director, TetraLogical

292. Chancey Fleet, Technology Educator

293. Amanda Mace General Manager, Web Key IT

294. Wendy Torres, Senior Instructional Technologist

295. Janos Sitar, Web Accessibility Specialist, Central 1 Credit Union

296. Dave Bahr, CEO of In-Sightful Living

297. Momin Pasha Mohammed, CPWA, Accessibility Consultant

298. Holly Scott-Gardner, usability assessor and disability rights advocate

299. Sara Cousins, Mighty Spark Design

300. Roger Fracé, Quality Assurance Specialist

301. Pierre Albert, Accessibility consultant, Temesis

302. Colleen Gratzer, Creative Boost and Gratzer Graphics LLC

303. Kara Goldfinch

304. Sally Thoun, Accessibility Consultant

305. Ajaz Mohammed, Accessibility Test Consultant, HCL Canada Inc.

306. Vincent Martin, Usercessible, LLC.

307. Jessie Lorenz

308. Amy Mason, Access Technology Specialist, San Francisco Lighthouse for the Blind

309. Nadia Rasul, CPACC, Front-end Developer and Accessibility Lead

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310. Catherine M. Stager, Accessibility and Assistive Technology Specialist, Front Range Community College

311. Avi Chandiramani, Program Manager for Accessible Technology Services, San Francisco State University

312. Wink Harner Professor of Adaptive Technology In Higher Education/CUNY graduate school

313. Courtney Heitman, Technical Accessibility Specialist

314. Simon Bonaventure, Accessibility consultant, Empreinte Digitale

315. Eric Wright

316. Deborah Kaplan, Accessibility Lead, Suberic Networks

317. Carie Fisher, Sr. Accessibility consultant, Deque

318. Scott Boren, Accessibility manager

319. Josie Davidson, Associate Accessibility Specialist

320. Matt Campbell, Chief Technology Officer, Pneuma Solutions

321. Quentin Bellanger, Front-end developer, /tmp

322. Al Romano, Web Developer, Virtually(Creative)

323. Derek Riemer, Frontend web application Developer, NVDA screen reader contributor

324. Isabel Del Castillo, Digital Accessibility Consultant, Prime Access Consulting, Inc.

325. Nic Chan, Front-End Developer

326. Jeremy Neander, Senior Front End Engineer

327. Nick Croft, Senior Full Stack Web Developer, WAS, CPACC, CPWA, 508 TT

328. Dag Eikesdal, web developer & accessibility specialist

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329. Dylan M. Rafaty, Disability Rights Activist and Head of Accessibility Strategy & Partnerships at C-Hear, Inc.

330. Randi Strunk, self

331. Jörg Morsbach, anatom5

332. Thomas Logan, Founder and CEO, Equal Entry

333. Lindsay Reddick, self

334. Mike Calvo, self

335. Molly E. Holzschlag, Web Educator and Historian

336. Armony Altinier, CEO & Accessibility Lead, Koena

337. Olivier Camon, Web developer

338. Liz Hare, PhD, Quantitative Geneticist, Dog Genetics LLC

339. Luce Carević, Accessibility expert, Access42

340. Roman Mkrtchian, Web developer, Koena

341. Tori Clark, Accessibility Evangelist and Executive Director, Digital A11ies

342. Sarah Jagrowski, Associate Product Designer, FiscalNote

343. Jay Miles, Product Designer

344. Benjamin Michoux, Front-end Engineer

345. Daman Wandke, CEO/Founder, Wandke Consulting

346. Christian Vogler, Professor and Director, Technology Access Program, Gallaudet University

347. Kevin Erickson, Accessibility Services Manager, Ablr

348. Sanjay Nasta, CEO, Microassist

349. Sue Brettell, Branding & UX Designer

350. Steve Decker, self

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351. Fady Rizk, self

352. Philip Fortier, Director, Perficient

353. Natalie Stroud, self

354. Kalib Watson, Accessibility Engineer II, Jackson

355. Ryan Dudek, Software Engineer

356. Jenia Walker, Microsoft

357. Merrie McGaw, Microsoft

358. Nir Baligar, Accessibility Engineering Lead, Microsoft

359. Rob Gallo, Microsoft

360. Maxime Preaux, Frontend Developer

361. Mike Schwartz, Component Library Developer/Accessibility SME

362. Eilana Benish, authorized Accessibility consultant from Israel

363. Mohammad Suliman, blind master's degree computer science student, Tel Aviv University

364. Shawn Hooper, Director of IT, Actionable.co

365. Jim Allan, Accessibility Coordinator

366. Trevor Attenberg, Access technology specialist, Portland community college

367. Sandy Feldman, Self

368. Geof Collis, Accessibility Advocate

369. Martin Courcelles, Martin Assist Inc.

370. Cynthia Bennett, Accessibility Researcher, Carnegie Mellon University

371. Gayle Vivona, UW Writer, consultant, designIMPACT

372. David Best, Accessibility IT Specialist and Advocate

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373. Alice Packard, Self

374. Shawn Welker, Access Technology Apprentice, MABVI

375. Soheil Varamini, CPWA, Accessibility Analyst, Microassist

376. Marvin Hunkin, self

377. Alison Walden, Accessibility Specialist, Sapient

378. Geetha Somasundaram, Self

379. Jon Plummer, Director of User Experience, Concentric Sky

380. Jason Neel, Senior Web Developer, West Virginia University

381. Angela Hooker, self

382. Tommy Feldt, CPWA, Accessibility consultant, Useit

383. Ida Franceen, Developer

384. Jean-Claude Simpson, Front-end developer, Mangoweb

385. Holly Schroeder, UX Researcher and Writer, a11y

386. Roel Van Gils, WAS, Co-founder Eleven Ways

387. Sara Soueidan, independent Web UI and design systems engineer

388. Clive Loseby, Owner, Access by Design

389. Afnizar Nur Ghifari, Product Designer

390. Laura Bentz, CPACC, User Experience Interaction Designer, a well-known Fortune 500 banking institution

391. Sarah Pulis, Director Accessibility Services, Intopia

392. Adem Cifcioglu, Director Accessible Technologies, Intopia

393. Stewart Hay, Managing Director, Intopia

394. Chris Pycroft, Digital Accessibility Consultant, Intopia

395. Julie Grundy, Digital Accessibility Consultant, Intopia

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396. Robin Whittleton, Engineering Manager

397. Justin Wong, Full-Stack Developer, Project COSMIC Limited

398. Jana Uhrich, Costco Wholesale

399. Will Buckingham, Senior Front-End Engineer / Lead Accessibility Engineer, Prescriptive Data

400. Doug Hayman, Accessibility Specialist & Trusted Tester

401. Jules Ernst, Digital Accessibility Consultant, 200 OK

402. Cory Joseph, self

403. Amanda Ryan, Academic Technologist

404. Sébastien Delorme, CEO, Ideance

405. Nicolas Hoffmann, Senior Front-End developer / Accessibility advocate

406. Yvain Liechti, Design System Engineer, UKG

407. Sébastien Picq, Senior Front-End Engineer / Accessibility consultant

408. Robin Massart, Policy Assistant on the Web Accessibility Directive, European Commission

409. Chris M Law, Consultant, Accessibility Track

410. Ray Schwartz, Accessibility Consultant, InRhythm

411. Guy Hickling, Freelance Accessibility Consultant

412. Mario Vasquez, UX Designer

413. Jérémy Renard, webdesigner / front-end developer

414. Jan Pettersson, UI developer

415. Jan Maarten, Designer & Accessibility Specialist

416. Benjamin de Oostfrees, Front-end web developer

417. Zhiyang Ong, Ph.D. student, Texas A&M University

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418. Caroline Desrosiers, Founder & CEO of Scribely

419. Anthony LADEUIL, Consultant Accessibilité, Clever Age

420. Danielle Sheffler, Accessibility Consultant

421. George McKinlay Accessibility Consultant

422. Jean-Baptiste Audras, WordPress Core team representative, former
WordPress Accessibility team representative, Whodunit Agency
head of technology, France

423. Aaron Jorbin, Product and Engineering Leader

424. Ethan Holliger, Accessibility Engineer

425. Mike Vogel, Accessibility Consultant / UX Engineer

426. Karli Yeoman, Accessibility Engineer, Expedia Group

427. Carmen Matthews, Accessibility Specialist

428. Kalani Helekunihi, Disabled Scientist

429. Mark Boyden, IT Consultant, Web Developer, FOSS Contributor

430. Andy Marino, Lead Developer, Unity Web Agency

431. Alisa Herr, CEO, Unity Web Agency

432. Jacqueline Pugliese, Accessibility Consultant

433. Maurício Pereiro, Quality Assurance Analyst in Digital Accessibility

434. Dr. Keith Newton. Technical Program Manager - Accessibility, eBay

435. Franck Letrouvé, CEO, pixFL

436. Tema Smith-Bosken, Senior A11y SME and Digital Marketing Senior
Advisor Cigna

437. Attila Bodnár, Web Developer, Accessibility Engineer

438. Richard Thiel, Frontend Engineer & Accessibility Advocate,
real.digital

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439. Stefan Farnetani, Digital Accessibility Specialist & CEO, mindscreen

440. Lukáš Hosnedl, freelance translator, dev and accessibility consultant

441. Frank Reding, Development Manager & Accessibility Advocate, Shopify

442. Michael Telgkamp, Digital Accessibility Specialist & Developer, mindscreen

443. Ginger Claassen, accessibility engineer / consultant

444. Duff Johnson CEO, PDF Association

445. Steve Green Managing Director Test Partners Ltd

446. Jennifer Grenier, Software Engineer

447. Okuto Oyama, Front-end Designer & Accessibility Advocate, Internet Watcher

448. Quin Marilyn, programmer and accessibility advocate.

449. Peter Quale, Lead Accessibility Consultant, Target Corp.

450. Carlos Moreno, Software Engineer & Accessibility Advocate, Outsmartly

451. Peter Heery, Accessibility Scotland

452. Dirk Neyhart

453. Lindsay Yazzolino, nonvisual accessibility designer, CVS Health

454. Marc Haunschild, Accessibility Consultant, Author and Teacher

455. David Murdoch, Principal Accessibility Consultant, Test Partners Ltd

456. Tim Frick, President, Mightybytes

457. Kathy Cahill, Associate Dean, Accessibility and Usability, MIT

458. Greg McNeil, President/CEO, 216digital

459. Bobby Graczyk, Accessibility Specialist, 216digital

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460. Joseph S. Levin, Portal Design

461. Matthieu Marseille, Senior Front End Engineer and RGAA certified accessibility expert, ekino

462. Asaf Kuller, Websites accessibility consultant, Kull-Air Studio, Israel

463. Wilmer Rodriguez Vega, Digital Accessibility Consultant

464. David Dias, Front-End UX/UI Developer & Accessibility Advocate, Kijiji

465. Kathleen Burkhardt, self

466. Koen Cornelis, Web Accessibility Specialist, Belgium

467. Sophie Ragas, Web Accessibility Consultant

468. Holger Dieterich, Chairman Wheelmap.org, Co-Founder Sozialhelden e.V.

469. Sebbe Isaac Kurian, UX Designer

470. Mike Gifford, CivicActions

471. Jennifer Shepherd, web accessibility specialist

472. Matthew Shaw, Managing Partner, Disability Solutions

473. Rodrigo Sanchez, Senior Accessibility Specialist Square Enix West

474. Amber DeRosa, Accessibility Lead

475. Paweł Prot, UX and accessibility specialist

476. Clément Fresneau, accessibility consultant for Empreinte Digitale

477. Justin Ekis, IT Student, Southwest Tennessee Community College

478. Joe Ortenzi, Lead Experience Designer, Australian Digital Health Agency

479. Darren Bates, Global Accessibility and Inclusion Strategist, Darren Bates, LLC

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480. Claire Webber, Digital Accessibility Consultant, Intopia

481. May-Fei Lee, Digital Accessibility Consultant, Intopia

482. Jeff Smith, Senior Digital Accessibility Consultant, Intopia

483. Neil Jarvis, Business Development, Intopia

484. Zoe Haughton, Digital Accessibility Consultant, Intopia

485. Andrew Arch, Principal Consultant, Intopia

486. Sandyara Peres, Accessibility Program Manager Lead, PicPay

487. Jeff Coburn, Web Services Manager, Institute for Community Inclusion

488. Nicolas Dorigny, Senior Front End Developper and accessibility enthousiast, Dataetic

489. Stephane Deschamps, Accessibility specialist and coordinator

490. Anuradha Kumari, Accessibility Advocate

491. Juanjo Montiel, independent accessibility consultant

492. Roberto Scano - ICT Accessibility Expert

493. Alistair Shepherd, Front End Developer and Accessibility Advocate

494. Jens Oliver Meiert, engineering manager and author, former WCAG working group member

495. Nikhil Vytla, Software Engineer & A11y Advocate, AWS

496. Hector Osborne Rodriguez, Front End Development Manager & Accessiblity Lead, Accenture

497. Fredrik Fischer, CWAE, Accessibility Consultant and Project Officer at Hilfsgemeinschaft der Blinden und Sehschwachen Österreichs.

498. Benjy Stanton - Interaction designer

499. Robert Precious - Lead Accessibility Specialist, THG

500. Dean Holden, Accessibility Engineer

501. Donna Lettow, Digital Accessibility Specialist

502. Ronise Nepomuceno, Accessibility Manager, BT Consumer Digital

503. Andrew Nordlund, Web Accessibility Specialist

504. Émilie Viau, accessibility consultant and front-end developer

505. Julianna Rowsell, Senior Inclusive Designer and Accessibility Advocate, Shared Services Canada

506. Erin Lucas, Senior Director of Digital Accessibility, RedShelf

507. Dominic Mazzoni, Software Engineer - Chrome Accessibility, Google

508. Josh Kim, WAS, Senior Designer and Accessibility Specialist - Ad Hoc

509. Goly Rabbanim, Authorized accessibilty service consultant & head of digital inclusion at The Open University of Israel

510. Lauren Race, Accessibility Researcher, New York University; Accessibility Product Designer, Twitter

511. Matt Northam, Senior Front End Developer and Accessibility Advocate, Pulselive

512. Jayme Johnson, Accessibility Consultant and Trainer

513. Daniel O'Mahony, Accessibility Engineer

514. Ryan Magoon, Principal Front End Engineer, Advance Auto Parts

515. Shane Popplestone, Accessibility tester.

516. Tyler Rodick, student of cloud computing, Western Governors University

517. Deborah Edwards-Oñoro, web designer and accessibility advocate

518. Patrick Andrade, Assistive Technologist at The Chicago Lighthouse and Accessibility Advocate

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519. Soren Hamby, Senior Manager of UX and Digital Design at Benjamin Moore

520. Nathan Weber, Self

521. Char James-Tanny, Accessibility Advocate

522. Werner Rosenberger, MSc, CWAE, Certified WebAccessibility Expert, Projektleitung WACA - Web Accessibility Certificate Austria

523. Riley MacIsaac, Quadriam, Design and Development Lead and Accessibility Specialist

524. Marco Zehe, formerly of Freedom Scientific, Mozilla, NVDA and open web contributor, accessibility veteran

525. Benoit Kogut, senior frontend dev

526. Rupa Devi, Staff Product Design, Accessibility Specialist at Freshworks Tech

527. Ugurcan (Ugi) Kutluoglu, Accessibility Lead, Carbon Health

528. Romain Menke, Developer, Mr. Henry

529. Michael Fienen, Senior Web Developer, founder of The Drunken UX Podcast

530. Ady Stokes, A11y_Ady

531. Michael Zapata, Accessibility Coordinator

532. Mark McCarthy, MSIM, CPWA, Sr. Accessibility Engineer, University of Illinois

533. Gareth Crossan, Digital Accessibility Engineer, Ireland

534. Chris Smart, CPACC

535. Charles Roper, Digital Development Manager

536. Eeva-Jonna Panula, CPWA, Front End Developer, Accessibility Specialist

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537. Bet Hannon, CEO BH Business Websites

538. Meg Miller, Lead Developer & Accessibility Specialist for Bet Hannon Business Websites

539. Michael Honey-Arcement, DevOps Engineer, Channel-Fusion

540. Tobias Christian Jensen, Digital Accessibility Specialist

541. Jeffrey H.S. Knaack, Digital Product Manager & Solutions Architect, NYS Digital Services

542. Samm Delorey, Web Accessibility Specialist, University of Massachusetts Amherst

543. Chris Yoong, Frontend Developer, Government Digital Service

544. Lizzie Bruce, Content strategist specialising in readability, Cake Consultancy Ltd.

545. Wojtek Kutyla, Independent User Experience Consultant and Trainer, Kutyla Design Ltd.

546. Andy Andrews, University of Washington

547. Andreas Jacobsen, CPWA, CEO, Inklud AS

548. Kristian Munter Simonsen, CPWA, accessibility consultant, Inklud AS

549. Jan McSorley, VP of Accessibility, Pearson Assessments

550. Caryn Pagel, Self

551. Rain Breaw Michaels, CPWA, Interaction Designer - Central Accessibility, Google

552. Saptak Sengupta, Inclusive Web Developer

553. Kazuhiko Tsuchiya, web usability and accessibility expert

554. Sacha Bouillez, Frontend Developer and Accessibility Advocate

555. Jacquelyn Parmentier "average blind screen reader user"

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556. Markku Hakkinen, Director of Accessibility Standards & Inclusive Technology, ETS

557. HenryGR, Developer and Accessibility Advocate

558. Elle Waters, Adobe

559. Breixo Pastoriza, CPACC, Glocal Quality Solutions.

560. Christopher Johansen, Anttix, Inc.

561. Keri Svendsen

562. John McNabb, Accessibility Consultant

563. Joe Chidzik, Accessibility Consultant.

564. Omar Bonilla, Accessibility Specialist

565. Chelsea Adelman, Product Designer

566. Ramon Lapenta, Tech Lead, Cyber-Duck Ltd

567. Alissa Bodden, Accessibility Advocate, UI/UX Designer

568. Ala Hamada, Accessibility Analyst

569. Thibaud Colas, Developer, Torchbox

570. Angie Rajani, CPACC, Accessibility Specialist

571. Maurício Carneiro, Accessibility Specialist and Frontend Developer

572. Scott McKee, UX Designer

573. Sergei Kriger, Frontend Developer

574. Dr Donal Fitzpatrick, Assistant Professor, Dublin City University

575. Rocío Alvarado, Digital Accessibility Specialist

576. Manuel Cheța, Frontend Developer and Web Accessibility Specialist

577. Detlef Girke, BITV-Consult, Accessibility Specialist

578. Kelly Dip, Accessibility Specialist and Instructional Designer

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579. National Network for Equitable Library Service (NNELS)

580. Dawn E. Collett, DevSecOps Engineer and accidental accessibility advocate

581. Elie Sloïm, CEO and founder at Opquast

582. Grant Broome, Director, Dig Inclusion

583. Kathy E. Gill, UX consultant and professor

584. Lee Amador, CPWA, WAS, CPACC Accessibility Consultant

585. Jack McElaney, VP, Microassist

586. Kacie Cappello, Access Technology Instructor

587. Livia Gabos, Accessibility Product Owner, Hand Talk

588. Irfan Ali, Principle Accessibility Engineer, ETS, Princeton, NJ

589. Abbey Scofield-Marlowe, self

590. Jason Ruyle, Developer and Web Accessibility Specialist

591. Sarah Russell, Accessibility Tester

592. Russell Hoy, Software Consultant, self

593. Chris LaChance, Pegasystems as Design Ops Lead

594. Grace Snow, Frontend Developer and Accessibility Specialist,

595. Caspian Turner, Director, Accessible by Design

596. Jean-Pierre Gay, Web Accessibility Specialist, Temesis

597. H Robert King, self

598. Matthew Brough, self

599. Eduardo Meza-Etienne, Director of Compliance and Accessibility Team Lead at eSSENTIAL Accessibility

600. Abderrahmen Maïza, web integrator

601. David Libeau, web developer & researcher in web/game/media accessibility

602. Victoria French, Executive Director, Cinecove

603. Steve Rancour, UX Designer and Accessibility Point Person, IKEA US

604. Detlev Fischer, Managing Director of DIAS GmbH, W3C AGWG invited expert

605. Andrew Mallis, CEO, Kalamuna

606. Lee Dale, CEO, Say Yeah!

607. Emrah Dilsizoglu, Head of Sales, Evinced Inc.

608. Joan Concilio, co-owner, Technical Penguins

609. Richard U. Steinberg, individual

610. Kurt Bunge, Senior QE (Accessibility), Appian Corp.

611. Nick Friedman, Director of IT, Adirondack Website Design

612. Jane Wilson - UX Analyst and Accessibility Advocate

613. Angela Brunk, self

614. Andreas Lopez, Digital Project Manager

615. Nathan Loding, Senior Developer at Deque Systems, CPWA

616. Clinton N. Godlesky, Director of Interactive, Chemistry Communications

617. Pete Czech, CEO and Founder, New Possibilities Group, LLC

618. Jeff Rodgers, Accessibility Manager, Accessiblü, LLC

619. James Ryan, Frontend Developer

620. Richie Wilkin, Blind screen reader user

621. Amber Gehrts, Accessibility Program Manager, Hyland

622. Taiysha Hobbs, Accessibility Engineer, Appian

623. Sarah Federman, Frontend Engineer

624. Oliver Emberton, CEO, Silktide

625. Andrew Stevens, Web Applications and Services Librarian, George Mason University

626. Hans Kuijpers, Happy Frontend Developer, HKweb

627. Paul van Buuren, front-end developer, WBVB Rotterdam

628. Daniel Berryhill, Accessibility Tester

629. Falk Rismansanj, zitrotec

630. Marjon Bakker, Firm Ground

631. John Rochford, University of Massachusetts Medical School

632. Geoffrey Crofte, Lead UX Designer and Accessibility Advocate at Foyer Group

633. Terri Fellers, Accessibility Consultant, Equal Entry

634. Felipe Genuino, Front-end designer and Accessibility Specialist at Softplan

635. Maurício Sá, Web Accessibility Specialist at Softplan

636. Mike Zeballos, Accessibility Consultant, Toptal Talent

637. Armen Mnatsian, Digital Accessibility Specialist, digitaalEHBO, EverXS LLC

638. Natalie Collins, Partner, Thinkrum

639. Cher Fitchett, Digital Director, The Branding Firm Inc.

640. Len Beasley, Product Designer, A11y Consultant

641. Marcy Rye, Founder & CEO of Wire Media, LLC

642. Kat Crippen, Accessibility Specialist

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643. Gaynor Keane, Product Management Manager, Salesforce

644. Danielli Franquim, CPACC, QA & Accessibility Analyst

645. Daniel Seagull, CPACC, QA & Accessibility Analyst

646. Cara Beasley, Digital Accessibility Advocate

647. José R. Hilera, Professor, University of Alcalá, Spain

648. Lanie Molinar, Student training as an accessibility tester and software developer, freeCodeCamp

649. Peter Jewett, CPACC, Founder & CEO at Accessible Web

650. Pete Bruhn, CPACC, Founder & COO at Accessible Web

651. Nick Romano, CPWA, Senior Software Engineer at Accessible Web

652. Lauren Layn, CPACC, A11y Success Coordinator at Accessible Web

653. Alaina Birney, CPWA, Lead A11y Specialist at Accessible Web

654. Alex Getty, CPACC, A11y Specialist at Accessible Web

655. Scott McCracken, CPACC, Software Engineer at Accessible Web

656. Leah Mattern, CPACC, A11y Specialist at Accessible Web

657. Ben Turner, CPACC, A11y Specialist at Accessible Web

658. Nicole Alli, CPACC, Software Engineer at Accessible Web

659. Abigail Scott, CPACC, Sales Representative at Accessible Web

660. Elizabeth Turrubiartes, CPACC, UI/UX Designer at Accessible Web

661. Gianna Barnhart, Sales Representative at Accessible Web

662. Zoltan Hawryluk, CPWA, Accessibility Specialist and Front-End Developer

663. Calum Ryan, Certified Web Accessibility Specialist, dxw

664. Jason Morris, Accessibility Engineer

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665. Doc Sheldon, Accessibility Advocate

666. Terri Youngblood Savage, Owner, Accessible Systems Inc

667. Álvaro Domingo Zurdo, Consultant accesibility

668. Steven Medina, Senior Accessibility Analyst, JP Morgan Chase

669. Rémi Parmentier, front-end developer, Tilt Studi

670. James Edwards, TPGi

671. Mike Mai, designer & coder

672. Scott Werley, Frontend Designer/Developer and Accessibility Specialist, self

673. Claire Annan, Consulting Software Engineer, 18F

674. Jefté Macêdo, UX researcher and Accessibility Specialist

675. Jon McLaren, Sr. Developer Advocate, HubSpot

676. Mark Wiemer, software engineer specializing in web accessibility at Microsoft

677. Bart Simons, Web Accessibility Specialist, AnySurfer

678. Julie Baribeau, spécialiste en accessibilité Web & développeuse frontend

679. Michael Parker, Director, Access Ingenuity

680. Kathy Marks. IT Accessibility Coordinator, Arizona State University

681. Áine Kelly-Costello, screen- reader user

682. Jason Tillotson, Accessibility Consultant

683. Isaías Hernández Galeano, Unila Brazil

684. Gary Byrne, Senior Frontend Developer and Accessibility Advocate

685. John Haselden

686. Boris Schapira, Solution Expert at Contentsquare

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687. Chris Burke, Accessibility Consultant, Otaku / Discoverly

688. Natacha Madeuf, Accessibility Expert

689. Jack Sharkey, Staff Web Accessibility Engineer, Red Ventures

690. Katie Foster, Engineering Manager and Accessibility Advocate

691. 澤田 望 (Nozomi Sawada), designer

692. Kevin Wallace, Accessibility Consultant, EnvizionLabs

693. Marcus Morba, Consultant Digital Accessibility & Inclusive UX

694. Darin Senneff, UX Designer and Developer

695. Sophie Schuermans, Web Accessibility Specialist, AnySurfer

696. Hasan Arous, Web Developer and Accessibility Consultant, EtaBits

697. Crystal Dionysopoulos, UX Engineer and Founder, Lucid Fox

698. Manager of Web Accessibility Services, Cornell University

699. isral Duke, UI, UX Design Lead — Product Delivery, Louisiana Office of Technology Services

700. Lacy Skrzeczkoski - UX Designer

701. Lonny O'Brien, self

702. Julie Romanowski, Director of Accessibility Services, Knowbility

703. Cathy Schmitt Whitaker, screen reader user

704. John P. Green, Web Developer

705. Jonee Meiser, Accessibility Professional, CPWA

706. Gabriel Lek, Senior Content Designer, Grab

707. Patrick S. Wilson, self

708. Greg Jellin, Digital Accessibility Specialist, The Center for Accessible Technology

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709. Suman Damera, Principal accessibility engineer, Phenom

710. Eric Porter, UI Developer, Radancy

711. Cate Seely, Webmaster, It Is Written, Inc

712. Dylan Thomas, Web Accessibility Professional, self

713. Blake Bertuccelli, Equalify

714. Victor Manuel Salgado Gonzalez, Accessibility & Forestry Engineer

715. Brian Moore(CPWA)) Senior Accessibility specialist: TD Bank

716. Michael Mistak, Principal, ofmanyhats.digital

717. Marc Tremblay, CEO and accessibility consultant, Agence SAT

718. Mo Hieronimus-Dimercurio, User Experience & Accessibility, California Public Employees Retirement System

719. Laura Suyasa, User Experience Designer - enGen

720. Christine Laikind

721. Javed Alam, SME(Digital Accessibility) and Tech Lead, Hurix Digital Technologies

722. Tay Ashton, Accessibility Consultant

723. Israel Gutierrez, Sr. Product Designer

724. Laura Carlson, Self

725. Jaunita George, Esq., CPWA, Self

726. Cristian Díaz, Self

727. Shea Hunter Belsky, Chief Technology Officer, Mentra

728. Jakob Rosin, Accessibility specialist, CPWA, Sparrow Access/Estonian Blind Union

729. Rebecca Mir, CPACC, Senior Director of Digital Product Management

730. Alicia St Rose, Accessibility Advocate, Web Developer and Designer

731. Wolfgang Wiese, Web Management, Friedrich-Alexander-Universität Erlangen-Nürnberg

732. Mark Root-Wiley, Frontend Developer, MRW Web Design

733. Gareth Joyce, User Experience Designer and Accessibility Lead, Valtech

734. Kai Kubasta, Accessibility Manager, Staffbase

735. Aidan Jones, front-end developer and accessibility advocate

736. Aaron Gustafson, Principal Accessibility Innovation Strategist, Microsoft

737. Deneb Pulsipher, Captain Accessible, SeaMonster Studios

738. Charissa Ramirez, Accessibility Specialist

739. Carolyn Chesler, Sr. Software Quality Engineer in Accessibility, BECU, CPAAC

740. Ondřej Pohl, CPWA, UX & Accessibility Lead

741. Jonathan Lancett, Accessibility advocate, OpenWrt A11YTester

742. Ariel Burone, Web developer

743. Jake Abma, Accessibility Lead

744. Jacklyn Agor, Business Development & Digital Strategy, Puppet Master Marketing

745. Tanner Gers, Managing Director, AccessAbilityOfficer

746. Annett Farnetani, Digital Accessibility Specialist & CEO, mindscreen

747. Peter McNally, UX and Accessibility Professional

748. Eugene Smith, Accessibility manager, Enrick Group (Pty) ltd

749. Sarahelizabeth J. Baguhn, Ph.D., CATIS, Western Michigan University

750. Chris Keroack, Senior Accessibility Consultant

751. Miriam Nabinger, Accessibility Trainer and UX Designer, minamalism

752. JoAnn Rautio, Digital Accessibility Coordinator, Minnesota IT Services

753. Marie Destandau, lead front end developer

754. Lee Ohnesorge ThinkTherapy designer and web developer

755. Keith Casebonne, Communications and Database Manager, Disability Rights Florida

756. Misty Kienzynski, Indiana Affiliate State Treasurer, National Federation of the Blind

757. David Gibson, President, Propeller Media Works/ Accessibility.Works

758. Danny Lancaster, Accessibility Lead, Nexer Digital

759. John Titus, Disabled Web Developer and Accessibility Specialist

760. Dmytro Vasylenko, CEO, Web compliances

761. Sadia Rodriguez, Bounteous

762. Heather Burns, Sr. Accessibility Consultant, Equal Entry

763. Craig Morrison, Senior Lead Engineer, JP Morgan Chase

764. Leigh Mortimer, Lead Product Manager, NHS.UK, NHS England

765. Nicola Mascotto, web designer and front-end developer, Flying Chair

766. KJ Schmidt, Accessibility Specialist and Designer

767. Dustin Snowadzky, Accessibility Consultant

768. Jan Beniamin Kwiek, Accessibility Expert

769. Jessica Justus, Accessibility Consultant

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770. Piotr Źrołka, UX and Accessibility Professional, Kinaole

771. Ashley Firth, Global Head of Front-end Development, Octopus Energy

772. Shaun Conner - Accessibility Lead

773. Matthew Roach - Accessibility Engineer

774. Kacper Mikocki - accessibility tester, Accens

775. Luis Garcia - Accessibility Lead

776. Emma Hardman, Sr. Accessibility Program Manager, Splunk

777. Katie Diduch, Freelance Accessibility Web and Print Designer, Accessibility Auditor, and Accessible Document Creator and Remediator, KTdid.

778. Marsha Drenth, Access Technology Instructor & Accessibility Professional

779. Donna Mack, Accessibility Consultant / Owner, Disability Diplomat

780. Antonio Matera, Front End Developer, UX Engineer, Accessibility Specialist

781. Fatih Altınok, self

782. Santi Cros, Frontend Developer & Accessibility Advocate

783. Josh Hetrick, UX Designer, CPACC

784. Katherine Sinclair, UX/UI Designer and Developer, Accessibility Specialist

785. Fabrizio Calderan, front-end developer and accessibility advocate

Add your name to this list

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Additional Reading

- ## Challenges for Screen-Reader Users on Mobile
  Tanner Kohler - Nielsen Norman Group

- ## accessiBe will get you sued
  Adrian Roselli

- ## 5 False Claims 1-Line "AI" Accessibility Script Vendors Make
  Eric Eggert

- ## Honor the ADA: Avoid Web Accessibility Quick-Fix Overlays
  Lainey Feingold

- ## Overlays are not the solution to your accessibility problem
  Sheri Byrne-Haber

- ## Bolt-on Accessibility – 5 gears in reverse
  Steven Faulkner

- ## Is Deploying an Accessibility Overlay or Widget Better Than Doing Nothing?
  Timothy Springer

- ## The Trouble with Accessibility Overlays
  Alex Tran

- ## The Death of Accessibility Overlays
  Kris Rivenburgh

- ## Is there a silver bullet for ADA website accessibility? Sorry, but the answer is no.
  Richard Hunt

- ## Overlay Accessibility Solutions Fail ADA Website Compliance
  Propeller Media Works

- ## Automated Lies, with one line of code
  Karl Groves

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Overlay Fact Sheet

- [Web accessibility overlay tools: lies and gum balls](#)

  Julie Moynat

- [Sole reliance on accessiBe will not be sufficient in ensuring full and equal access to a website](#)

  Exhibit A 21-cv-00017, Murphy v. Eyebobs

- [Should I use an accessibility overlay?](#)

  The A11y Project

- [The Dangerous Path of the Accessibility Overlay](#)

  Joe Dolson

- [Swiss article in German:Accessibility-Widgets: Wie barrierefrei machen sie deine Website?](#)

  Allerlay

- [German Article on Overlays: Günstig oder kostenlos – barrierefrei mit Künstlicher Intelligenz (KI)?](#)

  Barriere Kompass

- [Overlays and Plugins Aren't the Answer to Accessibility](#)

  Design Domination Podcast

- [People With Disabilities Say This AI Tool Is Making the Web Worse for Them](#)

  Vice Media

- [ICT Accessibility Testing Symposium 2020 Overlays Panel (Recording and Transcript)](#)

  Karl Groves, Al Hoffman, Anil Lewis, David O'Neill, Cyndi Rowland, Chris M. Law

- [Blind people, advocates slam company claiming to make websites ADA compliant](#)

  NBC News

- [Largest U.S. Blind Advocacy Group Bans Web Accessibility Overlay Giant AccessiBe](#)

  Forbes Magazine

- [AccessiBe and data protection?](#)

  Léonie Watson

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Overlay Fact Sheet

- Legal Update: Accessibility Overlay Edition

  Lainey Feingold

- Truth in advertising does not exist for overlay vendors: False claims at the expense of customers and persons with disabilities.
  Karl Groves and Michael Beck

- Do Away with Overlays

  Accessible Web

- HR and Payroll Software Leader ADP to Enhance Product Accessibility

  Lainey Feingold

- UserWay will get you sued

  Adrian Roselli

- FACIL'iti, la solution pour l'inclusion en ligne qui refuse la critique?

  Numerama

- This Company Tapped AI for Its Website—and Landed in Court

  Wired

- FACIL'iti Will Get You Sued

  Adrian Roselli

- Overlays Underwhelm (at YouTube)

  Adrian Roselli for a11yNYC

- My Cease & Desist from AudioEye

  Adrian Roselli

- A different view into accessibility overlays

  Converge Accessibility

- For Blind Internet Users, the Fix Can Be Worse Than the Flaws

  New York Times

- Why Automated Tools Alone Can't Make Your Website Accessible And Legally Compliant

  Forbes

- The Overlay Personalization Farce

Karl Groves

- [AudioEye will get you sued](#)

  Adrian Roselli

- [Accessibility overlays don't guarantee compliance with European legislation](#)

  The European Disability Forum (EDF) and International Association of Accessibility Professionals (IAAP)