

## **One Size Doesn't Fit All: AI, Fairness, and Cognitive Diversity**

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### **Studies and Position Statements from disability organizations about AI**

#### *Joint Study by AAPD and CDT on Building A Disability-Inclusive AI Ecosystem*

The American Association of People with Disabilities (AAPD) is a convener, connector, and catalyst for change, increasing the political and economic power of people with disabilities. As a national cross-disability rights organization, AAPD advocates for full civil rights for the over 60 million Americans with disabilities by promoting equal opportunity, economic power, independent living, and political participation.

<https://cdt.org/wp-content/uploads/2025/03/2025-03-11-CDT-Building-A-Disability-Inclusive-AI-Ecosystem-report-final.pdf>

#### *Position Statement from Autistic Self Advocacy Network on AI and Plain Language*

Generative AI should not be relied upon to create plain language materials because it hasn't learned how, often changes the meaning, and doesn't have the lived experience of disabled people to make sure the writing is actually accessible.

<https://autisticadvocacy.org/2025/07/asan-says-no-generative-ai-in-plain-language/>

### **Resources on accessibility requirements**

*Factsheet: New Rule on the Accessibility of Web Content and Mobile Apps  
Provided by State and Local Governments*

<https://www.ada.gov/resources/2024-03-08-web-rule/>

*Web Content Accessibility Guidelines (WCAG)*

A quick reference guide to all the WCAG requirements.

<https://www.w3.org/WAI/WCAG22/quickref/>

An easy to understand overview of the basic WCAG components.

<https://www.temperemper.net/blog/wcag-but-in-language-i-can-understand>

A more in depth explainer for each WCAG requirement.

<https://www.digitala11y.com/wcag2-0/>

## **Resources for accessibility technical assistance**

*JAN: Job Accommodation Network*

A free resource for individuals and employers trying to make their workplaces accessible. It offers ready to use articles and guides on many topics including digital accessibility, and employers can contact JAN for free and confidential consultation including practical guidance and workplace solutions.

<https://askjan.org/topics/digital-accessibility.cfm>

<https://askjan.org/info-by-role.cfm#for-employers>

*Accessible Ohio*

Accessible Ohio is a program led by Opportunities for Ohioans with Disabilities (OOD) that aims to transform Ohio businesses, communities, attractions, and venues into more inclusive and welcoming environments for individuals with disabilities. It offers free, personalized technical assistance for any organization seeking to make some aspect of its environment more accessible.

<https://ood.ohio.gov/accessible-ohio>