June IT Accessibility Community Meeting Captioned Text

August 11, 2020

The August 11, 2020 IT Accessibility Community Meeting was hosted as a virtual meeting by the General Services Administration, Office of Government-wide Policy.

The Relay Conference Captioning (RCC) translations provided during the event are included below, verbatim, and without editing unless otherwise noted. Portions of this event were not transcribed due to technical difficulties.

For additional assistance, please contact us at section.508@gsa.gov.

--- BEGIN CAPTIONED TEXT ---

Please stand by for realtime captions

Yvette, I am clicking join in is not letting me join. Do I need to enter the event number on the box or what is going on? With the captioning?

I need Mike input on that I think you have to. I don't have the directions in front of me.

Let me look into the link that was sent out.

The event is posted. That's the one that is in the list but when I put it in the event ID box and hit join, nothing happens.

Just a moment.

Is there a waiting room? How are we hearing Tim if he is not in the meeting? Tim, you are in.

He is in the meeting, everyone is in the meeting now, John. We have 76 people in so far.

Great. Yuval you are un-muted, correct?

Can you hear me?

John I can hear you. Samuel okay great. Gary said happy, something, what is that, Gary?

Okay.

Our first prime minister.

John, do you know this crazy laptop says I have big fixes to do an update. You are kidding me.

That's why I don't use the GSA machine while we are doing these. As long as you have cohosts the meeting will go on.

Gas and that's why I have a cohost okay great. Is it 1 I am ready to start it is 1:05. We are ready to start. And now, while Michael is working on the captioning I'm sorry --

I'm not finding, this is Mike. For whatever reason, Google is not giving me my link to the captioning information to test that out.

Chris can you send Mike the captioning info?

Thanks, Chris.

All right, cool. Thank you everyone for your patience. We are going to start now and I will turn this over to Avis Ryan.

Good afternoon. I am the assistant to Yvette Gibson who is the training director for the section 508 program. I would like to welcome you to the accessibility meeting. Today, the same is moving forward, before I turn over the microphone I would like to say a few words. As we all know, 2020 has been a challenging year. However, as we move forward, into winter break, let us all take some time to reflect, decompress and relax. The change has made us closer of the community and build together as a family and team. I'm thankful to be part of such a great community who cares and is passionate about others. There is so much more work that needs to be done to ensure that we continue to focus on reconnecting our broader accessibility community and charting a path forward. Last week or I would like to wish you and your family happy holidays, be safe and have fun but now I would like to turn the microphone over to Yuval Wagner , he was a founder of access Israel and Michal Rimon who is the CEO of access Israel. They are our featured presenters and they can share more about themselves. Turning it over to you, Yuval.

Thank you, this is Michal Rimon and Yuval will join us in the middle. I am very, very excited and thankful to be featured today with Yuval. We know a lot and have heard a lot about you and we feel very honored that you chose us, especially today, the first day of the month, commemorating or marking the rights of people with disabilities. Around the world. So, thank you very much. We are very happy to share with you what is going on here. And Israel, Access Israel. It's about 1 p.m. your time it's about end of the day our time so let us begin. If you can click. Michael if you can click the next slide. Thank you. So, Access Israel is an organization that was founded 21 years ago. You will meet the founders soon. Yuval is a son of a father who is in a wheelchair since Yuval was born. Basically, Yuval spent his childhood with his brother, picking his father up and putting his father down whenever there was an obstacle that was reality, Israel was not accessible that's the way people with disabilities, especially sitting in wheelchairs, had to live. When Yuval grew older he was drafted to the Army to the Air Force, he is an Air Force pilot , of a helicopter. Unfortunately, two years after he finished his course, there was a technical error malfunction in the helicopter while they were flying up north. And, the helicopter crashed, leaving Yuval paralyzed from the neck down. So, the same child who experienced the accessibility as the son of a father in a wheelchair, found himself facing it as an adult, as an individual. And Israel was not acceptable. But Yuval as you meet him soon, Joe's life . And lived life to the fullest. He continued his service in the Air Force. He continues or went out to study, got married, three kids. He believes in equality till the end. We joke with him and he divorced, has a girlfriend. He has friends, traveled all over could really try to live life to the fullest. But 21 years ago, he and his family wanted to go on vacation. He did a couple of checking to see where he could go. And one of the places, he was told calm, you can enroll freely. So he booked a hotel, he went up north with the whole family. When they got there, everything was great, the elevator, the ramp. He could really enjoy the facilities but when he wanted to go to the bathroom, the frame of the door was too narrow. And even though the place itself was very nice, they brought the maintenance crew, they pulled off the frame of the door and they really enabled him and his family to stay. He says the look in his children's eyes: they thought that the vacation was about to be abruptly cut off, because of this lack of accessibility, it brought him back to his childhood. And that was, in Hebrew there is a saying the straw that broke the camels back, that was it. When he came back home after the vacation, he did what we all learn in school, to be active. He wrote a letter to the highest authority he could think of, the president of Israel. The president of Israel was also a pilot at the time. And he wrote him a letter, sent it, before emails, he sent it in an envelope with the stamp. And put it in the mailbox I basically didn't really expect anything in return. But very surprisingly, two days later, he received a phone call to say hello, this is from the president's residence, the president of Israel wants to talk to. And he was on the line as a pilot to a pilot, said basically three things. Number one, I apologize on behalf of Israel, for not doing more for people with disabilities. This was taking responsibility. The second thing he said is, his stopped complaining and start doing. Establish an NGO in the president's house as behind you. And the third thing he said as he gave a timeframe and he said in six months I will launch Access Israel in the lawn of the president's house. And that's what happened. 21 years ago, we had a great ceremony. Basically, kicking off this organization. Now, at the beginning, Access Israel dealt with Y2K, year 2000 Internet was starting to become a big thing. And we started with a project or a website, giving information about accessibility pizza people won't have to go through what Yuval and his family went through. Let us know in advance is the name of the project. What the situation is in your place we will decide if we can come or not. So all these other projects in Access Israel works. People didn't really know what accessibility is a mess and restarted awareness. We understood that legislation is in order. We started training people and we started giving some organizations, tips on how to become and implement accessibility and more. That is what we did. Next slide please. So remember the goal of Access Israel was a place where it is accessible and inclusive for people with all types of disabilities, in all areas of life, so people can live in Israel with dignity, with respect as equals and with the high level of independence. Next slide please. Now, again, at the beginning, accessibility was a word not in use in Israel. I could tell you, today we are witnessing a situation where accessibility is now overused and now many people are using accessibility in a context that doesn't necessarily include disability but the accessibility we are talking about, which is this ability by law. It is basically including three things. One the ability to enter a place, to reach a destination and enter it. But not enough, to enter a place but the question is what happens once you are there and that's the second part of Access Israel and that is the ability to really receive a service. And the third thing is being able to use the product you come to a place that has products and has ATM machine, that has other things that people can experience like everyone else and be able to receive the service like everyone else. And all that, again, with dignity, respect, as equals with maximum level of independence. To avoid disappointment and statistically, Israel we are talking about 18% with people with disabilities but all types of disabilities. We have 11% who are the elderly. Out of that, we are talking about almost 30% of people that potentially need help. When we come to the age of 90 them rather than just going up a staircase of stairs. So next slide, please. So, as I said the 21 years ago there was no real law about accessibility but since then, this is the format of law that legislation in Israel regarding accessibility. We have the equality law from 1998. It's not like an umbrella law that says guess what, people with disabilities have a right a right to be equal. And they also talk about the fact that you can't [ Inaudible ] discriminate and there is people with disability in Israel. Now, another thing they did come in 2005. The editor chapter about accessibility the every ministry in Israel has to legislate regulations that are relevant to how we can implement or how we need to implement accessibility, under this ministry. Let's say education, so how you make education inclusive. Or, transportation, the same. Medicine and the Mistry the health community. Etc. These are the regulations and I can tell you the regulations were supposed to be finalized in 2006. It took a little longer, we are almost finished. But today we have a very, very comprehensive set of regulations I think one of the most things of their included regulations that deal with physical accessibility, service accessibility and touching on technologies a little bit. With a focus on Internet, occupations and ATM machines or such products. Now, it is important to note, and other than the law and regulations we have the standards which are like the fine-tuning on how exactly you do the measurements and etc. Another important thing to see and I think this is something very unique in Israel, we have been traveling around the world and we will talk about the international aspects of this in a couple of slides. But in many places, we see laws about accessibility and we see regulations that deal with accessibility. But in many of the countries we have come across, that is focused on the public service. Not the private sector. Meaning, the government is mandatory to be accessible, municipalities may be but not regular, private sector businesses. In Israel, accessibility is for all. Meaning the government, municipalities, the private sectors and even NGO. We are all mandatory by law, to become accessible. When we give services, to the general public especially. Next slide please. Now, other unique things about Israel accessibility, first of all, the law or the legislation I was talking about his legislation with teeth we call it. A stick not just a carrot, it doesn't just say you have rights. And this is what you need to do. It really gives the tools on how to have that stick. Whether it is criminal law implications, or a civil implication which means all kinds of fines you can get. Or compensation. And this is something that I can tell you that if I would have talked 10 years ago I would say we are not like in America yet and we don't have a lot of laws but now we are actually catching up quickly. And I can tell you that in lawsuits, regarding accessibility. This is something that we are developing quickly. The second uniqueness of Israel is that Israel is a country where accessibility is on a country level. Meaning, that we don't see a focus of accessibility I in large cities only but because Israel is not that big, we are focusing on accessibility north to south, all over come in between. It doesn't mean that there is accessibility everywhere, no guys. I'm just trying to be honest, there is a lot to do. But we are getting there. You can really see it everywhere, coming into peace now. The third very unique thing about Israel and this is something that I know in America, whenever we talk about it, people like say nice. Israel is the only country in the world I think, whereby law, every service provider has to go through training for accessible service, every single year. I'm repeating every single service provider, every year, has to go through training for accessible service but that's when he gives services to the general public. And another unique thing is, Access Israel has [ Inaudible ] for legislation and it was legislated, we believe in experience and I will elaborate. The law adopted what we believe in print today in Israel, Israeli law a service provider has to go through experiential training at least once. Not just to know what is supposed to do at the regulations but really get connected, to the guts, to really get connected to this subject. Another unique thing about Israeli law and accessibility is that in Israel, there is a profession first of all, for accessibility experts, both physical ones and service ones. This is again a profession by law that the law requires that those professionals sign and clear off, if you want to get a permit, to make changes in public buildings. Where to get licenses for your business, etc. and etc. Another unique thing is that every service provider that provides services to the general public and has more than 25 employees, has to have one of his employees be and accessibility coordinator. He is like a buffer between the public, and the company. Whenever there is a complaint or there are questions, or need to give more information both inside and outside, he is the guide. So these are the things that are very unique about accessibility in Israel. I can tell you even though we joined in, pretty late to the party of accessibility, I think that in the past 20 years, I joined Access Israel a little bit more than 13 years ago, you see the change. Israel has changed and become really and accessibility expert and many, many aspects. Very quickly in the last several years but I can tell you that the ADA and the USA all the time serve as an example and a guide. It is great to see how we join hands and make accessibility better both in our countries and other places around the world. Next slide, please.

Switch interpreters, please.

Before I continue, let's wait for the interpreter. By the way, I forgot to do something very important. Which I apologize for not doing at the beginning, since I know that some of you both statistically and I know from repairing for this presentation, might not be able to see me clearly. I will give a description. I am white skinned, brown hair, I put some lipstick although it's the end of the day for me. And I am wearing a black shirt, white background and I'm sitting in my home and very, very proud to be here, again. So this is me just so you will know who you are listening to. Now, let's remind ourselves why we are here. Accessibility --

Sorry we still have an interpreter on the screen that assigning while I'm signing so if we could just change.

So they need to switch the interpreter.

Perfect. So Access Israel , accessibility is in our name but we have to understand that it is just a means to an end. The end being as I said before, real, true inclusion. Now I did say that we deal with people with disabilities and we include also the elderly. I think, especially [ Inaudible ] in mid 19 attendees to communicate with a mask. Maybe we have difficult speaking to read lips and etc. and etc. We see more similarities and charges, the people with disabilities and elderly go through. Whether it is dealing with loneliness, dealing with difficulties when there is lack of a six ability. When we are talking access and Access Israel in this case, we are aiming for both equality. We are having to remember that beyond that almost 30% statistics were talking about another large portion of the population. Because we have families and their friends and we live life to the fullest. And the goal here, is inclusion. Belonging. If you can do a click I have to share with you something I really like on social media. One click, please. This is a post, accessibility is being able to get in the building, diversity is getting invited to the table. Inclusion is having a voice at the table and belonging as having your voice heard at the table. So if we need to understand [ Silence ] I love this. Now, Yuval will talk about the methodology about Access Israel but I would like to share with you one thing that we are very proud of. Next slide, please. And that is, as I said, training is something very unique in Israel, mandatory by law. And the idea is going to take that human factor. The salesperson at the counter, the service provider at the bank. The secretary in school. Take the human factor and give them the right tools and given the right guidance, and turn him basically into a human ramp. In one of the companies we counseled, consulted, it was a gas station. You know, they invested a lot and they did everything that is needed at the gas station was perfect. Really accessible and every thing was great. But one day the cleaning lady decided she wants to clean extra good today. So she went behind the gas stations have those machines with Coca-Cola and Pepsi and whatever it so she decided to clean extra well, behind that machine. She moved it and she cleaned and she put it back. Well, she put it back almost to the right place. She didn't understand the difficulties. The problem was the place she placed them a, the mission, made it impossible for a person with a wheelchair to into the store and open the door to the fullest. And that way, it was not appropriate for a person in a wheelchair. We have situations like that, guess what, one of the things we always tell Al offer clients, you will always have a risk, at least, of a situation like this. Where everything is planned and everything is really thought out but something goes wrong. The idea behind our methodology of training is that if you train your human factor to become a human ramp and to be sensitive, to open their eyes and see what's going on around them, [ Inaudible ] right after the public they will fix this ramp and this is what I'm talking about. Next slide please. So how do we do it? We do it with what we call the four pillars. Number one, is knowledge. Because you know when you don't know something, you're afraid of it. You want to stay away. You are not eager to come close and open the discussion. So knowledge is something very important and we include it in every one of our trainings. We adapt the knowledge to the people sitting in front of us, or zooming with this because not everything has to become digital. And we do it, by the way. When we do knowledge we have to remember that knowledge is something that you always remember you know, the last speaker you saw. So knowledge by itself is not enough. The second thing we have to have is getting to know the person behind the disability. It's not enough that I will sit here and talk to you and see and explain about accessibility. You need to get an opportunity to really meet the people, to ask them questions, to hear their problems and their challenges. Their triumphs, their abilities, their dreams. I can tell you that in several of the trainings we do, for example, for bus drivers to the major bus driver company of Israel. One of the drivers told us, after I got to know Lydia, the blind person you introduced to us the next time I see a blind person I won't just look at it as a blind person. I will come and see a person that has a dream just like me. And I will see the person behind the disability. Want to talk to him, want to help him. It will be much easier for me and that is the trick, the training has to include Abel with disabilities. By the way, people with all types of disabilities. I could tell you that when we started our training process, we were told by organizations and people with disabilities, listen for people with cognitive disability or mental disability, it won't really be nice. People want like to see them. No way. When I was pregnant, I went outside and everybody seemed pregnant to me. When you are focusing on just one disability, all the other disabilities will not be part of the game. And accessibility is finding the balance between them and that's why it's important to include several disabilities, preferably we try at least four disabilities both visible disabilities and nonvisible disabilities. Again, that by itself, knowledge and getting to know the people is not enough. We always add the experience. Something that we are connected to and we are known around the world as their crazy Israelis. We are invited all over the world to show our experiences. We have experiences that enable you come you never think you will wake up in the morning and say hey, I want to be blind or I want to sit in a wheelchair. I can tell you people line up. I really hope we will have some time the opportunity to come with our event, to you and maybe next year with Covid being less prominent in our life, to really give you an opportunity to experience that Access Israel way. The last thing, if you know and after you get to know and after you experience always have to close it and give you the power to change but give you the tools to make a difference. It is very important to understand, that in order to implement accessibility the right way, it has to go all the way from the top, to the last employee in the company. If everybody will go through those trainings. Again, I'm talking that same for kids in kindergarten and governmental people. If everybody will go through training like this, the DNA of society will change accordingly. By the way, this project has been awarded and recognizes by the Yuan is one of the best practices in urban accessibility when we do the training and when you do it in municipalities. And it works. It gives you a chance not to add one dollar to accessibility and the next day, already have a better service. We are for investing money in accessibility but this is something that very easily can make a difference come immediately. Next slide please. Last slide for me by the way. I see a question, do you have any video recordings of the trainings? Yes we do and we will be more than happy to share. The next slide I want to tell you is part of what we are doing right here. You know, the whole idea is, I started eight years ago going to my first conference, international conference in Vienna in the UN building. I came into learn and saw that not only am I learning from everybody, but I have something to share come also. I can teach also. Basically all of us have something to share. We are dealing with the same challenges and we are trying to find solutions, each in our own neck of the world. The idea is, why invent the wheel when the wheel already is rolling in a different place? Sharing and transforming information is key. This is something that Access Israel believes in. We do many presentations and many conferences all over the world could we do one in Israel where the idea is, not just a conference where you talk about information, but you really make a connection. We have developed an amazing network and I'm inviting all of you to join. The idea is, to really share and especially now during Covid, disability has no barriers. No borders. Statistically, we all experience it, all countries, all societies, the same with Covid. When Covid started, we understood the importance of really continuing to bring opportunities to get together and we established webinars can you see here a picture of a lot of little boxes and especially we do these little boxes of webinars and not panelists because the idea is community, network, to see everybody. We have webinars that include people from 83 countries from all over the world with thousands of people included in this amazing network. And Covid-19 has definitely served as an accelerator, as a way to take that lemon and turn it into lemonade. This is my part, Yuval and I'm happy to turn it over to you.

Thank you very much for next slide please. I myself am Yuval Wagner, as Michal said before and as a you understand I am wheelchair confined, quadriplegic. And paralyzed from the neck down. I am bald, white man, a little roundish face and brown eyes and wearing a blue shirt and I'm talking from my office, my home office in my room so you can see behind me the shelf with all kinds of collections. And so, I will talk about some unique modules that helped us promote accessibility, both before we have legislation and also through the time we have legislations. And this is actually a unique model. And in this slide you can see that we have some kind of a design or a graphic assimilation that in the center you see the organization. Which is the organization are the ones that we want to make them accessible. To 100% of the customers or the users or the civilians. And the idea of this module is based on a business concept. Because we try to figure out how can we convince managers to invest and make their business fully accessible. And how do we make them do this but how do we have them with us on this mission? And the idea was very simple. I think, how to make it as a business model. You know, every CEO or Chairman or manager in a company, if you are asking do you want to engage, sell or service, 70% or 80% or 100% of your clients, or potential clients, all managers say they would love to aim to the 100% good which as you know, is people that are or professionals dealing with accessibility and that means you have to engage and make your products and services accessible. And so we ask, very basic questions, what is happening between the organizations, and as Michal said before when we tackle organizations we talk about government could we talk about municipalities and we talk about private companies and we talk about NGO, small 12 like a university and hospitals. But all kinds of organizations and the legislation is talking about 100% of them. And what it means is the organization should be fully accessible and 100% to the clients. So what is it connecting, the basic one we know is that building environment, the shops, the stores, those are the basics. As you know, we learned a lot from your ADA, that is very detailed about how to make the buildings and the stores accessible, including the interior design. This is only the one thing. We immediately understood that the second thing is training the employees. To identify, communicate and serve clients with disabilities. And again, we promoted that by explaining that if you train, as Michal said an experimental way, the employees how to serve a client with disabilities you definitely will improve your services or your client servicing much better than before. So it's not only that you teach them how to serve people with disabilities, you also are getting better with your other clients. And then another thing between organization and the clients are the call centers. As you know, people with hearing disabilities, speaking disabilities and maybe other disabilities, for them, it is very hard to use call centers. We figured out what other ways could be or make it an organization that is creative. Like 15 or 20 years ago there was a fax machine and then the mail and today it is also chats and video chats and so today we have apps as well, various ways, rather than just call centers, to get services between organizations and the clients. Of course, we have the websites, the applications, the ATM machines. That we can have them accessible, too. So the web applications, we have laws and regulations regarding the ATM as well. We have moved a little forward, the standards now, that you have in the states, that is a little bit more demanding or a higher level of accessibility for all kinds of disabilities. But then we also have information on the brochures, the papers, the advertising and all of that can be made better and accessible for those with disabilities. An organization has events, whether it is conferences or like today, zoom events or other video events. It can be selling events or inside events for the employees. But we have to take care and not forget we are employing employees with disabilities. We have to make sure that the events, all events inside and outside our accessible. Of course, the employment of people with disabilities, that is in any company that has 100%, must have at least 3% employees with disabilities and government agencies must have 5% and more. But what is amazing, that by convincing that is not just something to do and the manager is putting the money and making it happen, making it as a business concept and the real change of convincing many companies to lead in this issue. It became a legislation and also agencies also started. And when we do this model, we are not just aiming to make it accessible, make organization fully accessible for the clients. We also are working to do it, in such a way, that the DNA of the organization is changing. That every new thing, every new task, every new innovation, any new product or any new service or any new event, every new change is carried in the organization, and already knows and is taking care in advance of making it accessible and inclusive. Next slide. So --

We will wait for the new interpreter. If you don't mind just moment we will switch interpreters.

You can start, Yuval. In this slide we have a list of stages that we use when we consult a company or organization or municipality. This has made it very simple to implement the things but as I always say, that probably 80% of the work is organization and movement, rather than accessibility consultants. So as you can see the first thing that we do is we went to engage the board, either the board of the directors or the management team of the company. You know, explaining what it means, and what's important and what they will gain and what the procedure is. So understand fully what we will do with the company and why it is important and why they should engage and be part of this nation of making their business or make an organization accessible. The second stage is defined the leader that would lead in the organization, this mission of making it accessible and we ask them to have one of the management one of the management and not someone else because we need someone from the inner circle that is all the time that is up to date with things happening. And they can all the time make sure that new things are being made accessible in advance. And then we have, like I said before, every organization must have accessibility director. And he is actually the one that is in charge of the information, he is the project manager, let's call it. And we work as consultants, especially with him. We worked on the daily basis. And then we establish an accessibility board from the organizations that has representatives from every department from HR and IT and from advertising and etc. and etc. So we have representatives from every department of the organization, that are all participants of the accessibility board's meetings. We work with them, each one on his own responsibility. What we do with them is we teach them accessibility. Each one in an area of work. Then we work on accessibility gap survey pits we understand exactly what things we have to improve on what things we have to make accessible, in the organization. Out of that, we go to the next stage and make a work plan and a budget for implementation. And it can be a six-month plan or it can be a one-year plan. It only depends how fast the organization wants to actually do it and implement it. Without a giant organization with a month and on the opposite, a giant organization that took a long time as well. But it's about who is the manager and how much or how really into it they are. Then redo the accessibility consultant and it's our part as I said it's about 20% of the work, and the other work is moving the organization towards the mission. We also work a lot. With the clients with disabilities. So it is important to have them in thinking what to improve and getting feedback from them and having them on board to check things that are actually working. So that is the way we go to the next stage redo people with disabilities, we do audits and its unique project because it is not consultants that check that the organization is implementing the standards. But rather does it really work? Does it really work in light of the clients are able to use the services of the organization, and accessible and inclusive and easy and friendly way. And in the end, it is very important and we also have a unique, section is advertising it is connecting the organization to the website to advertise all the accessibility services that we have implemented for clients with disabilities. So if you are coming to a new company and you want to know what accessible services or what the company is doing, you just engage in the website or give them a call and you get the description of all the accessible means of the organization. So next slide. So, all of this model is actually helping us. It makes most of the big companies, the companies that we consult accessible in a very fast and very high level of accessibility. Today, most of those companies are also a member of the valuable 500 initiative that the companies are already have made accessible and by the way I forgot to say that they get from us, an accessibility badge could and accessible organization does that. So now, I want to share with you the last slide from us and for me is that it is something that we are very excited about. Because, what we have learned, from the 21 years that we initiate the working accessibility in Access Israel, is our lot is only 15 years from establishment and I think you celebrated 30 years of your accessibility laws. An equal right laws. But what we have learned, is that the biggest mistake that can happen is doing think retroactively. This is probably the biggest thing that we can all probably agree on. That doing things retroactively, after we have made new gaps and new barriers for people with disabilities, and doing it retroactively it takes much more time and much more expensive. So this is the way not to do things. Now we all live in the present and when we are looking forward, especially you guys, you are the professionals of section 508, which is amazing. It's a shame that it's only for the government or the federal and not for everything. But as you know, the future is all about technologies but everything that we will do would be using technologies and using services or using services that are based on technologies. And this is actually giving us all, especially in Israel, and amazing an historic opportunity. And the historic opportunity is changing the paradigm of doing things retroactively rather than doing it in advance. So what we decided to go on a mission, that is making Israel fully tech accessible by design. In advance. For all disabilities and all areas of life. And so because in Israel we already have a record and experience of making by law, all sectors of life accessible. We believe we can do the same also, on the future of technologies and services. I remind you that we are having a website applications and ATMs have to be already, in all sectors of life, accessible in advance. So, we know that it actually can happen. But the way we will do it is in a few simple but challenging ways. One is making a new legislation about making future technologies accessible. And what is unique about it, is that as you know, for websites, we have been making websites accessible but for future technologies we don't have specification and guidelines or standards on how to make future technologies accessible. So we actually are learning what you have in section 508 and what we have in the European and Israel and standards for ICP accessibility. So we're trying to figure out maybe, to adapt some of that for defining the way of how to make sure future technology and service will be accessible. So this is the low-end regulations and standards that we want to implement on the other hand, we are establishing in ecosystem for accessible technologies. Which would be a place for everyone that is dealing with making technologies and services accessible. And, in order to understand how we go and how we engage 100% of future technologies that should be accessible, because as you know, today technologies are developed and in startups as products. And there periodic and these companies have this new product or this other company has a new service. But doing this, we will never have a future life that is fully accessible. So in order to do, to engage this what we are doing is we are going to do an accessibility matrix gap analysis to define accessibility tech barriers/challenges. In future technologies. So what we will do as he will take each area of life. For example, education, transportation, okay. Banking, and more. We will take the various disabilities on one side. And then we will take the various technologies that are about and we know of, that should be in this area. And we will try to analyze what barriers we have there. For example, we are using now zoom. And as you know, we don't have an automatic life sign language interpreter, this is an example of a barrier for the future. So this can be one of the challenges. In Hebrew we don't have good enough life captioning that is automatic in Hebrew. And that is another challenge. So this is just an example but of course a lot more examples. And this list of challenges, we will publish and challenge everyone, global companies, entrepreneurs, and we will do many various activities in Israel. And calling on everyone in the globe to challenge that list of challenges to make sure that we have solutions, tech solutions to enable all of them so we could actually make the future technologies fully accessible. And lastly, we will work on finding budgets for development of technologies that do not have business cases. Because those that will have an amazing business case, they will have a better investment or other investors. But we are worried about those important challenges that maybe don't have a business case but will still need to engage in. So this is something that excites us very much. And you know we are looking for any partnership with any of the innovation and companies. So, next slide, please. So, at this moment I just want to thank you for the opportunity for me and for Michal to share with you some of the things we are doing . It is only, wicked bubbly talk another few hours but this is the thing that we thought would be interesting you as professionals from the GSA and 508. And then, we are now having an opening and you can take off the presentation and we could be open for some questions if you would like.

Yuval we will take two questions but John did have a comment which he shared in the chat. He said that your consulting model is an interesting mix. It brings together several of our government internal consulting roles. Section 508 program, building accessibility, disability employment, and disability HR and rights. And each of these functions are repeated inside agencies. Recommendations on functions we should more closely align are appreciated. Also lessons learned when the scope is too broad and logical functions that should remain separate. So any recommendations? On functions we should more closely align?

I didn't quite understand the question. I understand that in the state it is various and different by different consultants. But at the end of the day we found out that our organization works with one point of contact and doing it all in one mission. One project. So in our experience, the model is simplified the work of implementation for companies.

After that I will add to that that the fact that I think simplification is the answer, if I understood correctly what John said. We are taking the model is especially for large organizations. Where, what we do is we find or we use our methodology and you make a process lest -- less costly and less time-consuming. And you basically do things parallel in a way that works. After studying and understanding the organization, and of course there are those sections that you need to keep separate and finish one before you start another.

Thank you.

Thank you John, Michal and Yuval. Any more questions? I don't see any in the chat.

Yvette if I could just say one more thing. This is an open invitation. You know, we are celebrating this month of December, for the rights of people with disabilities. You are all here and that means you are in the right heart and the right spot. And I am very happy to invite you to join our international community, the international network. I will send you with your permission to Yvette , an invitation and you can pass it on whoever is with us. On December 8, next Tuesday, we are adjusting our times to you. We are doing it in the afternoon in Israel and in the morning in New York time. Basically, we have our number six, the the sixth webinar, international webinar on trendsetting and awareness raising for accessibility and inclusion. And as I said, 83 countries are represented with a lot of speakers and a lot of representatives from the USA. I think it will be great if you guys could join us and we will send the information to Yvette and I hope we can see you guys there.

Thank you very much. I will say this, to add to what Michal said. I have attended a few webinars and they are awesome. Just to hear what is going on around the world, on those particular subjects of the webinar. Awesome, awesome webinar. So yes. Thank you, thank you, thank you. We are now going to take a break. But before we take that 15 minute break coming you should be back at I think 2:20. Chris is going to post a link in the chat, please go out and vote for your favorite ugly sweater and we will let you know at the end of the day while you are on a break take a moment to go vote. All right everyone please be back at 2:20 and Michal and Yuval, thank you again I appreciate you. Thank you all the way from Israel, thank you so much.

Happy Thanksgiving day.

Very interesting history. Thank you.

Thank you.

[ Event is on break. The session will reconvene at 2:20p.m. Eastern Standard Time. Captioner on stand by. ]

Your background is going wild.

Yes I know I'm trying to fix it.

I have a computer that is for K monitor and I can do that stuff.

Mike told me where to get the backgrounds but is something in Zoom that makes it do all these weird things. I can do a regular one.

It is your graphics card. There are certain things with your green screen capability.

So I will switch it now because it won't go to green. It always goes to black.

Did you know that one that Dr. Anthony Fauci is using, I can't use it on my computer. It's better on my GSA one.

I did have acute background but I guess they will have to see me like this. A nice Christmas background. This is okay.

Hang in ornament off your light.

I see that we have everyone is back, I hope they are. It is now 12:20 and I hope everyone is back because you are going to miss my introduction. So we do have, let me pin the interpreter pin let me hold on. I've got you, ready. Okay. Welcome back, everyone. Before we get started, I want you to pay very close attentionattention to the presentations of these great gentlemen. If you listen to their presentations closely you will hear great gentlemen. If you listen to their presentations closely you will hear some hints about a very popular holiday song. If you know the titles of both holiday songs, by the end of their presentation, if not before, they are done, you can win a prize. You will have to send Chris come in a private chat, the name or the titles of both songs. During the presentations, you will hear pieces of both songs. So you have to listen. Again, if you know the titles of both songs you will win a prize. But please only send your two guesses to Chris, don't send them to me and don't put them in the chat but send them directly to Chris. Now. I want to introduce to great gentlemen who I personally have learned a lot from after I first joined the 508 508 community I gained a welcomed knowledge from both of them could one is my supervisor John Sullivan and the other is the supervisor John Sullivan and the other is the great Timothy of the access board. So I want you to listen intently and we will open up with Tim, Tim, take it away. I want you to notice Tim sweater. He has on his sweater. Take it away Tim.

Okay thank you, Yvette. Thank you everyone for staying with us this far. So my portion of the program is sections 508 in 2020 the Aaron the year in review. These are situations that we've all experienced this year and this is just a summary of some of the things we've seen. So on the front side is a picture of a calendar with the pages moving forward. Next slide please. Welcome today will provide a high level overview of the changes and challenges we face this year as federal section 508 program managers. As we adapt to living in a worldwide pandemic we continue to perform our duties and provide service to the American people. So thank you to all of you for your dedication and service. It's very appreciated. Next slide please go and now for some fun. In the spirit of having fun while doing good, we've added an extra layer of meaning to today's presentation. There are clues or Easter eggs for all of you marvel universe fans. Hidden throughout. Decipher them, to identify the song they represent. So have fun. So the first image is an image of a colored Easter egg with squiggles, dots and solid colors in blue, red, yellow and various patterns. Next slide please. Okay so the topics we are covering in 2020 is first one is Covid-19 and the changes in the workplace. Second is accessible meeting platforms and with a call out to the CIOC section 508 best practices webinar series but we have legal developments in the year and forth, accessibility standards. Five, ICT baseline testing for the web. Six, we have the redesigned U.S. access board website. Seven, a teaser for what is upcoming in 2021. Finally, a wrap up. In the right-hand corner of this slide we have an image of a red flower that appears to be a rose and appears to be covered in water droplets. Next slide.water droplets. Next slide. Covid-19 changes in the workplace. So in the last one we have a image of the very until your, familiar Covid-19 molecule. It has resulted in two big movements which we see represented by graphics to the right on the screen. The top graphic is a crowd of people from all of them wearing masks. So what that does it has led to social distancing, it has led to a need and a concern to protect ourselves from infection. In return, the bottom right-hand corner, the slide has led to the situation where we are at our home computers or workstations and connected remotely. So, Covid has resulted in a huge growth in workplace remote working. Which leads us to the next slide. So accessible meeting platforms. I wanted to make a note that all of the details of the content that I'm going to be talking about in this presentation is derived from other source documents and I give credit to the authors and also thanks and links you can find the documents in their entirety. What I'm giving you is an overview of some of the things that are fairly important. With thanks to Gerard Williams who is the section 504 compliance officer at the federal communications commission. And bad and -- Brandon pace at the Homeland security. Thanks to you who have put this information together. The new focus in 2020, we have accessible, virtual meeting platforms in the workplace. Some examples of the different platforms used are Zoom, Cisco WebEx, Google meet, Adobe connect, Microsoft teams, and live streaming such as YouTube, Facebook or twitter. On the right-hand corner is an is an image of a kitten with cute little eyes and whiskers staring at us. Next us. Next slide please. So what are some of the accessibility issues found in virtual meeting platforms? Those of us who have been on this meeting today have observed that the issue of sign language interpreting, and synchronized captioning are accessibility concerns. Because, things can stop, they can freeze or fail and their add-ons to the existing platform. So the questions you need to look at is whether they accommodations that are provided versus what are the accessibility or built-in features that you have. What are some of the challenges and opportunities: what are best practices? What are equipment and technology recommendations to best adjust these issues? There is an overview of virtual conferencing platforms. All of this detail is from the webinar accessible virtual meeting time forms which was given on July 21. I will have a link to it and subsequent slides. Next slide please. Virtual meetings, what are the challenges? The challenges break down into three main areas. There is inherent limitations. There is functional issues and there is operational issues. The inherent limitations are the platform itself, what is technical capabilities of. Environmental, what is the security issues for agencies, some of you have seen in the chat room, some of us cannot access the content because the agencies have varying security policies and differing firewalls. That is just the environment we are living with. Also there is a question of budget some agencies don't have the money to put into for curing extensive platforms so they have to kind of make do. So one example, licensing. This is a veryvery interesting issue that was raised. Some people are not available. In agencies some people have different levels of licensing. So if they have varied features per to what you may have is a supervisor may have access to greater level of functionality in the virtual meeting platform which the members do not have to answer the question is how do you have an accessible means of these are things that you need to work on. You need to address. Functional issues with virtual meetings, there is a variety of methods and interfaces. This is consistent and a limited ability to provide technical support. How many of of us have sat through meetings or people are like, oh, it just froze. What do I do? I'm not sure where they finally are gone for a minute and they come back and go, well, the licensing doesn't cover that or this is all we can do. Or all we can do is reboot and hope it gets better. And, screen share tools don't work. So again, these are all issues with the platform. Finally, with the operational aspect, when you're in a virtual environment, unlike being in a face-to-face situation, there are no visual cues, unless you've turned on the camera. Most of you have your cameras off. For reasons, to help the buffer operate better. But also, because of that, I cannot take any visual cues from any of you. So that can lead to awkwardness and taking turns. You have no idea when somebody is ready to talk you have no idea who is fidgeting in their seats or falling asleep. So that is an aspect. Sometimes accommodations will conflict and sometimes you will need audio discussion with captioning and it's a question of how that can be provided. There is limited screen space and you have to shut some things down in order to keep the platform moving. And, these are all new. A lot of us are just learning on the job, how to do this but there are all challenges we face. In the right-hand corner is a little copper kettle. Next slide, please. Okay opportunities for virtual meetings. You can customize user interface. You have a lot of control over assistive technology. It does expand the pool of participants we have speakers from Israel just a minute ago. People with different disabilities and people in different time zones can participate. It can improve productivity because you can keep working. And you can also have face-to-face interactions. These are all positives. Next slide please. Some virtual meeting platforms are all not 100% accessible. One of the things you need to look to is have your agency, organization identify which platforms you have access to. Engage colleagues and people with disabilities to test and evaluate them. And implement meeting management strategies to address platform weaknesses. If it's a question of turn taking, is there a turn-taking utility you could use? Are you going to set rules ahead everyone can speak to a chat group, etc.. You know, hand raising tools and all of that. Next slide, please. The webinar is found at this link here. Originally it aired July 21, 2020. The speakers were Gerard Williams speakers were Gerard Williams and Brandon pace. Section 508 best practices. The webinars are bimonthly, January, March, May, July, September and November. This community has practice. And the access board. We organize these topics and the webinar topic in January is review of the revised 50 eight standards. Requirements for federal websites and electronic content. It will be moderated by Brooke Aiken. Next slide, please. Moving on, legal developments, with thanks to the IIIc. And in the right-hand side are blue mittens.

We are going to pause quickly and switch interpreters. Thank you so much.

Very good. We have legal developments international. Three highlights, Canada and the European Union and Switzerland. Canada has accessibility for Ontarians with disabilities act that has deadlines up up until 2025. And that includes accessible Canada act and removing barriers for 24 eight. The EU, as of September 23, all public-sector websites must confirm, the government websites of the European Union must comply. They are modeled closely on section 508 as well as several other of the U.S. laws. In June, mobile applications will have to comply next year and in December websites will be reporting on have to comply next year and in December websites will be reporting on their compliance. During 2020, we had an ongoing discussion is whether the 301 549 should be a ISO standard. That is still in discussion and that is not resolved. Finally Switzerland has updated their accessibility standards to WCAG 2.1 and their promoting E accessibility. That's a quick overview of legal developments internationally. Legal developments in the U.S., two simple cases. One is a settlement case for accessible kiosks, Irving versus Berryhill in California and settled March 2020. It is between the national Federation of blind and two blind individuals on the Social Security administration. What is happening is, the visitor intake processing kiosks will be made accessible. They will be rail and audio instructions and a headphone jack provided as well as privacy safeguards for entering information as well as training personnel on the use of the kiosks. And testing and monitoring for any issues. This was all to take place by the end of 2021. This is a settlement case. A different case on accessible podcasts, seeking to expand express did relief. This is a pending class action lawsuit in New York, Jones versus limit and what it is is for podcasts which are audio only broadcasts, no images, audio only. You will recall that WCAG requires that transcripts be provided, what this case is asking for is asking for captioning and captioning that is synchronized to the sound on the podcast. So this is a stretch beyond what the rules require it so it's very interesting to monitor this case, and see what happens. And if this happens we will have to have improved distribution tools because this is some technological changes necessary to implement this. Next slide please. Finally in the United States we have pending legislation called the online accessibility act. It was introduced October 1, 2020 in Congress and a proposed amendment to the Americans with disabilities act and applies to consumer facing website and mobile applications owned and operated by a private entity. You would be called a title III entity. It requires conformance with WCAG 2.0 level AA. However, this is the big however, it requires a new standard of conformance called substantial compliance. This is not the standards that 508 follow smoke 508 follows compliance. Substantial compliance is something less. What the rule would require is that if passed, the access board would be asked to define and determine what substantial compliance means. As I said, this is pending legislation and is just out there, there is no indication at this point that anywhere close to passing it is something to be aware of. If it indeed did pass, it could lead to diminishing enforcement of accessibility. Next slide please put accessibility standards with thanks to Bruce Bailey and to W3C.org. There is a pile of what looks like boxes in the right-hand corner wrapped with paper and tied with string. The paper is all brown it looks like. Next slide. So this slide we have WCAG 2.0, 2.1, and silver or a.k.a. 3.0. We note WCAG 2.0 . This is since 2017. It is and continues to be some law. There is no changes. This is WCAG 2.1 which has extra provisions was published in 2018 and some entities have chosen to adopt it and it is purely voluntary a federal agency wish to follow they may always do more but the minimum requirement is WCAG 2.0 2.2 is a working draft , potentially should be finalized sometime in 2021. They will be talking about adding nine new criteria. You can find out more about it by going to the .org blog. Finally, WCAG 3.0 as the silver project, will be exit Sesser to the content. The first public working draft is expected soon and you may see more about it at this website. Thank you and with that, we will move on to the next slide. ICT baseline testing for the web. With thanks to my colleague, Kathy and is an accessibility specialist at the U.S. access board. She is on today's call. I would like to call out to colleagues who worked on this. So thank you as well as some other people who have worked on this issue with special thanks to to those three. Next slide. So ICT baseline testing. Okay, first of all you start with section 508 standards. So there is technical accessibility requirements for permission and communication technologies and covers documents, web content, software and hardware. You have that WCAG 2.0 guidelines and that is for reference. So the rule is ICT that is procured, developed or maintained by agencies shall conform to the revised 508 standards. Thus the requirement. The tough thing is intended to determine are you actually conforming? What does it mean to conform? So remember because when you test ICT, first of all, [ Silence ] there is very interpretations of the standards but how many of us have discussions all the time on the list on how to interpret something. There is a variety of test methodologies that can be manual testing, which hits all the requirements are very slow. You can do automated testing and automated testing can have issues. Because it can miss things. For example, all tabs could be correct but the testing may not pick that up. You can have a combination of the two. Finally could have inconsistent test results. Keeping all that in mind and moving on, next slide. Baseline ICT testing makes it clearer. It explains what the requirement is and identifies what you need to measure. And determines what is conformance. On the right-hand corner we have a happy, smiling face. Next slide please. ICT testing baseline portfolio, establishes the foundation for consistent test results and it validates the test processes to align together. Eventually we will have baselines for all ICT covered by section 508. The one we are talking about today is the one for the web. So it is the ICT testing, baseline for web. In the future we will have software hardware and documents. Next slide please for the baseline aligned test processes but if you look at this chart you start with a baseline which tells you what to test. What is it that you are testing. Then there is test methodology paid how to test could then there is the actual test tools you use and that equals your test process. The whole process. Okay? Next slide please the ICT baseline testing for web you can see this in greater detail at this website here. If you don't use this you can also shoot an email to ICT baseline at GSA and they will be very happy to answer your questions and provide you more information. Currently this is co-owned jointly developed by the access board and GSA and also the federal CIO Council community practice is voting in favor of the baseline for practice. Next slide. So what is the ICC ICT testing specifically, we have the revised 508 standards including WCAG 2.0 we tell you what needs to be checked specifically and that gives you the ICT testing baseline for web. Okay so this is the screenshot of 24 baseline tests for the web. This is, I'm not going to go into these in detail but these are just examples, this is just to give you some idea of idea of what is covered. For example, item number six talks about images. So it says there is images on a webpage baseline tests is very would go to look for testing guidance. One of the things about the elements on a webpage is some elements on a webpage have many criteria. Some elements map to only one. So it's really a question of going through each of these and seeing what is required. Next slide please. This is an example of baseline test accessibility requirements for forms. It is very specific tomatoes of information breaks down. Item number 10 which is one of the tests, these are the details on item number 10. It starts off and explains which are the applicable WCAG criteria. It has eight different WCAG requirements associated with forms. So it helps to make sure that you test for all of this. Next slide please. This is another list with extreme detail. I think advanced and will highlight sections of the slide. Hit return. Okay this is called the procedure for foreign names and it tells you what it is supposed to do it identifies the content and tells you what it is doing. Hit it again. The next thing is the specific test instructions and then, it has examples on the next slide is the test results which you do with that. So using a very quick overview of the way the ICT baseline is set up for web with examples of how one example is broken down. Finally, this is the right-hand corner is a picture of a snarling dog who looks at he's about to bite somebody with a no arrow with a slash through it. So no to the snarling, biting dog. Next slide please. Okay so the result of baseline and web testing is a flowchart, at the top you have the ICT testing baseline and then from it flowsflows down or flows up, however you read it, the example of the trusted tester, there is scan to a letter a which could be a process. Or scan to B, these are just examples and they all lead to consistent 508 test results. Basically what this is saying that with the baseline everybody is starting from the same assumptions. Everyone is starting from the same place. So next slide please. Where can you please. Where can you get additional information on the baseline? Again it can be found at section 508 coordinators. Technical and non-technical contributors are welcome and always welcome to more people participating in the process. If you have questions or interested in working on this issue please email ICT baseline at GSA. Also I would like to backup I would like to put it in a little plug, in July 2021, we will have a webinar with Kathy, Drew and Mike talking about the ICT baseline so that will be published in forthcoming months, registration for that at the accessibility online website and access board homepage. You can look forward to that in the new year. Speaking of the access board website, we redesigned the access board website but we have a soft launch on Friday, November 13 and then since then it has gone live. We invite your questions and commentary. With special thanks to the US access Board staff, 18-F and US web design service. We have a picture of a B that says it will sting somebody but again, the Honeybee has a circle with a line drawn through it that says no stinging bees. Next slide. So here is a screen capture of the newly redesigned U.S. access board website for those of you who have been to the website will see this is quite a different look . The images are different and the organization is different and we hope it's more useful. The URL is still the same. Next slide please. The redesigned access board website is at the same website. It is streamlined, there are new menus and crossings that we hope will enhance the navigation and help you in finding the 508 standards and the ADA standards. We will have updating information on board programs and services and you can request training you can file a complaint under the ABA. This is on of the screenshot of the main page, links are at the top for all of these. So a quick back on, the site update was based on the the U.S. web design system who was developed by that GSA and the U.S. digital service. Remember these updates are required by the 21st century integrated digital experience act, ideas. It is for all federal agencies. If you want further details on this please check out there recent webinar here which was held last week, November 24. It was creating accessible websites using U.S. web design system of the 21st century integrated digital experience act. Excellent presentation by Dan Williams and Amy. It can be found at this website. You will see a link that says women are just hollow the link to find it. If you have questions about the website itself, if you can't find things go to the webmaster at access board.

We need to switch interpreters, hold on one second.

Tim, where almost done.

Upcoming in 2021, the office of personnel management, GSA and US access board. What is likely in 2021? We will have continued teleworking and increased use of accessible online meeting platforms. We have the webinar on January 26 on 508 and finally we will have future planning on strategic planning for improving section 508 management be listen very closely to John. Wrap up with thanks to the audience, next slide. Here are the Easter eggs in one place. Rose with drops, cat with whiskers, copper kettles, mittens and packages, smiley face, not equal to biting dog or stinging bees. Next slide. Questions just contact us, online. Thank you very much.

Thank you, Tim. This is John Sullivan. It has been a great meeting so far and I really appreciated the Access Israel participation and I wanted us to hear what they've got going on. I think it's very relevant to what we are doing. But first, they asked me to embed some type of holiday jingle into what I do. I don't have any sides. So it is no slides. I will start off by saying I am John Sullivan and almost everyone knows me and you are you are looking at the view of my sunroom, I don't have any groovy urban background like Tim just had. I am not wearing anything remotely festive or ugly in terms of a holiday sweater. So I am putting into this chat, my jingle it while I am talking I want you to figure out and participate as Yvette suggested, what is this based on ? I'm trying to open up the chat, there we go. Okay it is in there. Okay. So you've got my song in there and you can read it for yourselves and tell me what song it is coming from but I think it describes the situation here but I would like to share my screen for a second. To talk about businesswise what I want to talk about here. And that is, which screen is this? We have, speaking of interesting times of year and interesting seasons, we've been talking to OMB and we have general consensus on this 2013 memorandum from the White House, which is a plan for section -- on January 4 this will be eight years old. And it's time to redo it. So we've been doing some initial thinking and kind of like what does this mean and the first thing, those of us that have been working on a have discovered we definitely, need a strategy call what are we going to do differently to do as we heard earlier, to make them a false assumption to be accessible, we are building a culture. How do we go about building this culture and how to influence change? It's more about behavior change than anything else. We know the stories about enforcement works great you can go so far. But without real enforcement power, we want to change the spirit of how people think about how you build from the scratch, up, document to a website to inexpensive application. So, this memo has been driving us, this memo for a long time now has been driving the semi annual reporting that you do and the goal here is to come up with a strategy that goes forward and that strategy may include the issuance of some document out of the White House. Out of OMB. Whether it is an update to a current circular, whether it is an executive order or or whether it is a White House memo that will be part of the plan here. So we have this unique time and is a unique time and is a wonderful time of the year. Of the time of renewal and so we will start working to put ideas together of what could we do differently and how to rebuild on the things we have with the things we want to focus on are the things that need to happen. Government wide, in order to wide, in order to create better accessible culture. An inclusive culture. And then the other half of that is what we expect agencies to be doing? It's a suggestion, it's a recommendation and it could expect agencies to be doing? It's a suggestion, it's a recommendation and it could be everything from policy on the White House saying thou shalt, to a best practice to a recommendation. You might want to consider, we don't have any idea how strong the language would be. We will focus on the content that is done differently here. So under the a COP we are working on coming up with a small group and thinking of two concentric rings of venting. We need a small group of people come together to kind of vet vet and put together what we have. Put a thing together and then we need an inner circle of vetting and then a broader circle of vetting. We know from all that we've done we shouldn't stay solely confined to accessibility. We've been trying to do this with thewith the interagency accessibility forms and these meetings here is to bring on topics that are not just accessibility people talking to accessibility people. We have to bring in the other people and we have to bring influence of the design and development people and we have to influence the customer experience people and we have to work in the workforce. All of this has to come together so that what are we going to do as a change agent? What does this look like? It may not just be an update to this, listed as a strategic plan. We will have some strategic plan but that may not be the public peace we publish. So the bottom line is the timing is right to get started. We have an initial buy-in from the current OMB. And the idea is to take something in the next couple months and T up some ideas and come second quarter of the year or by February and March timeframe, when new ideas and new initiatives take root and they start to sail. And then we help promote and sell these things. We will just be ready to roll. We need to be adaptable to whatever the current administration or reality is. And leverage it. So that's why I put into the chat and a song that Yvette was picked out for me was very timely. This is a good, opportune time to start moving forward and making a difference. So. We need your help. And needs to be us, nothing we do at GSA. Two Yuval, I think you missed on I threw on a question about the consulting model. If you think about it this is what we really are. My group in GSA we are an internal government to government consulting agency. And we do so and accessibility as well as we do so in data centers and identity management and all of those areas that we are unique feature. But we largely focus on digital accessibility. In the U.S. government , the building accessibility, is a whole different Streamline managed to have a public voting service. What we do in buildings obviously the friends at labor are the ones are focused on employment disability. People of different disabilities and there there is the EEOC component to this of this is what I like about their model was that it is very intriguing to think about what is this whole mosaic look like put together. We've had these thoughts. We have enough to do in digital accessibility. Hence my question about you can't take more on than you can handle. It's to be effective but since most everything in the world is going digital and what a better time and a better season right now to really bring this home and realized thing, our world going forward is going to be far more digital than it has ever been and how do we leverage that and had we leverage new changes in leadership that will be coming? And how do we take this to re-energize our efforts and really make a go forward to make an inclusive environment. And so, like everything else, it's got to have a plan and a set of metrics. And we have to be able to track our progress. So I invite you all to come join us in to track our progress. So I invite you all to come join us in our effort to renew this. Any questions?

John, I don't see any.

Volunteers will be taking so if you are shy and just dying to jump in and help but you are afraid to say so, we will take it via the email to the 508 mailbox. Or call me personally, for what you can get. But we really need this to go and like everything else, it has to come from, we have to develop this and we have to work as a community to put this thing together and that is a big part in adoption. No one will waive a big enforcement hammer and say you must do this. You must do this. So we need to come up with new tactics. I don't believe in strongly embarrassing people into compliance. I don't believe in a compliance model. I want the good design as we all know, inclusive design leads to could be good things for all of us and how we plan for that, and going back to my open up everyone us and how we plan for that, and going back to my open up everyone to go to the website to plan this. And realize, and that was written in a different time. So what do we need to focus on today? And of speech, thank you.

Thank you, John, thank you. I want to say a special, special thank you to John and Tim for sharing their knowledge, most appreciated. And for being a good teams sports and doing what I asked to make this a little more interesting. So I am going to call on Chris to let us know who won. Chris?

This is who won for the sweater or for the song?

The sweater first.

Okay drumroll. The winner of the sweater showdown by a single vote, every vote matters, a single vote is Mr. Tim.

Go Tim. Woo hoo.

Thank you pit first thing I've ever won. [ Laughter ]

It was the one I had the most fun writing a description for.

I I could tell.

I want to say when I use the phrase Easter eggs in my presentation, I did a survey of my household and I'm not saying that it was gender-based but all the men in the household got the reference to Easter eggs and marvel movies. But I looked it up in urban dictionary to make sure it conforms so I'm glad to say this was the right group for it. So thank you.

All right and for our second winner, Tim your gift will be coming to you via email. And Chris, for the second?

For the second, we clarify it you wanted the first correct response to identify

For the second, we clarify it you wanted the first correct response to identify both songs, right in the same email? Okay then the winner for that is, let me just make sure I have this up. It is first correct responded to send me both songs and email was sure Nika.

Congratulations and please, I don't have your email address.

I can email it to you.

So look out for an email for me with the gift and I want to personally thank you, Chris for helping us out. And Chris, please show your sweater.

[ Laughter ] it is just, it is completely anticlimactic after the other ones. It is just snowflakes. [ Laughter ]

I want to give a special recognition out, hold on let me fix my screen. Let me turn it off, to both my puppies that were participating, Otis who does have a job. And he belongs to Bethany at OPM. And Chris, what's the name of the other four-legged participant?

That was Rufus.

And Rufus also has a job. And they're going to get something special from me because I appreciate them joining us. I want to wish everyone a wonderful -- what were the titles so sorry? The titles were my favorite things and -- what was my other one? This has been a while.

The most wonderful time of the year.

Thank you. Those were the titles. Okay? So anyone I want to wish you a wonderful holiday, a great and spend time with your loved ones. I know you've been spending a lot of time with them but, just give some extra hugs or what have you. I appreciate this community. You guys are the best. And I wouldn't trade you guys for anybody. And with that, I am finished. And if you have any questions please feel free to email us. Have a great one everyone and you are more than welcome, thank you, thank you, thank you. Thank you to all the interpreters as well. Much appreciated. [ Event Concluded ]