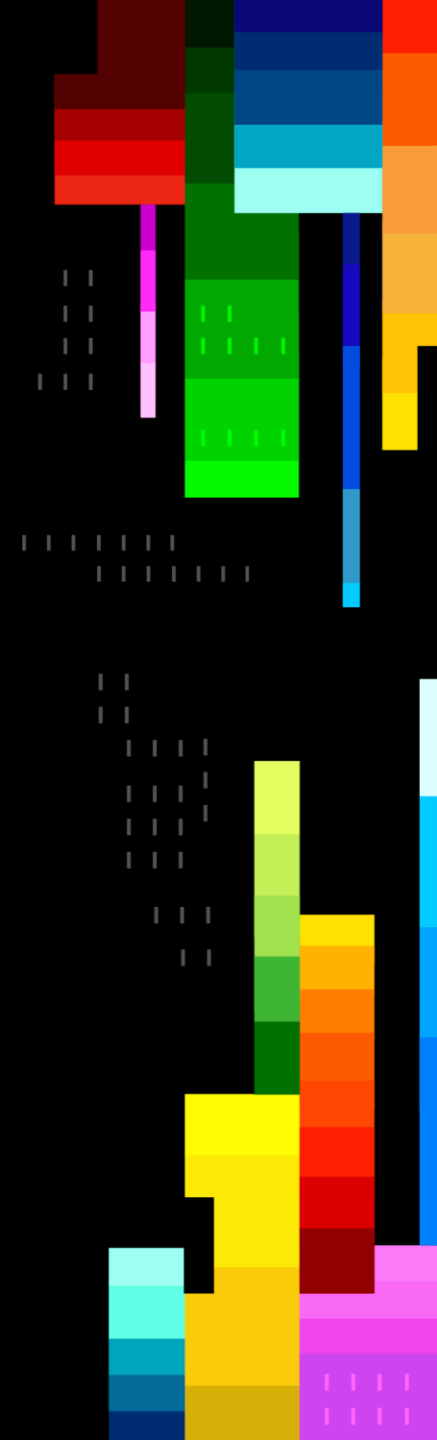


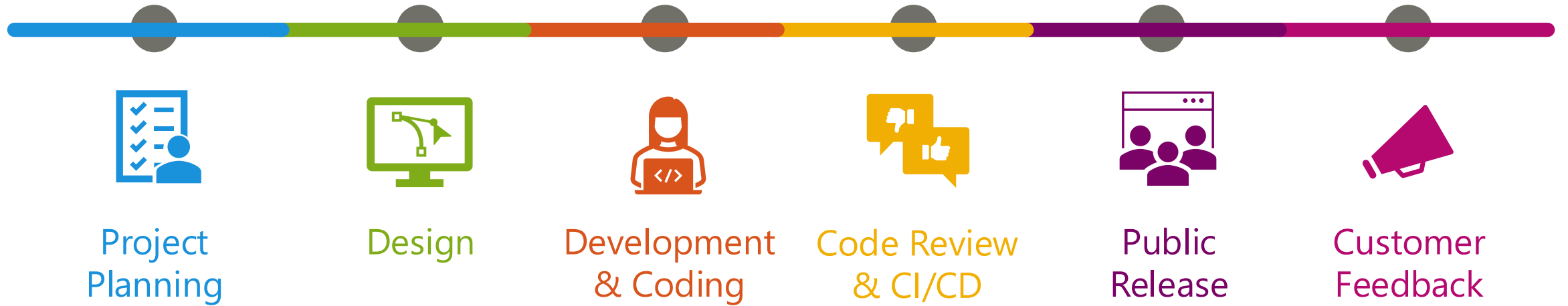
# Building Accessible AI

*Embedding Inclusion Across the  
Software Development Lifecycle*

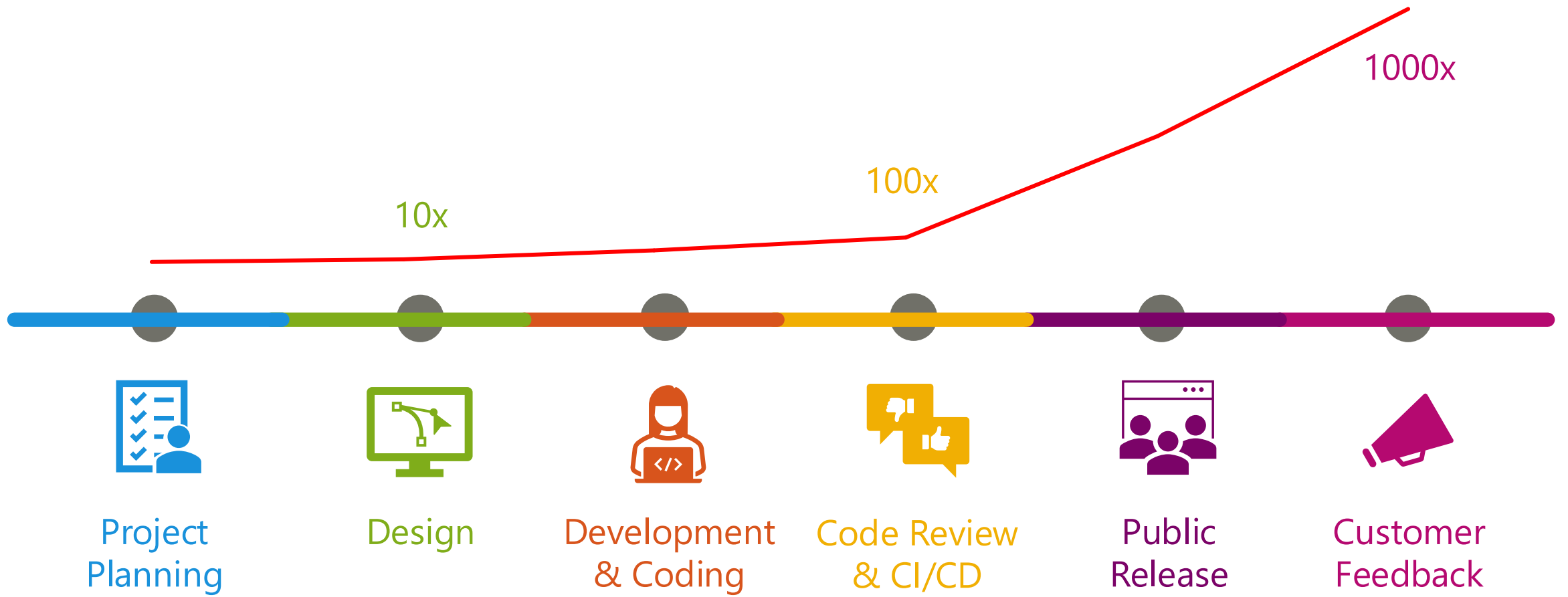
**Carie Fisher**

Sr. Accessibility Program Manager – GitHub





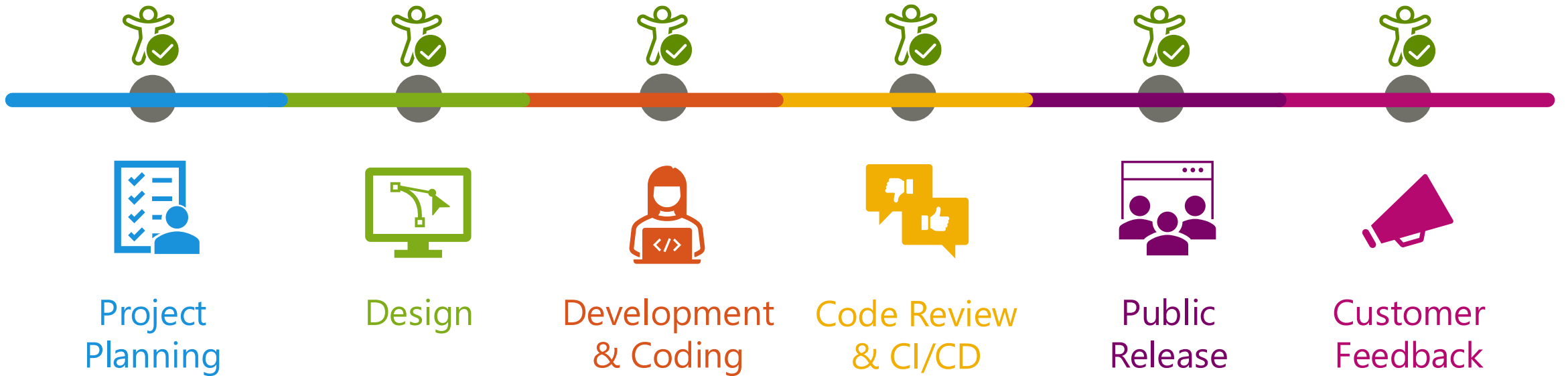
# Typical software development lifecycle



**The cost of inaccessibility**

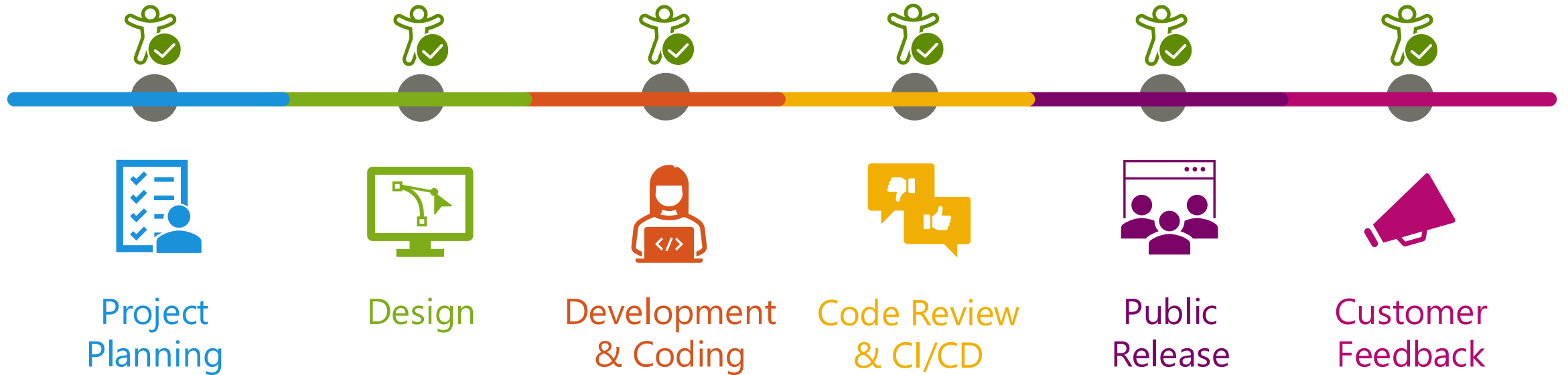
AI accelerates the  
pace of software  
development...  
and the creation of  
accessibility issues.





**Accessibility belongs in the workflow**

Grounded  
in disability



**Planning should be grounded in disability**

**37%**

of voice-initiated Copilot tasks  
are abandoned mid-flow

Source: Copilot Product Data, 2025

**1B+**

People worldwide  
have a disability

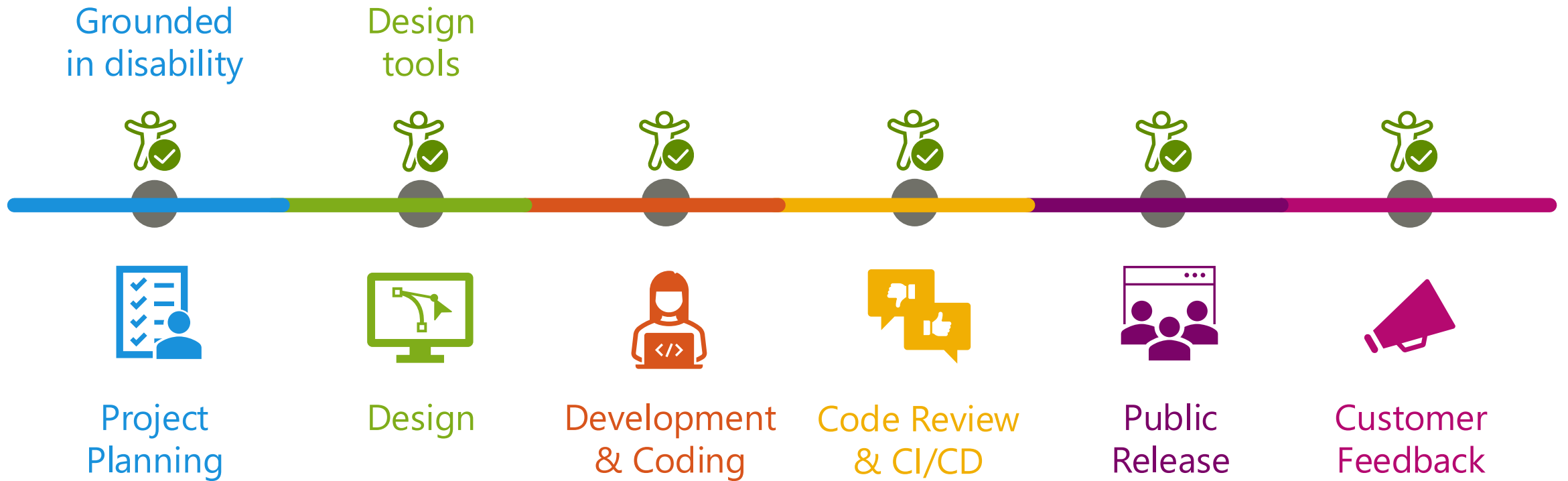
Source: Microsoft Inside Track, 2026

**76%**

of neurodiverse  
employees  
perform better at  
work with Copilot

Source: EY x Microsoft, 2024

**Building voice with disability at the center**



Design tools need to make inclusive design easy

# Accessibility Assistant for Figma

[aka.ms/AccessibilityAssistantForFigma](https://aka.ms/AccessibilityAssistantForFigma)

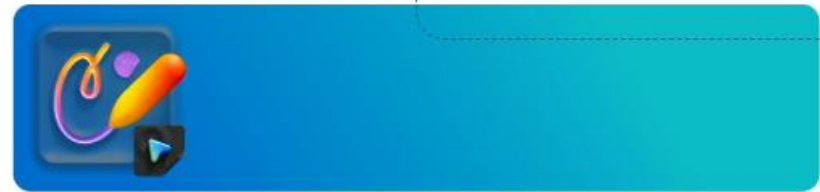
## Accessibility Assistant

Here are some general guidelines related to building this project accessibly:

- Use the visual label for each component unless a different label is specified.
- Follow the natural focus and reading order unless otherwise specified.

Dialog

## Cursor settings



Speed



Colored cursor

Snap to pixels

Label for textarea

Placeholder text

Label for dropdown

Placeholder text

Save

Cancel

Library  
Component: Checkbox

Library  
Component: Checkbox

Library  
Component: Textarea

Library  
Component: Dropdown

Library  
Label: Close  
Component: Button

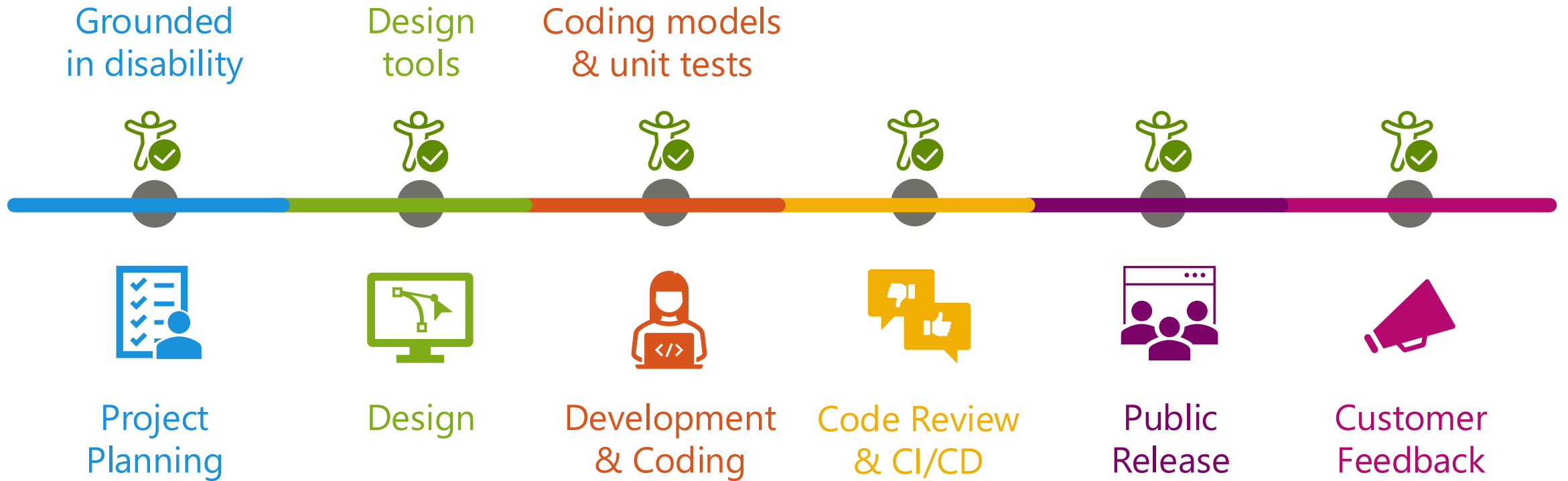
Landmark  
Component: Banner

Library  
Component: Slider

Landmark  
Component: Contentinfo

Library  
Component: Button

Library  
Component: Button



**All code must be consistent and validated**

# Coding models aren't great on their own...

Out of the box, the code they write passes **only 8-25% of automated accessibility checks.**

## Instruction files

Teach the model your accessibility expectations up front.

Pass Rate: **37-60%**

## Skills

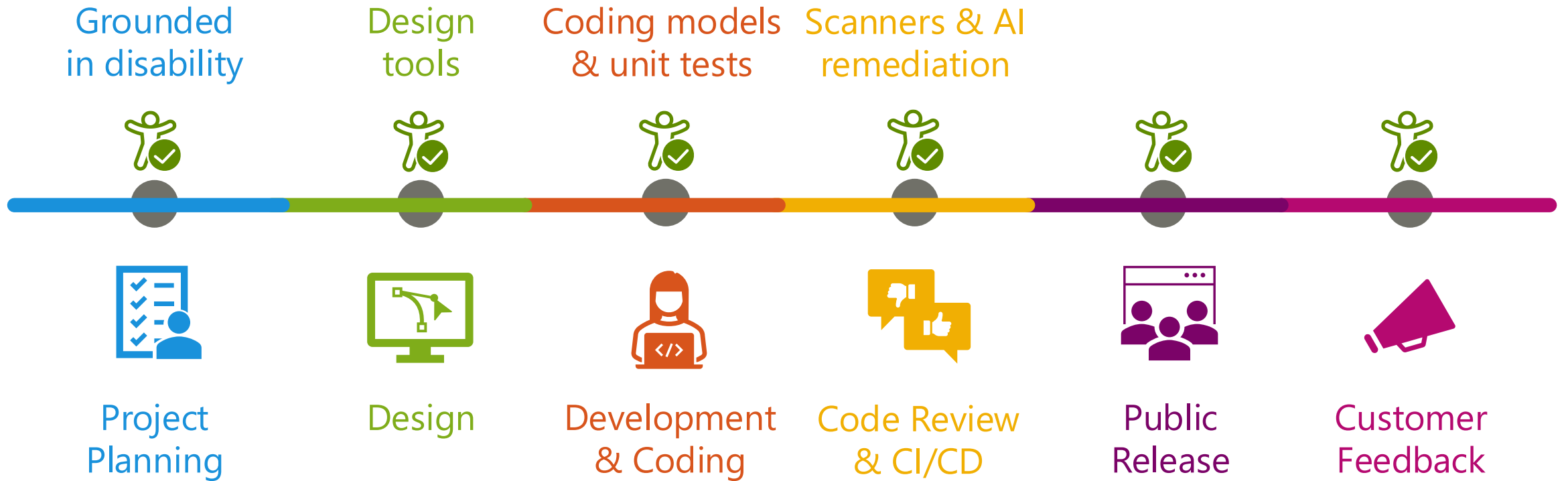
Give the agent reusable, situation-specific accessibility know-how.

Pass Rate: **86%**

## Deterministic Tools

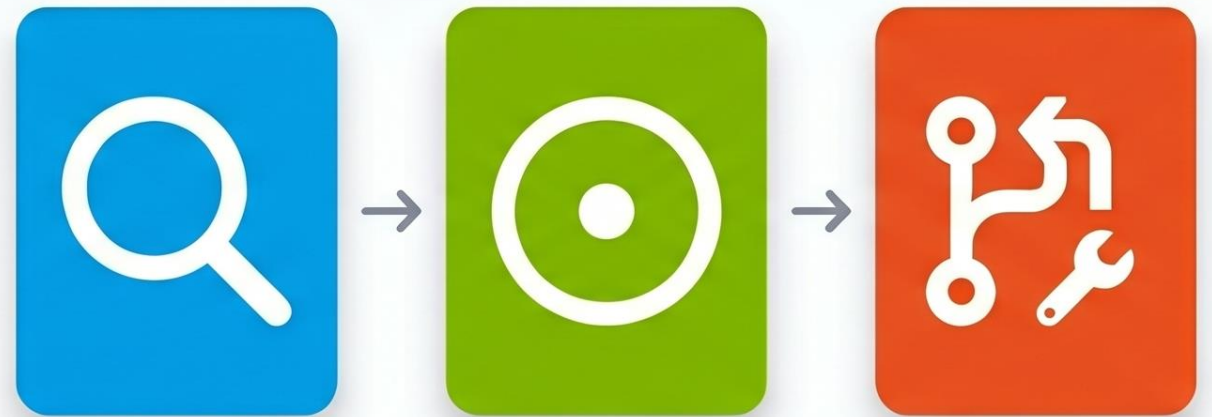
Don't trust vibes; run checks, tests, and automation that prove the output is accessible.

Pass Rate: **100%**



**Code review is the last line of defense**

# GitHub's AI- powered accessibility scanner



github.com/github/accessibility-scanner

github / accessibility-scanner

Code Issues 17 Pull requests Agents Discussions Actions Projects Models Security and quality Insights Settings

accessibility-scanner Public Unwatch 5 Fork 28 Star 266

Use this GitHub action with your project  
Add this Action to an existing workflow or create a new one [View on Marketplace](#)

main 24 Branches 23 Tags Go to file Add file Code

**lindseywild** chore(deps): Bump the npm-minor-and-patch group across 5 dire... 9d7a8fe - yesterday 868 Commits

|                        |  |              |
|------------------------|--|--------------|
| .github                | chore(deps): Bump the npm-minor-and-patch group across 5 dire... | yesterday    |
| sites/site-with-errors | chore(deps): Bump puma from 7.2.0 to 8.0.0 in /sites/site-...    | last week    |
| tests                  | Minor updates for consistency                                    | last month   |
| .gitignore             | remove .vscode and add to gitignore                              | 2 months ago |
| CODE_OF_CONDUCT.md     | Update CODE_OF_CONDUCT.md  | 6 months ago |
| CONTRIBUTING.md        | Revise contributing guidelines for clarity and detail            | 6 months ago |
| FAQ.md                 | Update FAQ.md  | 2 months ago |
| LICENSE                | Initial commit   | 9 months ago |
| PLUGINS.md             | update docs with suggested feedback                              | 2 days ago   |
| README.md              | Upgrade accessibility-scanner from v2 to v3                      | last week    |
| SECURITY.md            | Add SECURITY.md for reporting vulnerabilities                    | 6 months ago |
| SUPPORT.md             | Revise support guidelines and maintenance status                 | 6 months ago |
| action.yml             | Merge branch 'main' into copilot/add-baseurl-configuratio...     | 2 weeks ago  |
| eslint.config.js       | Adds eslint & prettier   | 2 months ago |
| package-lock.json      | chore(deps): Bump the npm-minor-and-patch group across...        | 2 days ago   |
| package.json           | chore(deps): Bump the npm-minor-and-patch group across...        | 2 days ago   |

**About**  
Finds potential accessibility gaps, files GitHub issues to track them, and attempts to fix them with Copilot.

- Readme
- MIT license
- Code of conduct
- Contributing
- Security policy
- Activity
- Custom properties

266 stars  
5 watching  
28 forks  
Report repository

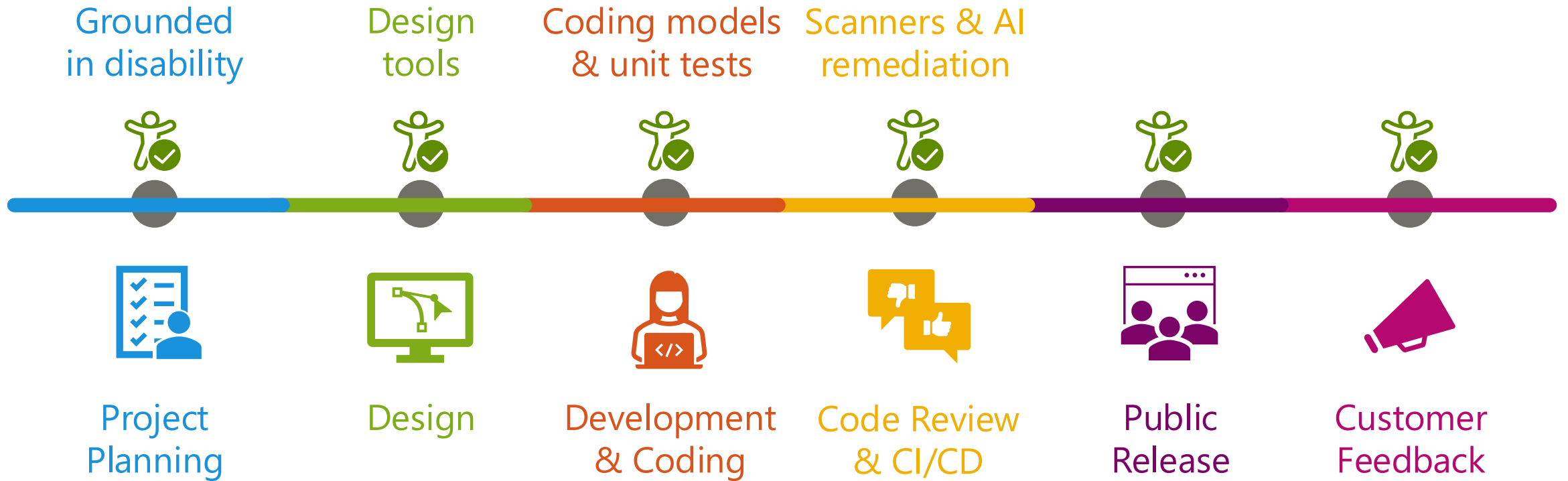
**Releases** 23  
v3.1.0 Latest yesterday  
+ 22 releases

**Contributors** 11

**Languages**  
TypeScript 64.7% Ruby 27.2%  
HTML 4.6% JavaScript 3.5%

README Code of conduct Contributing MIT license Security

This is GitHub's accessibility scanner.



When accessibility is integrated, magic happens

# Tasks → Copilot Cowork → Speak to Done

## What I said:

“Find that track meet email from three weeks ago, add it to my calendar, and text the other parent”

## What got done:

### Track Meet

Lincoln High School

**Date:** Sat, Jun 21

**When:** 10:00 AM

**Where:** Lincoln High School

- Added to calendar
- Text sent to other parent

Voice → Done

Scale inclusion,  
not exclusion

[aka.ms/a11y-scanner-resources](https://aka.ms/a11y-scanner-resources)

