



**MISSOURI OFFICE  
of ADMINISTRATION**

# **Web Accessibility Awareness, Document & Image Accessibility**



# Target Audience for Course

- ✓ All State of Missouri Employees
- ✓ Focus on those who create web content or documents for State of Missouri websites, social media platforms and intranet sites



# Agenda

**Module 1:** What is Web Accessibility and Who Is It For?

**Module 2:** Assistive Technology & Examples

**Module 3:** Accessibility Law, Standards and the POUR Concept

**Module 4:** Document Accessibility

**Module 5:** Image Accessibility

**Module 6:** Summary, Next Steps & Being an Accessibility Champion



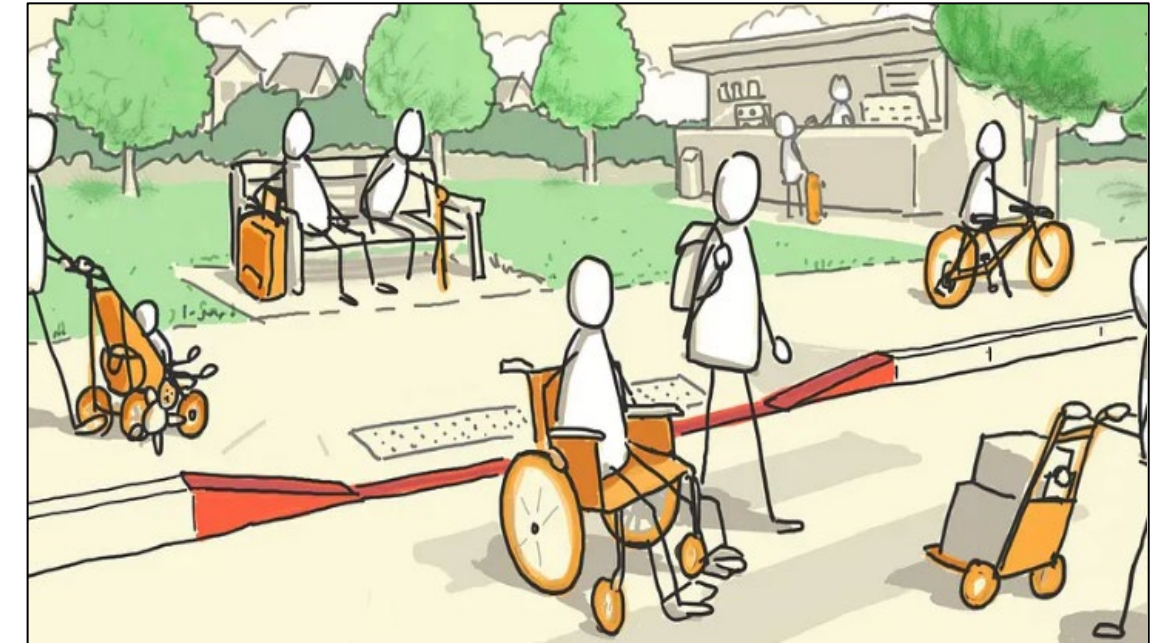
# Module 1: What is Web Accessibility and Who Is It For?



# What is Web Accessibility?

The practice of creating usable and understandable websites, applications and digital documents for ALL people.

Physical “Curb Cut”



Digital “Curb Cut”



# Who is Web Accessibility For?

Adults identifying as having  
some type of disability

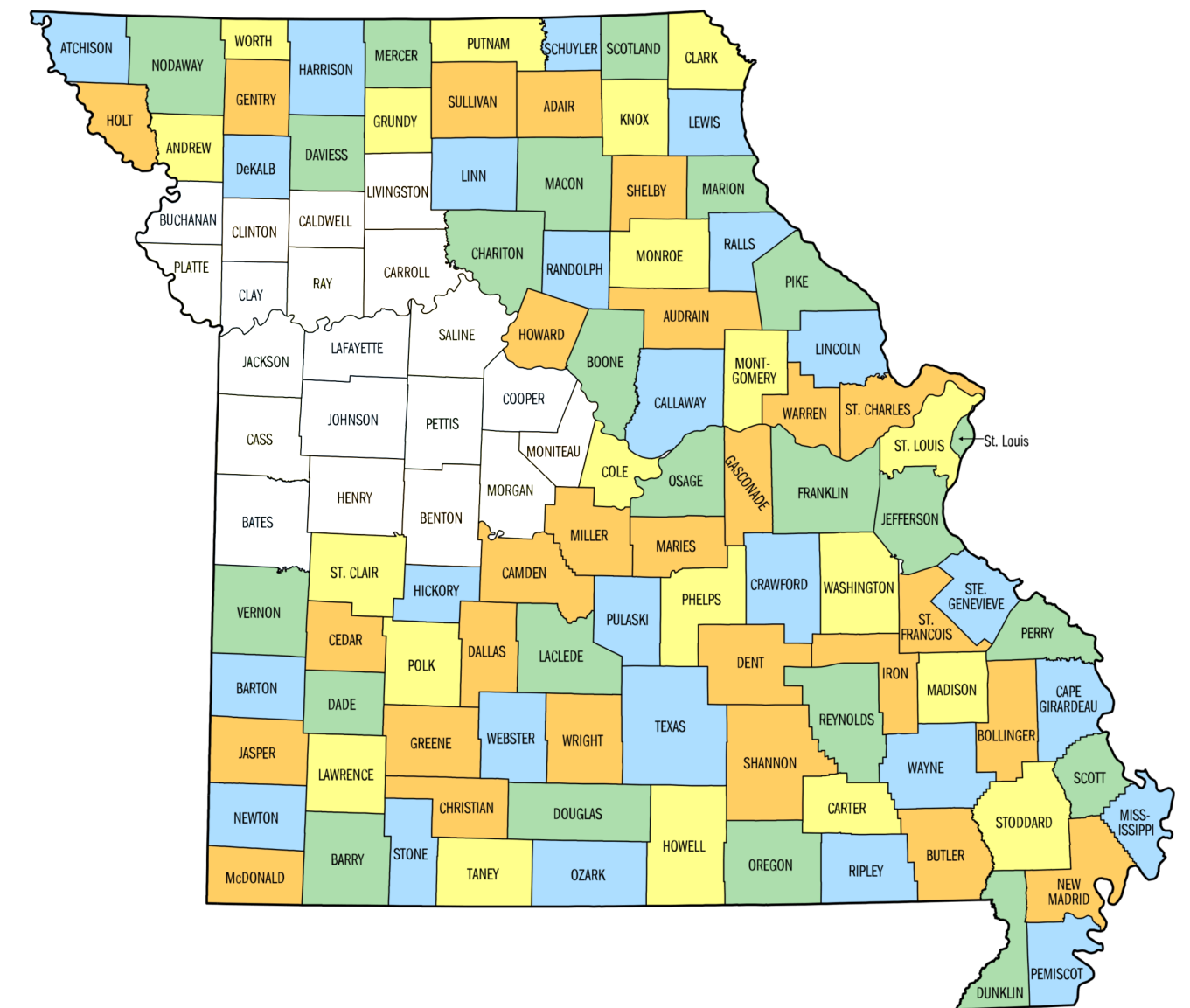
**1 in 4**  
**(28.7%)**  
**American Adults**  
**(73.4/244.5 million)**

**Almost 1 in 3**  
**(31.3%)**  
**Missouri Adults**  
**(1.5/4.65 million)**

# Think About the Impact...



- ✓ If you were to exclude 1.5 million Missouri citizens from accessing websites, it would be like blocking access to Kansas City and the surrounding area (20 total counties).



Data from: [CDC Disability and Health Data Systems](https://www.cdc.gov/data/)

# Disability Types



## Visual Impairments

Blind, Low Vision, Colorblind, Glasses/Contact Users



## Hearing Impairments

Deaf, Hard of Hearing, Hearing Aid Users



## Motor Disabilities

Physical Weakness/Limitation



## Cognitive/Learning Disabilities

Affects Processing of Information



# Cognitive & Learning



## Examples:

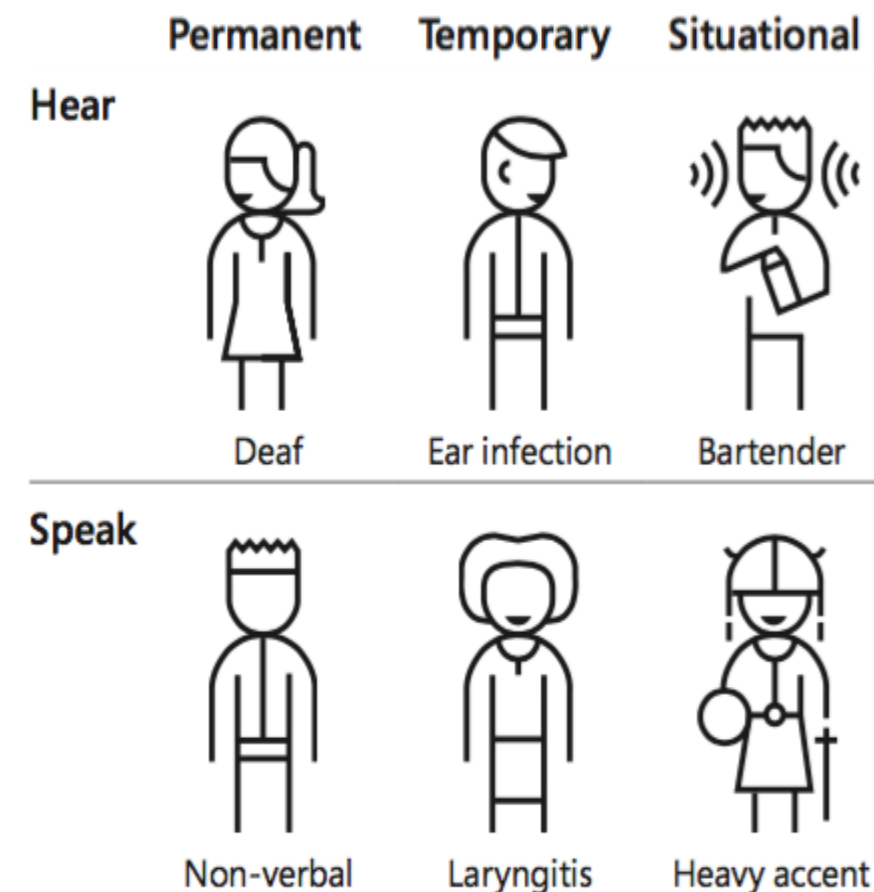
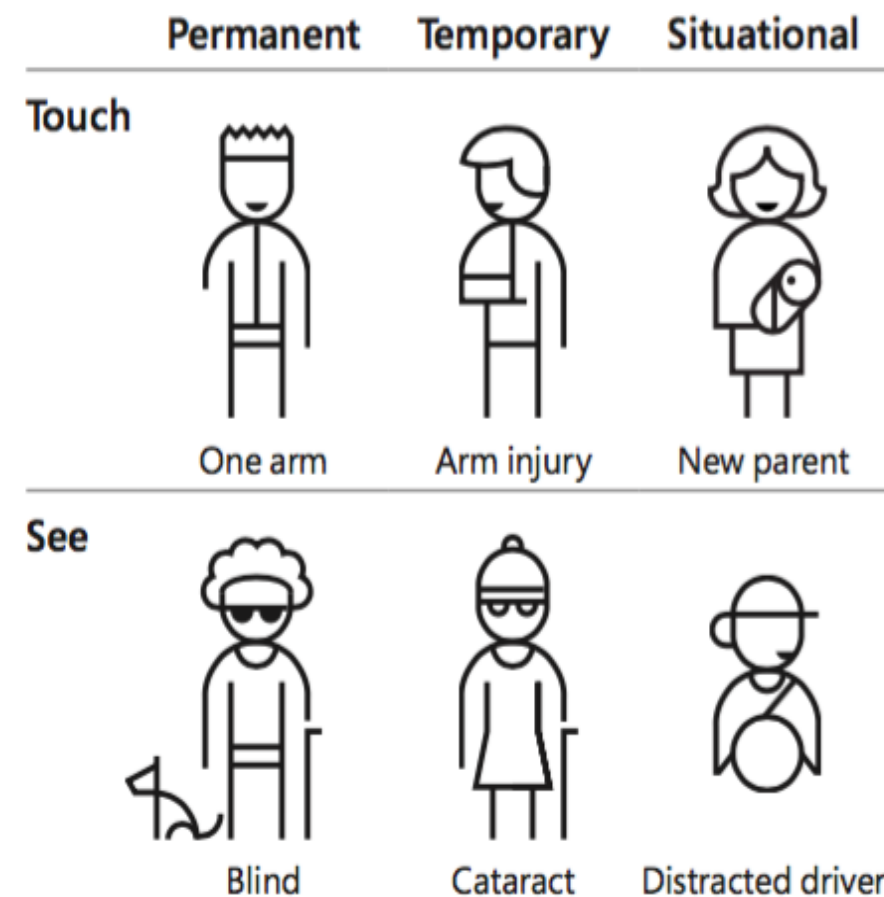
- ✓ Attention deficit hyperactivity disorder (ADHD)
- ✓ Autism
- ✓ Dyslexia
- ✓ Learning disabilities like reading comprehension
- ✓ Brain injury
- ✓ Aging



# Did You Know?



Effective web accessibility positively affects everyone!  
Users with temporary and situational disabilities  
also benefit from accessible websites!



# Module 2

## Assistive Technology & Examples



# What is Assistive Technology?



It's common for those with disabilities to use **assistive technology**

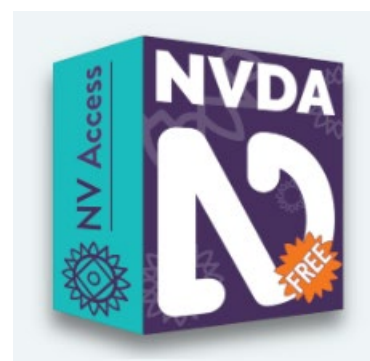
**“Assistive Technology** is any tool, device,  
or product that helps people with  
disabilities perform tasks that they might  
not be able to do without it.”

# Visual: Blind



## Screen Readers (Narration Software)

- ✓ Screen readers are used to navigate a website by reading out loud what is on the screen to the user.
- ✓ Used in combination with a keyboard or braille display, but not a mouse.



Voiceover



Narrator



# Visual: Low Vision

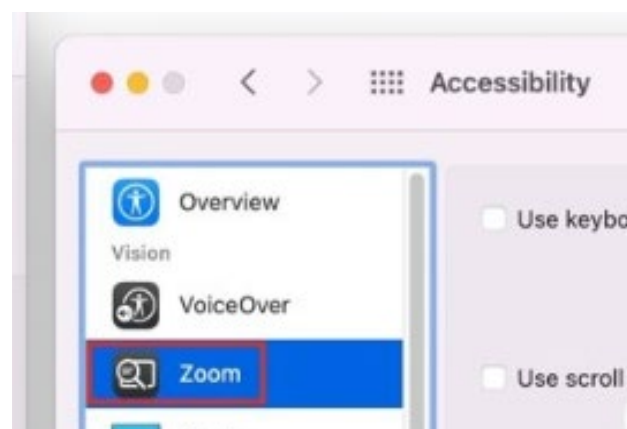


## Screen Magnification

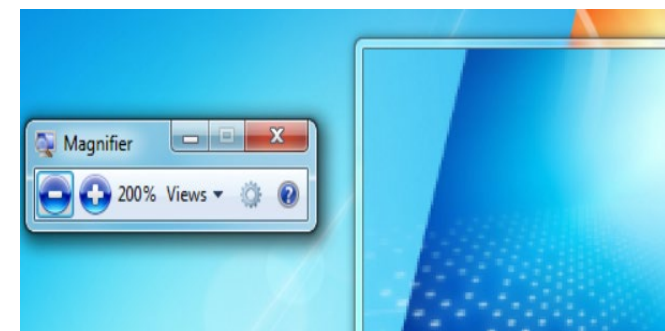
- ✓ Magnification programs help the user enlarge everything that is found on the screen.

**ZoomText**  
MAGNIFIER WITH SPEECH

Apple Zoom



Windows Magnifier



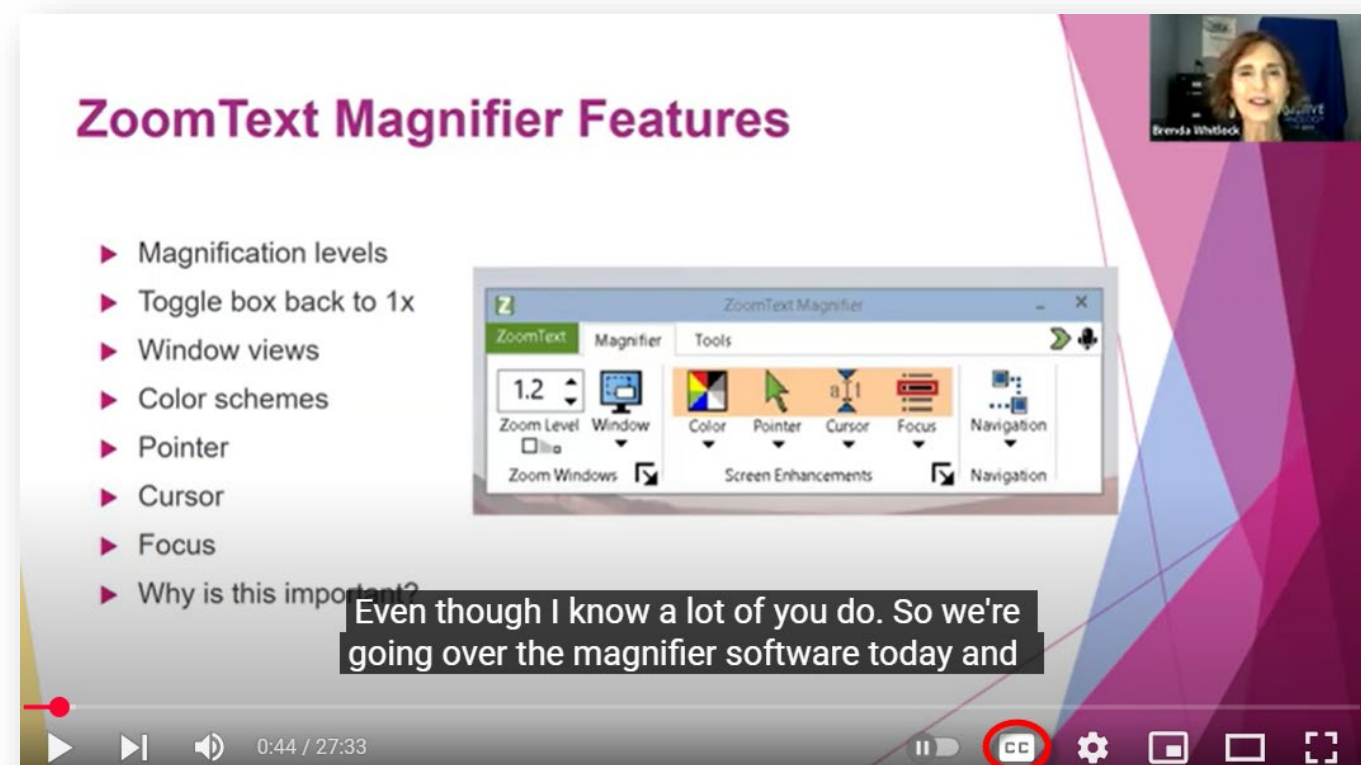
ZoomText and JAWS



# Deaf & Hard of Hearing



Closed captioning of videos and text transcripts of audio-only content allow users to read information that would otherwise be inaccessible.



Podcast on Knowledge Commons

[Podcast Audio \(MP3\)](#) | [Text Transcript](#)

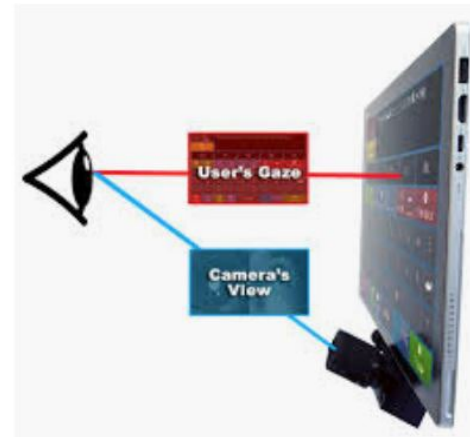


# Motor & Physical Disabilities

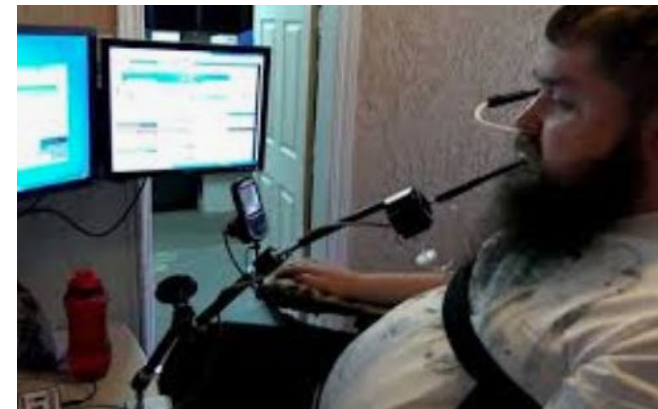


Motor or physical disabilities are weakness and limitations of muscular control

**Eye Gaze Technology**



**Mouth Movement**



**Speech to Text**



**Head Mouse**



**Switch**





# Cognitive & Learning



Impacts how people process information

## **Users will:**

- ✓ Navigate web content using different strategies
- ✓ Access information using speech-to text, screen readers, captions or other formats
- ✓ Change the presentation of the content according to needs and preferences

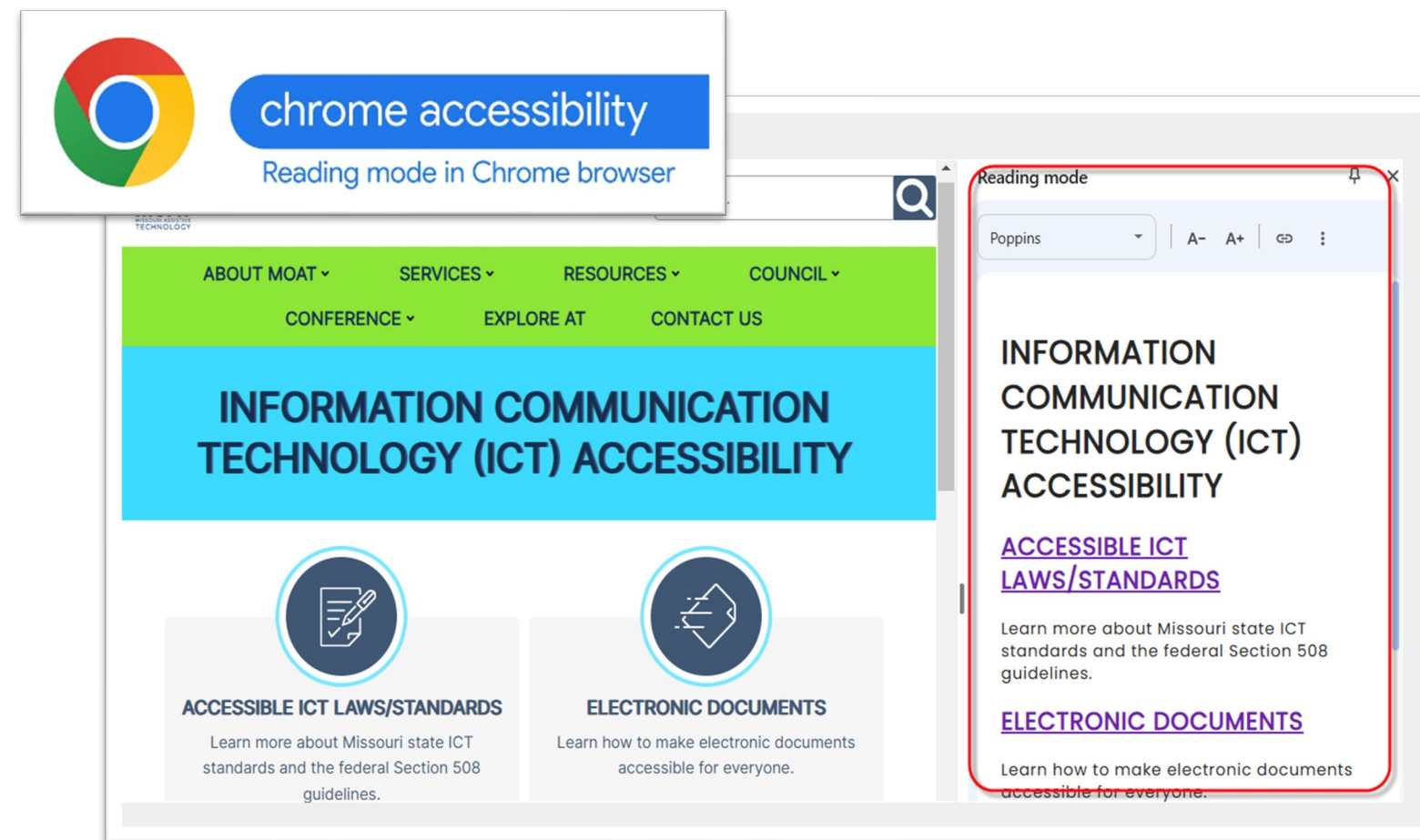
## **Content creators can:**

- ✓ Use plain language at 6th-8th grade reading level
- ✓ Include white space between major thoughts or important points
- ✓ Use bulleted or numbered lists to simplify content

# Cognitive & Learning Tool Examples



Chrome Reading Mode located under Chrome Settings – More Tools



[Helperbird](#) Browser Extension



# Module 3

## Accessibility Law, Standards and the POUR Concept



# Federal Laws



## Rehabilitation Act of 1973

- ✓ [Section 504](#)  
Federally funded govt. agencies and projects, postsecondary institutions (2024 Update)
- ✓ [Section 508](#)  
Federal government

## Americans with Disabilities Act

- ✓ [Title II](#)  
State and Local Government (2024 Update)

## [Individuals with Disabilities Education Act \(IDEA\)](#)

# Missouri State Law



- ✓ Missouri State Statute – effective 1999
- ✓ Missouri State Standard – effective 2003
  - Agency public sites  
Like accessing information about a local state park
  - Web applications (interactive websites)  
Like applying for a job on <https://jobs.mo.gov>
  - Contracted sites/licensed web software  
Contracted site like [mocareers.mo.gov](https://mocareers.mo.gov)  
Licensed web software like Wufoo form creator
  - Intranet sites  
Like accessing personnel policies on your agency's intranet
  - Social media content  
Like a Facebook post with image

## INFORMATION COMMUNICATION TECHNOLOGY (ICT) ACCESSIBILITY



**ACCESSIBLE ICT LAWS/STANDARDS**  
Learn more about Missouri state ICT standards  
and the federal Section 508 guidelines.



**ELECTRONIC DOCUMENTS**  
Learn how to make electronic documents  
accessible for everyone.

# Missouri State Law

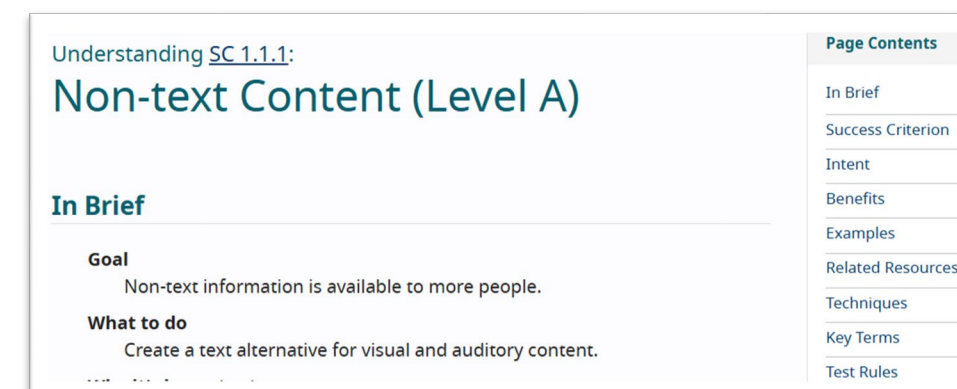
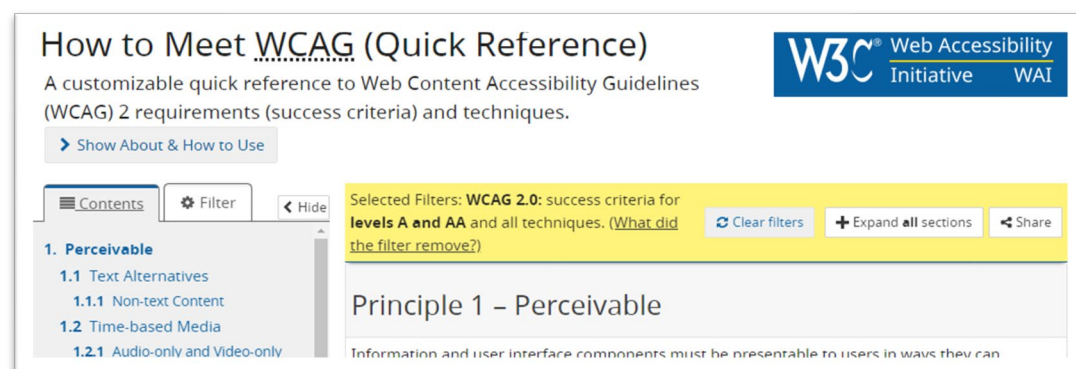


## Web Content Accessibility Guidelines (WCAG)

- ✓ International standard developed by the World Wide Web Consortium (W3C)
- ✓ Each guideline includes a list of testable success criteria to help create accessible content.

## Missouri Standard

- ✓ WCAG Version 2.1 compliance began March 2025
- ✓ WCAG Version 2.2 implemented October 2025, compliance deadline April 2026



# Accessibility Principles



## POUR

### Perceivable

Users can identify content by way of sight, sound, and/or touch, regardless of device or operating system.



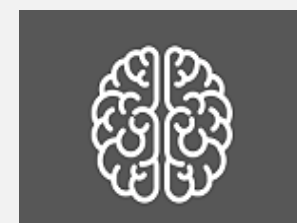
### Operable

A website should work correctly whether visitors are using a mouse, a keyboard, voice commands, or other device.



### Understandable

Navigation and design should be predictable and consistent, content is written clearly and simply and tasks are easy to complete.



### Robust

When content is well-designed/well-planned, it doesn't matter what technology a citizen uses to access it.





# Accessibility Principles



P

## Perceivable

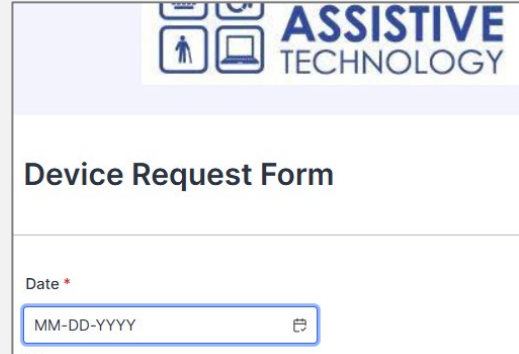
Review and apply accurate and descriptive alternative text for images (visual impairments)



O

## Operable

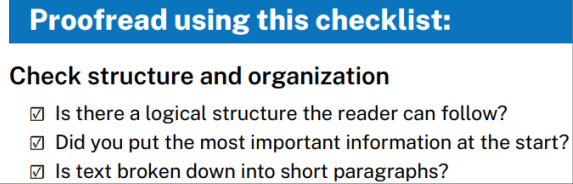
People can fully operate your website or application using keyboard alone.(visual or motor impairments)



U

## Understandable

Review your content for clear and simple language using guides like the [Plain Language Quick Reference Guide](#).



R

## Robust

Webpage content is automatically more accessible versus formatting as a document. Ensure you have a need to offer content as a document/PDF.





# Module 4

## Document Accessibility Features



# Document Accessibility Features

1. Text & Non-Text Color Contrast
2. Alternative Text for Images
3. Structured Headings
4. Structured Data Tables
5. Descriptive Hyperlinks
6. Descriptive Title within Document Properties
7. Other Accessibility Tips



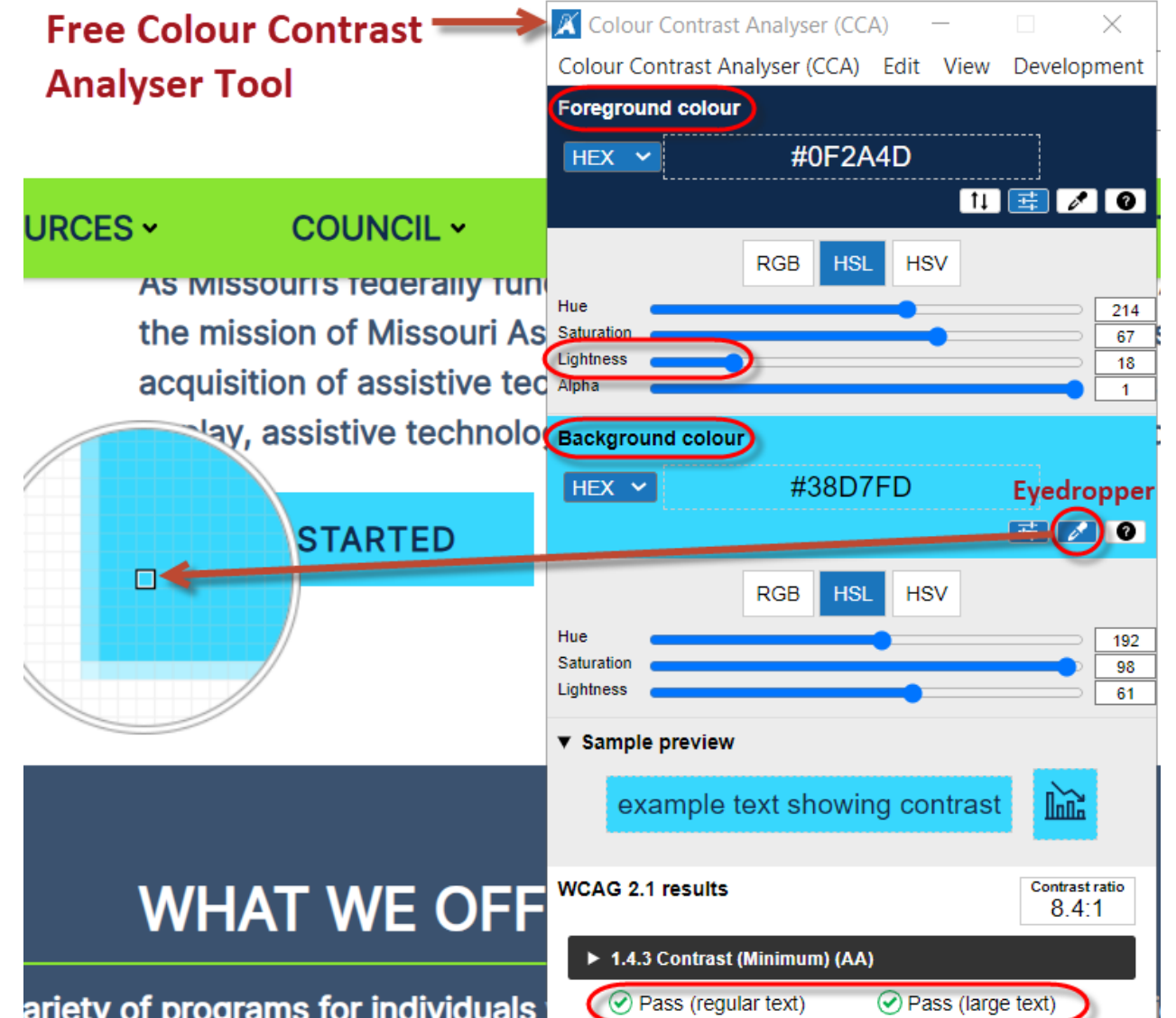
# Text & Color Contrast



- ✓ Contrast is a measure of the difference in perceived “luminance” or brightness between two colors.
- ✓ Minimum 4.5:1 ratio for regular sized text (<18pt+ or <14pt+ bold)
- ✓ Minimum 3:1 ratio for large sized text (18pt+ or 14pt+ bold)
- ✓ Exception: Logos

**Users impacted:** Low vision, colorblindness, aging, cognitive impairments, those in bright environments.

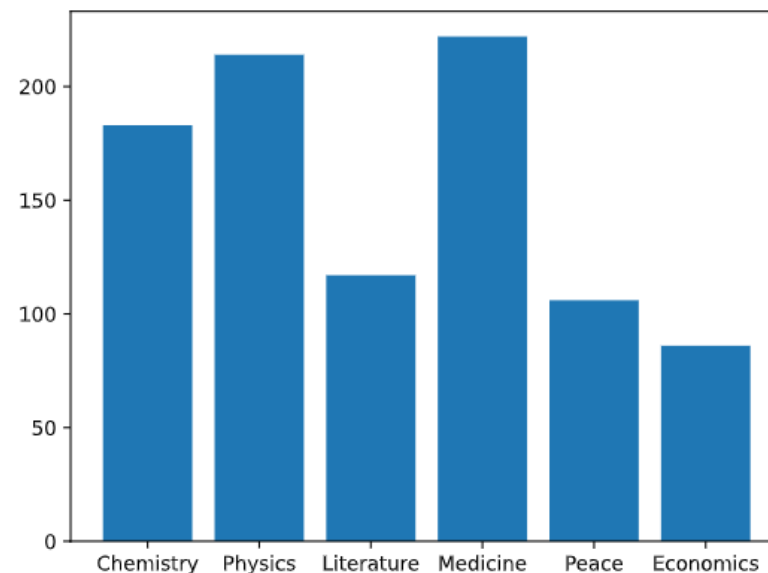
Free tools to test color contrast



# Non-Text Color Contrast



- ✓ Non-text examples include:
  - ✓ Form field outline or a checkbox
  - ✓ Graphical object like a print icon button or bars in a bar chart
- ✓ Minimum 3:1 Ratio



**WebAIM Contrast Checker**

Home > Resources > Contrast Checker

**Foreground**  
Hex Value: #FFFFFF  
Color Picker: [ ] Alpha: 1  
**Lightness**: [Slider]

**Background**  
Hex Value: #008181  
Color Picker: [ ]

**Contrast Ratio**: 4.71:1  
[permalink](#)

**Eyedropper**  
[Color Picker]

**Normal Text**  
WCAG AA: **Pass**  
WCAG AAA: **Fail**

**Large Text**  
WCAG AA: **Pass**  
WCAG AAA: **Pass**

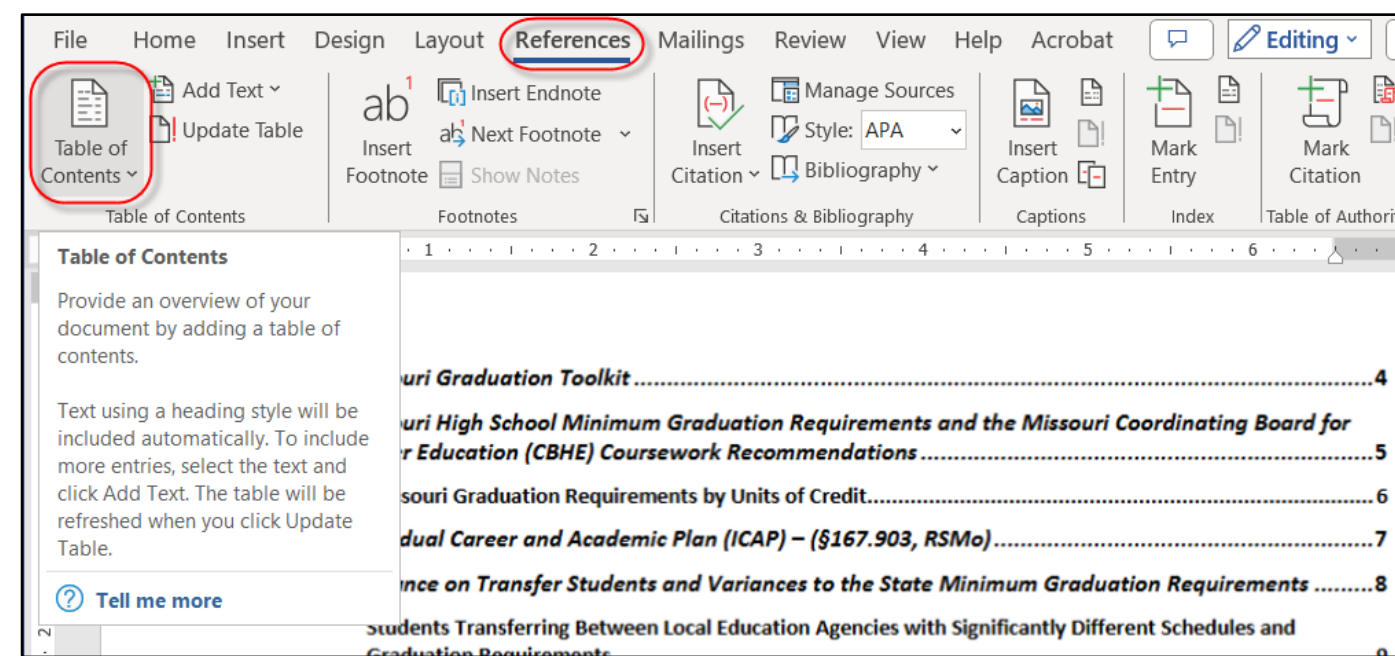
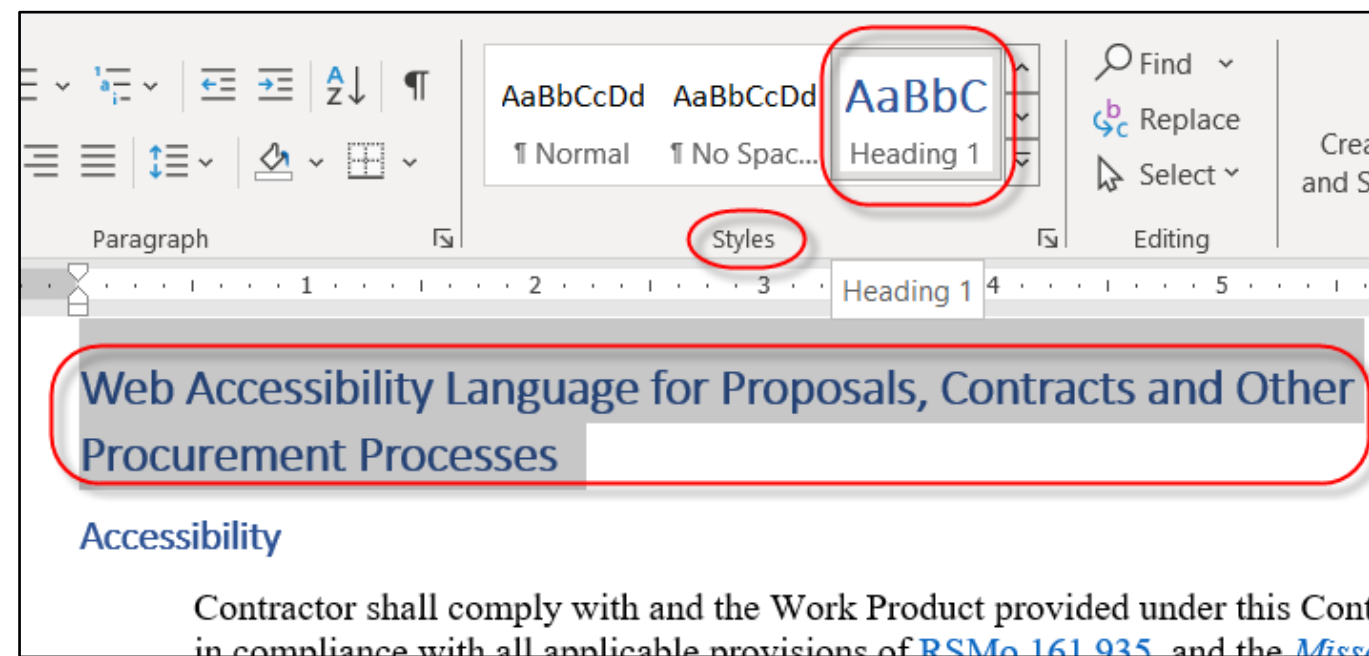
**Graphical Objects and User Interface Components**  
WCAG AA: **Pass**

The five boxing wizards jump quickly.

# Heading Structure




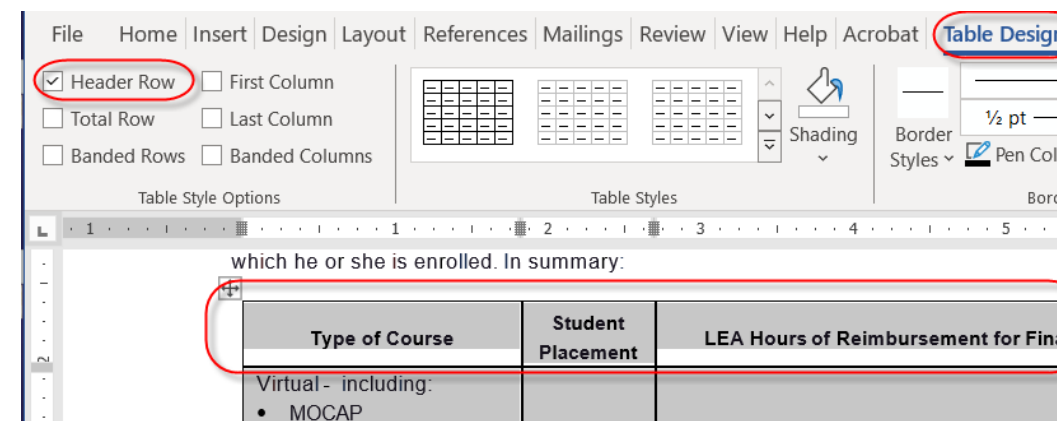
- ✓ Create a uniform heading structure through use of styles. This allows screen reader navigation.
- ✓ This also gives the ability to quickly create a table of contents.




# Data Tables

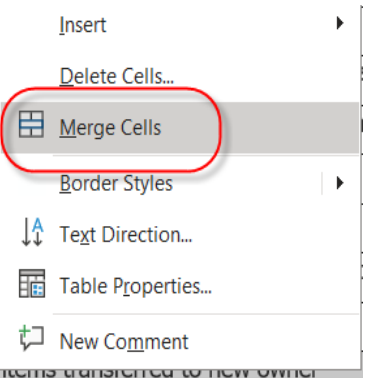


- ✓ Accessible data tables need a clear table structure and table headers to help guide a screen reader user.
- ✓ To add headers to the first row, highlight the table, select Table Design > Table Style on the ribbon, then choose the Header Row.
- ✓ Avoid complex tables.
- ✓ Avoid merging or splitting cells.
- ✓ Avoid tables for layout purposes.



| Day       | Seminar    |            | Topic   |
|-----------|------------|------------|---|
|           | Schedule   |            |   |
|           | Begin      | End        |   |
| Monday    | 8:00 a.m.  | 5:00 p.m.  | Introduction to XML<br>Validity: DTD and Relax NG |
| Tuesday   | 8:00 a.m.  | 11:00 a.m. | XPath   |
|           | 11:00 a.m. | 2:00 p.m.  | XSL Transformations                               |
| Wednesday | 2:00 p.m.  | 5:00 p.m.  |   |
|           | 8:00 a.m.  | 12:00 p.m. | XSL Formatting Objects                            |



|       |                 |   |
|-------|-----------------|---|
| 2,069 | Device demon    |  |
| 2,084 | Tap for Teleph  |   |
| 21    | Families assist |   |
| 40    | Show Me Loar    |   |
| 197   | Deaf-Blind dev  |   |
| 32    | MFP (Money F    |   |
| 359   | Students with   |   |
| 2,782 | Device re-use   | Items transferred to new owner  |



# Descriptive Hyperlinks



- ✓ Link text should convey clear and accurate information about the destination
- ✓ Avoid “click here”, “more information”, or long web addresses
- ✓ Create unique links (January 2024 Agenda vs. Agenda)

 **News and Updates**

GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). Please [click here](#) for information about education benefits offered by VA.

|                         |                                 |      |
|-------------------------|---------------------------------|------|
| December 6, 2024 (Fri)  | <a href="#">Agenda/Handouts</a> | Trun |
| September 6, 2024 (Fri) | <a href="#">Agenda/Handouts</a> | Trun |
| June 14, 2024 (Fri)     | <a href="#">Agenda/Handouts</a> | Trun |


**2024**

December 2024


- December 2024 Council Agenda 

September 2024



- Sept 2024 Council Agenda 
- Sept 2024 Council Minutes 


 **2024**

December 2024


- December 2024 Council Agenda 

September 2024



- Sept 2024 Council Agenda 
- Sept 2024 Council Minutes 

 **2024**

December 2024

- December 2024 Council Agenda 

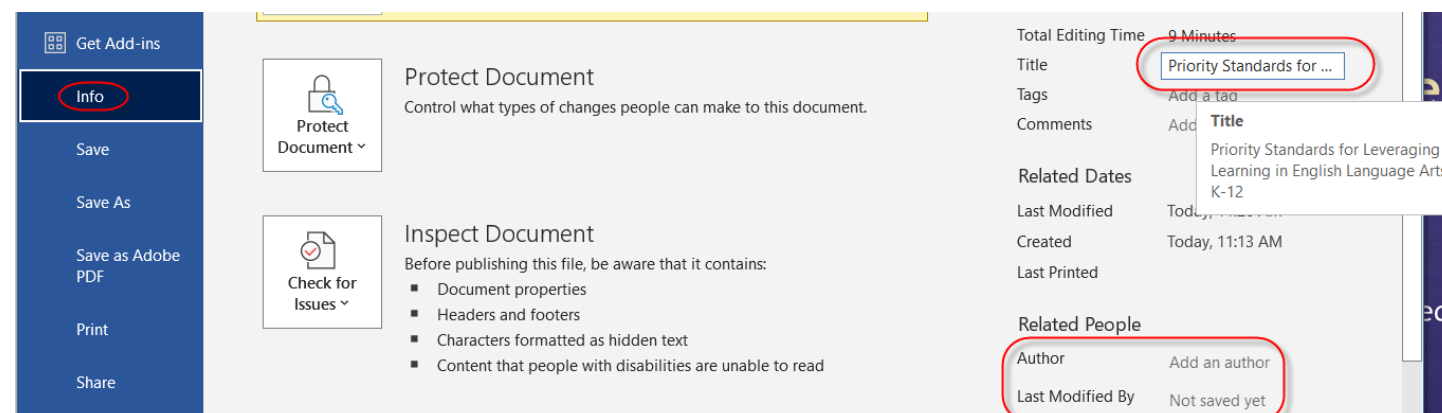
September 2024


- Sept 2024 Council Agenda 
- Sept 2024 Council Minutes 


# Document Properties - Title



- ✓ File > Info
- ✓ Add descriptive title for document
- ✓ Review Author section to see if it needs to be deleted or updated



**Microsoft Word - Missouri May 2009.doc**   
A Guidebook for Incarcerated Veterans VISN 15 MISSOURI FACI  
Columbia, MO 65201 573-814-6000 Kansas City 4801 Linwood B

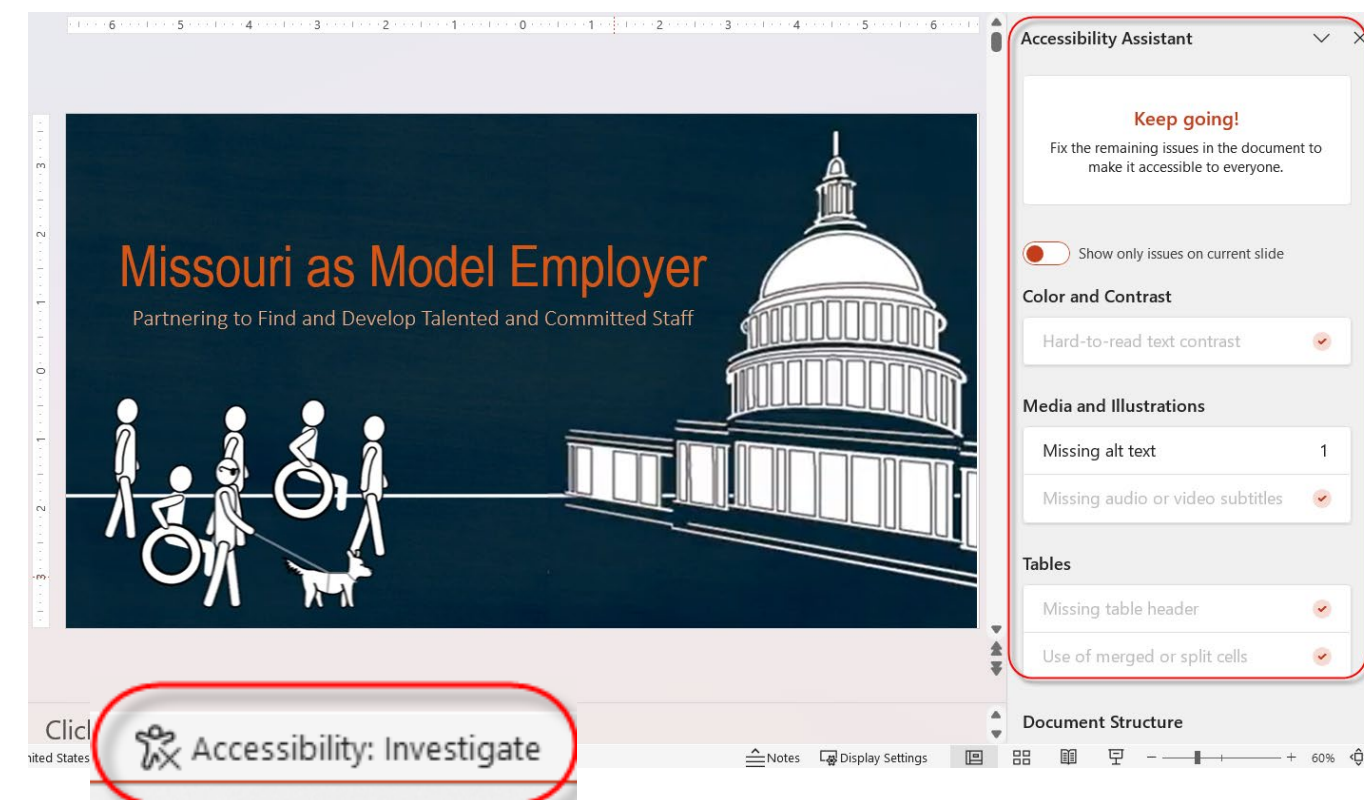
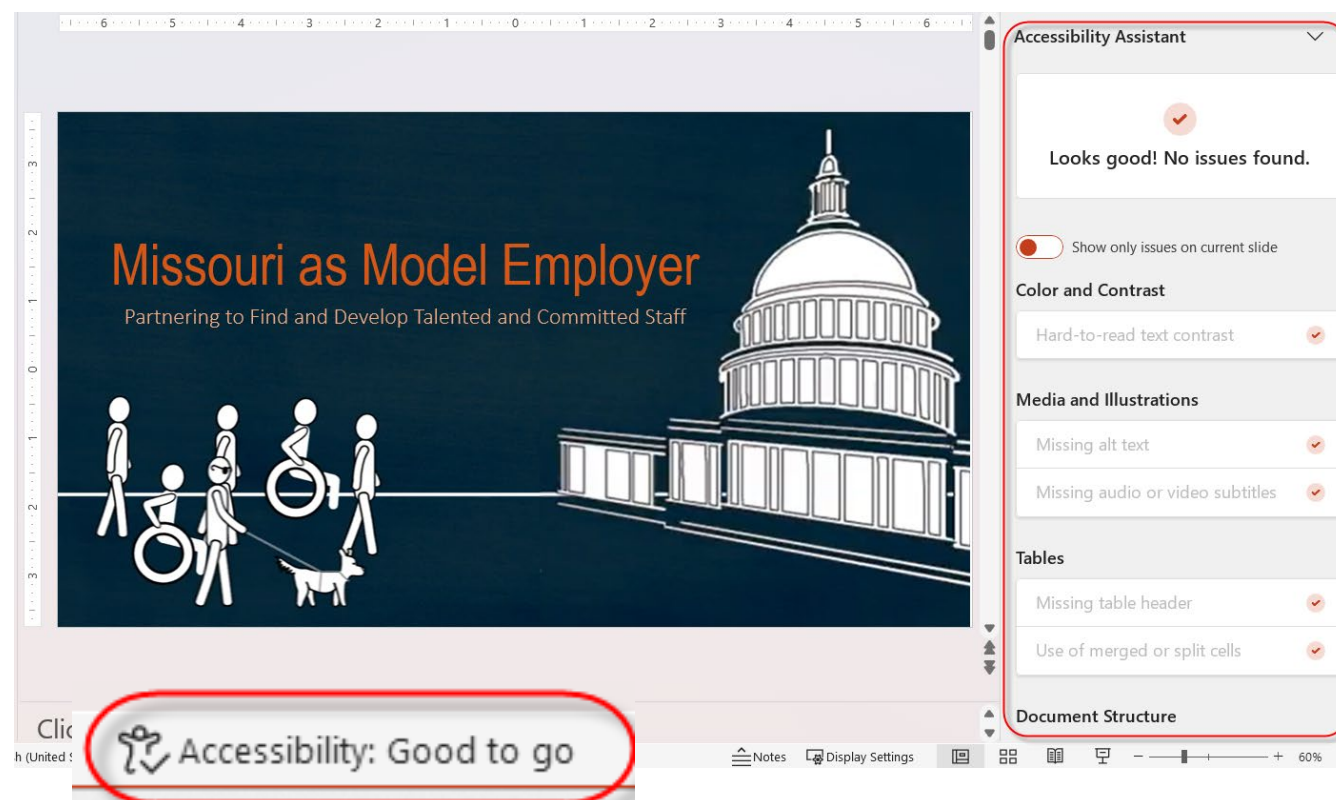
**ELEMENT 1:**   
State of Missouri Nondiscrimination Plan In  
Concerning Nondiscrimination and Equal O



# Microsoft Accessibility Assistant



- ✓ Alert located in bottom task bar – Accessibility: Good to Go or Investigate
- ✓ Checker does check: Text contrast, presence of alt text, table headers
- ✓ Checker does not check: Image color contrast, vague link text, missing headings, missing document title



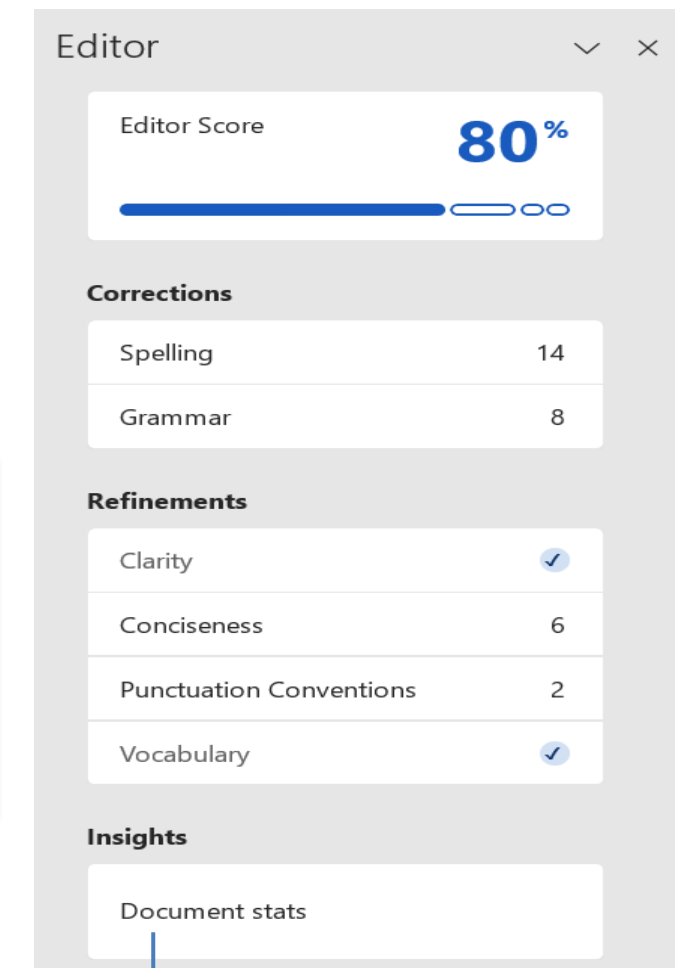
# Plain Language



Use plain language (plain writing) to better manage “cognitive load”

- ✓ Recommended 6th-8th grade reading level for most content
- ✓ Identify your audience
- ✓ Keep content meaningful and to the point
- ✓ Keep sentences as short as possible and paragraphs 2-3 sentences
- ✓ Use active voice, not passive voice
- ✓ Use common, everyday words, using a conversational style
- ✓ Organize information -- important information first and use headings for easy scanning
- ✓ Simplify content with bulleted/numbered lists and simple data tables
- ✓ Ask others to review your content for feedback

Review the Editor feature under the Review option



| Readability Statistics     |       |
|----------------------------|-------|
| Counts                     |       |
| Words                      | 1,048 |
| Characters                 | 5,410 |
| Paragraphs                 | 117   |
| Sentences                  | 59    |
| Averages                   |       |
| Sentences per Paragraph    | 1.5   |
| Words per Sentence         | 9.4   |
| Characters per Word        | 4.5   |
| Readability                |       |
| Flesch Reading Ease        | 67.8  |
| Flesch-Kincaid Grade Level | 6.1   |
| Passive Sentences          | 5.0%  |

# Other Accessibility Tips



- ✓ Do not use underlined text unless it's a link

existing text description location.



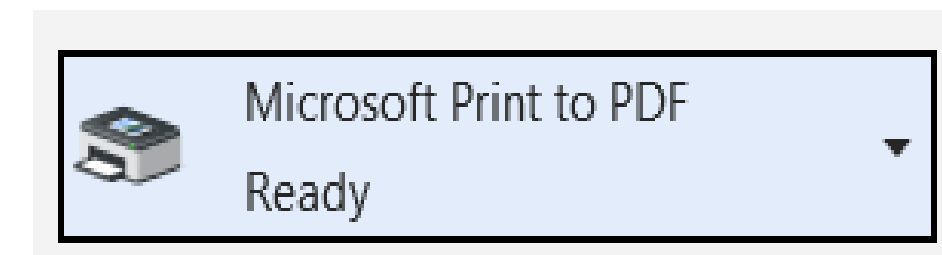
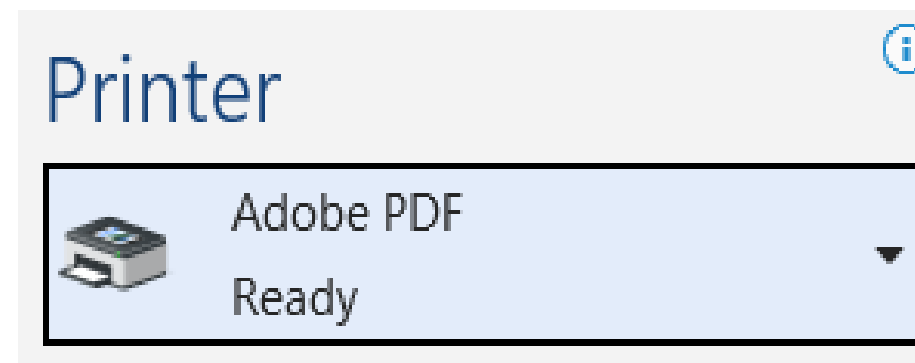
4. **If the full text cannot fit within the alt text,** use one of the below options:

a. Place the full text (data table, text outline, etc.) above or below the i

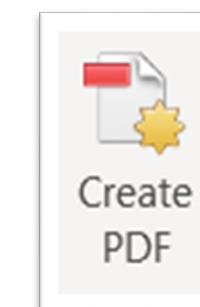
## Saving to PDF format

- ✓ Do not use File > Print to create a PDF

- ✓ Use File > Save As > PDF



Save as Adobe  
PDF



# Other Accessibility Tips



**First, ask yourself, "Does this *have* to be a document?"**

## **Reasons for a document or PDF**

- ✓ Primary purpose: Printing or printing in a precise layout (brochure or form)
- ✓ You are offering the document as a reusable template.
- ✓ The content is exceptionally long  
(Even manuals can become webpage content!)

## **Benefits as webpage content**

- ✓ Easier to apply accessibility guidelines
- ✓ Predictable, consistent user experience
- ✓ Easily responsive to different screen sizes
- ✓ Quicker to load

## **A Document is Forever**

- Post a document on your site and anyone can download it.
- It become tricky when posting a new version, or document is deleted.
- Users might continue to use old versions.
- Include clear version numbers or dates in updated document

# Module 5

## Image Accessibility



# Document Accessibility Features

1. Alternative Text (“Alt Text”)
2. Types of Images
3. Use of Color (See Module 4 for Color Contrast)
4. Keep Complex Images (Data Visualizations) Understandable
5. Tips Specific to Charts and Graphs



# Types of Images

1. **Informative images:** Pictures, photos and illustrations of people, scenery or objects.
2. **Images of text:** Logos, some complex images.
3. **Decorative images:** Decorative icons, horizontal lines.
4. **Functional images:** Image used as a link or button like a print, delete or email icon.
5. **Complex images:** Charts, graphs, maps, infographics, dashboards (data visualizations).

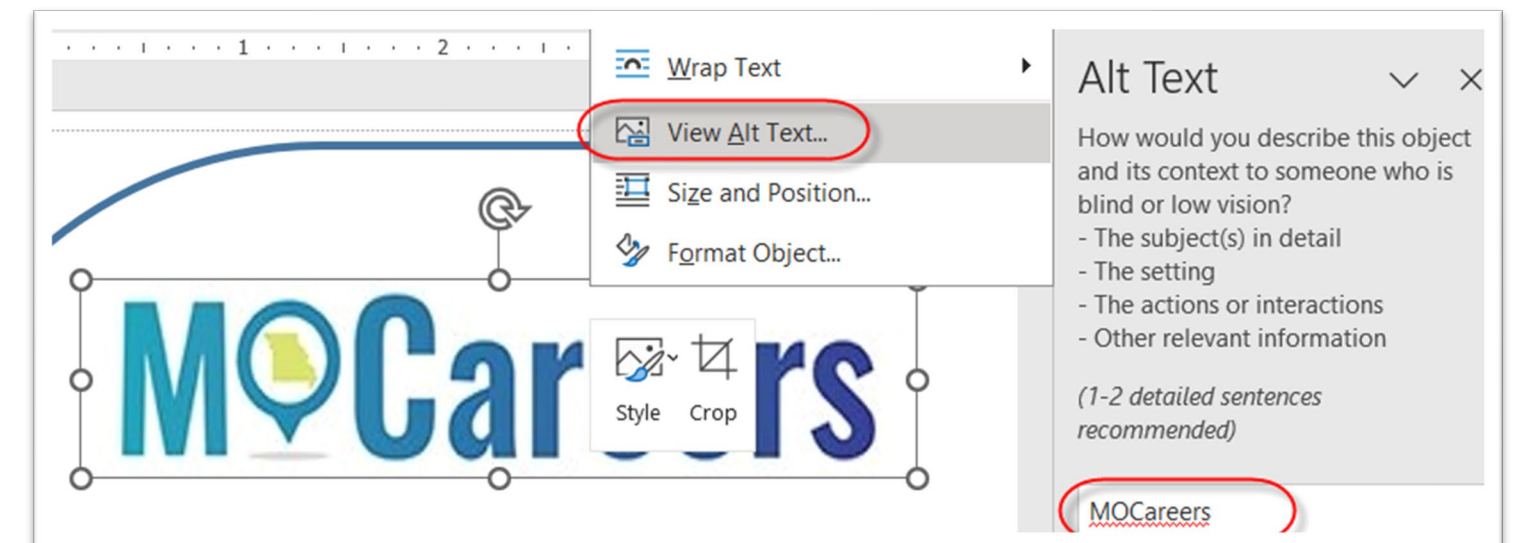




# Image Alternative Text (“Alt Text”)



- ✓ Text alternatives are used by people who do not see the image
- ✓ Alternative text: Conveys the purpose of an image
- ✓ Represents the image function
- ✓ Provides an equivalent user experience



mailto:john.smith@mo.gov  
Ctrl+Click to follow link



# How Long Should Alt Text Be?



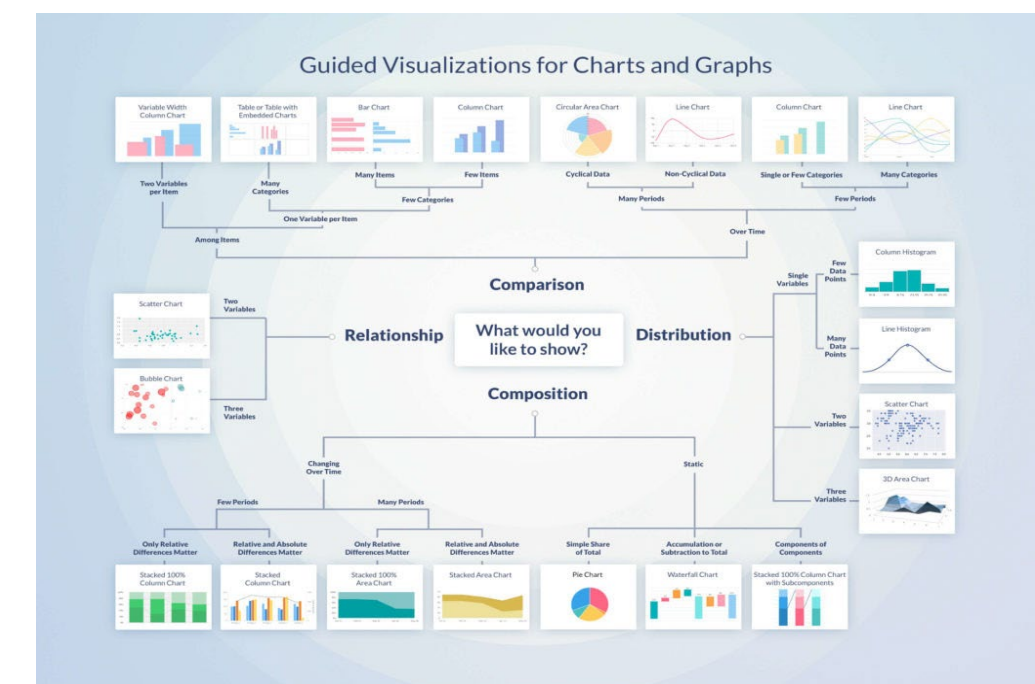
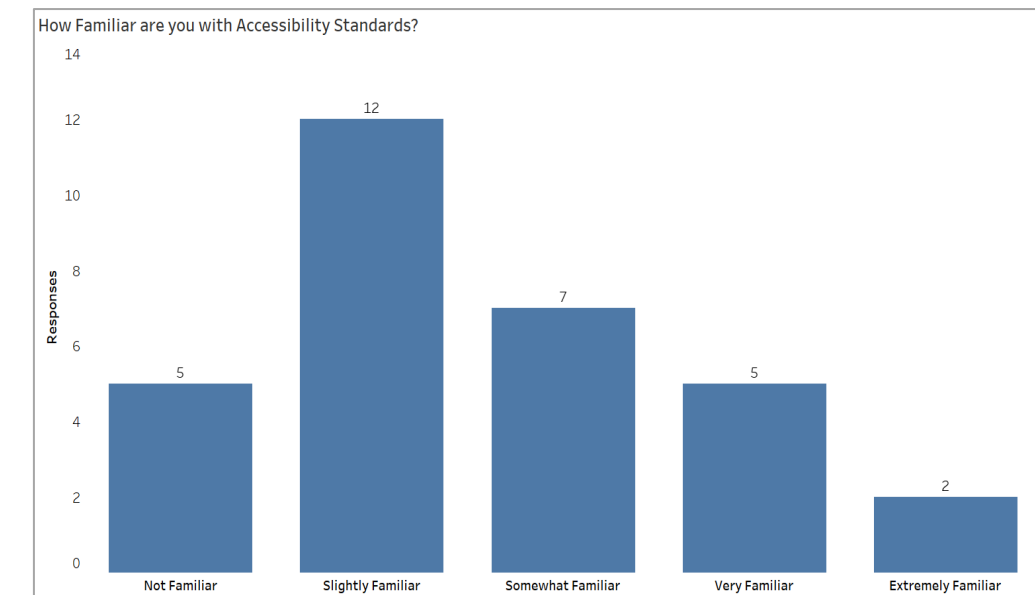
- ✓ 150 characters maximum, roughly 30 words
- ✓ Assistive tech devices have limited reading control within long alt text (can't pause, stop, or easily resume reading if interrupted)



Alt=“Bar chart of how familiar are you with accessibility? 5: not familiar, 12: familiar, 7: somewhat familiar, 5: very familiar, 2: extremely familiar”



Alt=“Flowchart of Guided Visualizations for Charts and Graphs. 1. Composition, 1A. Changing over time, 1A1. Few Periods, 1A1a. Only relative differences matter...”



# Alt Text: Informative Images



- ✓ Informative alternative text can be summarized in a short phrase or a few sentences.



\*LaBarque Creek Watershed\*



\*Pickle Springs overlook\*

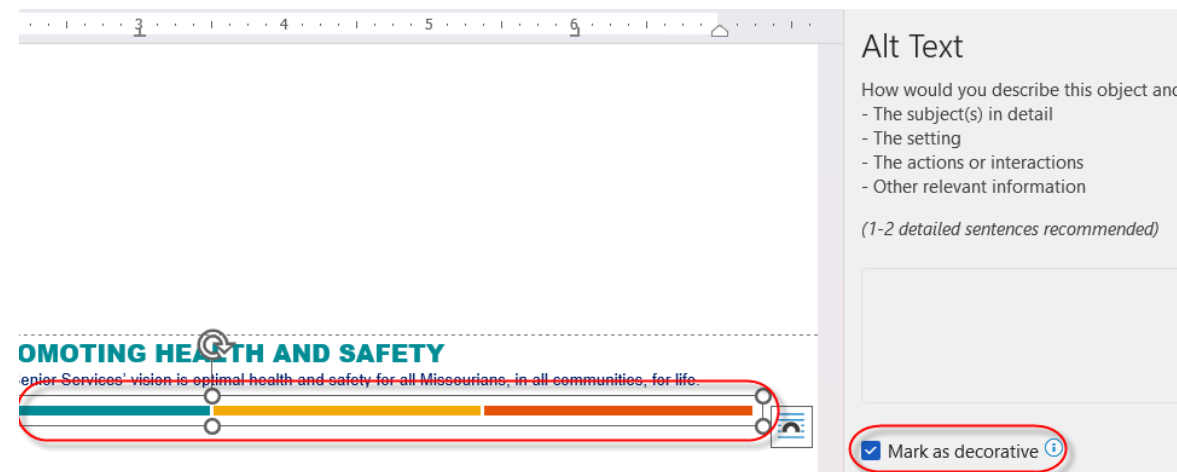


\*The Pinnacles\*

# Alt Text: Decorative Images



- ✓ Image that does not convey meaningful information or to further understand the surrounding content. alt=""
- ✓ Using generic stock photos don't automatically mean decorative image
- ✓ Review how the image is being used. Don't indicate an image as decorative because you are unsure what it should include.



# Alt Text: Complex Images

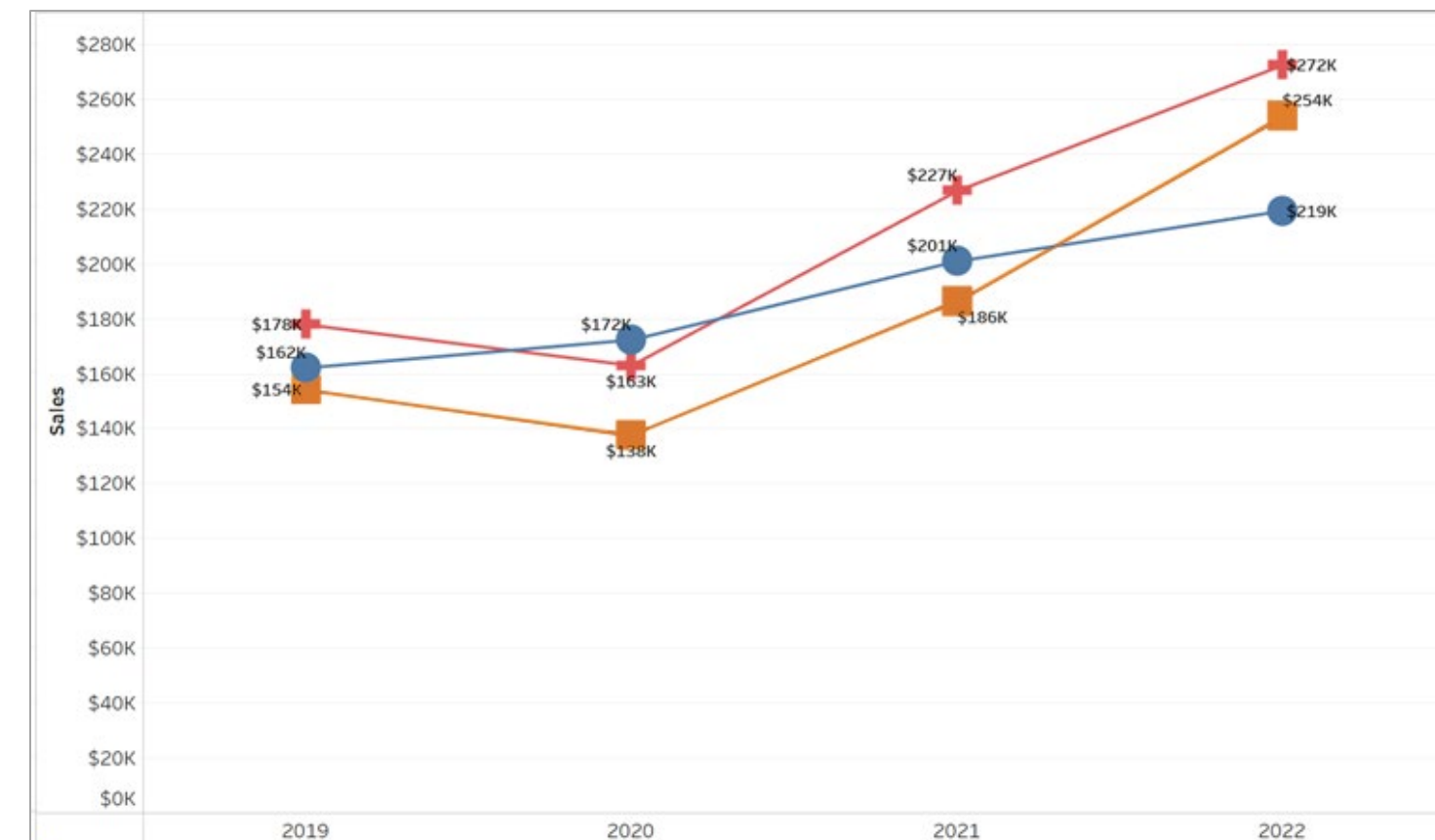
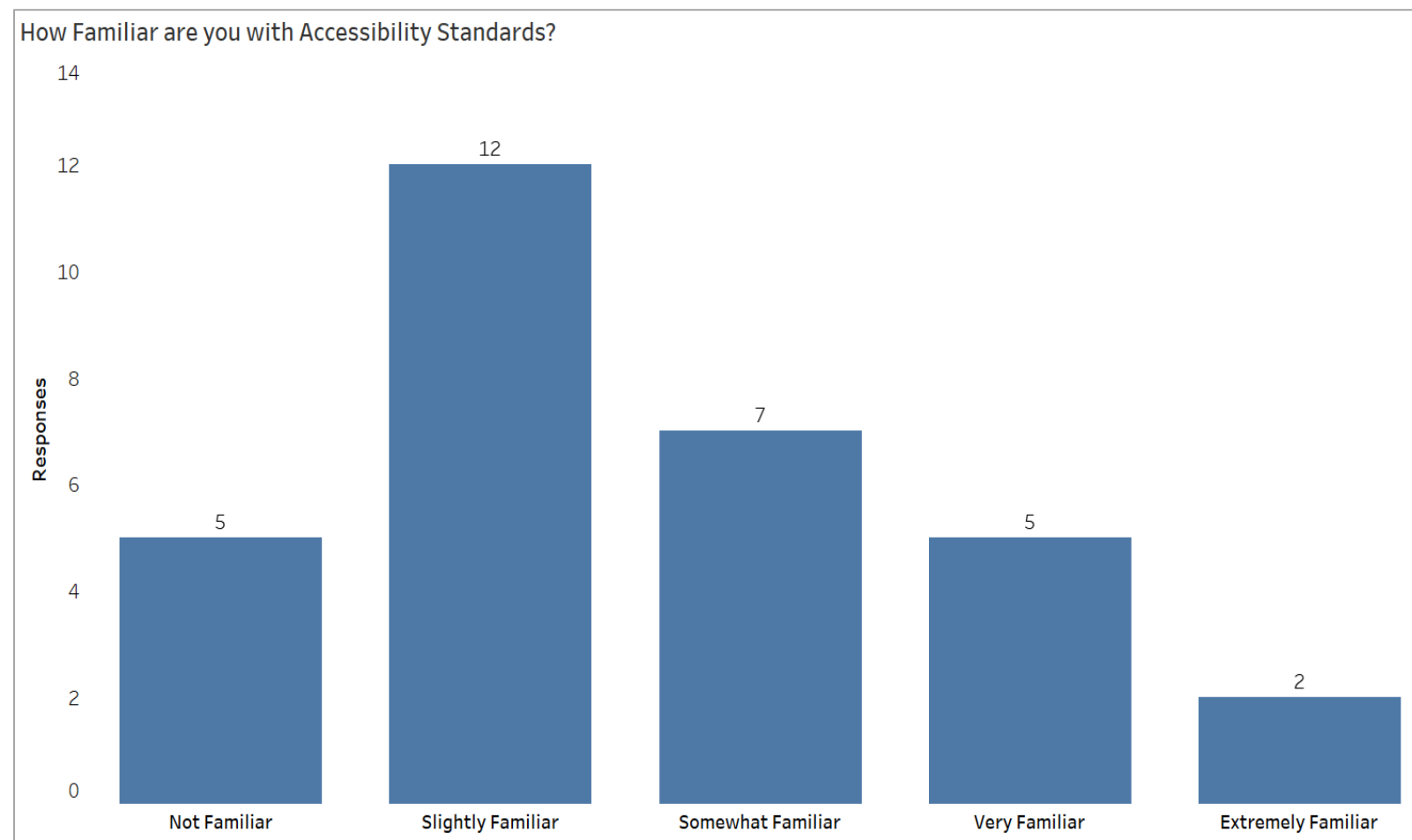


Graphical representation of information and data, also known as “data visualizations”.

## Examples:

- ✓ Charts
- ✓ Graphs
- ✓ Infographics
- ✓ Workflows
- ✓ Dashboards
- ✓ Illustrations
- ✓ Dynamic/static maps

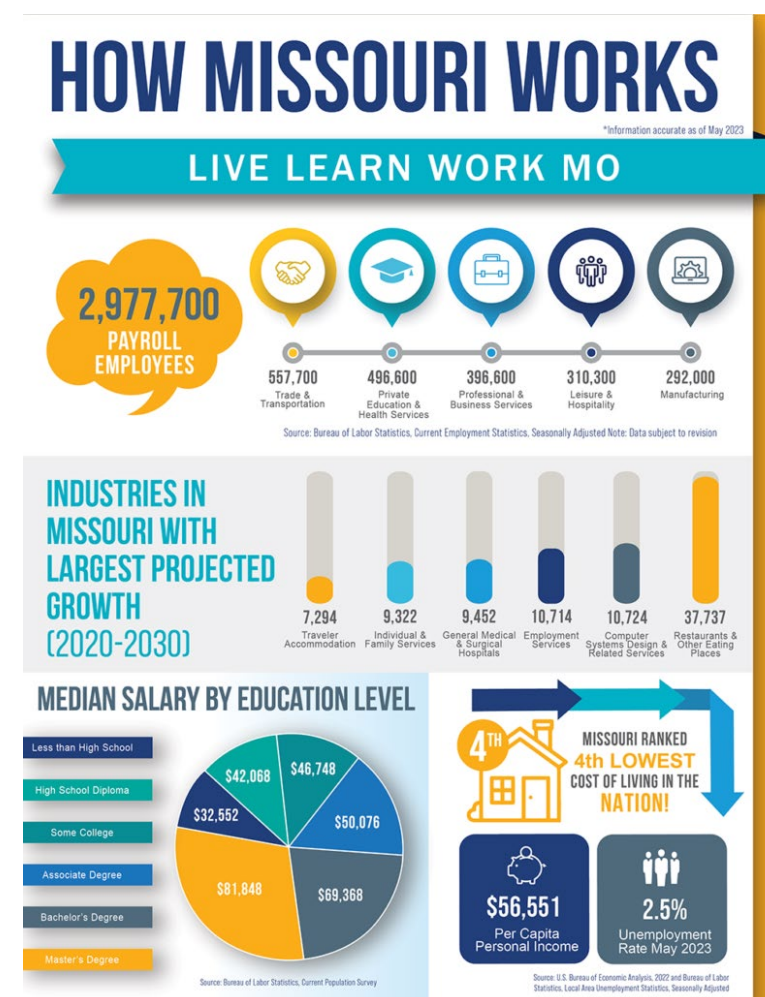
# Data Visualization Examples



- ✓ Charts feature in Excel, Word, PowerPoint
- ✓ Exported images from Tableau, Microsoft Power BI, etc.



# Data Visualization Examples



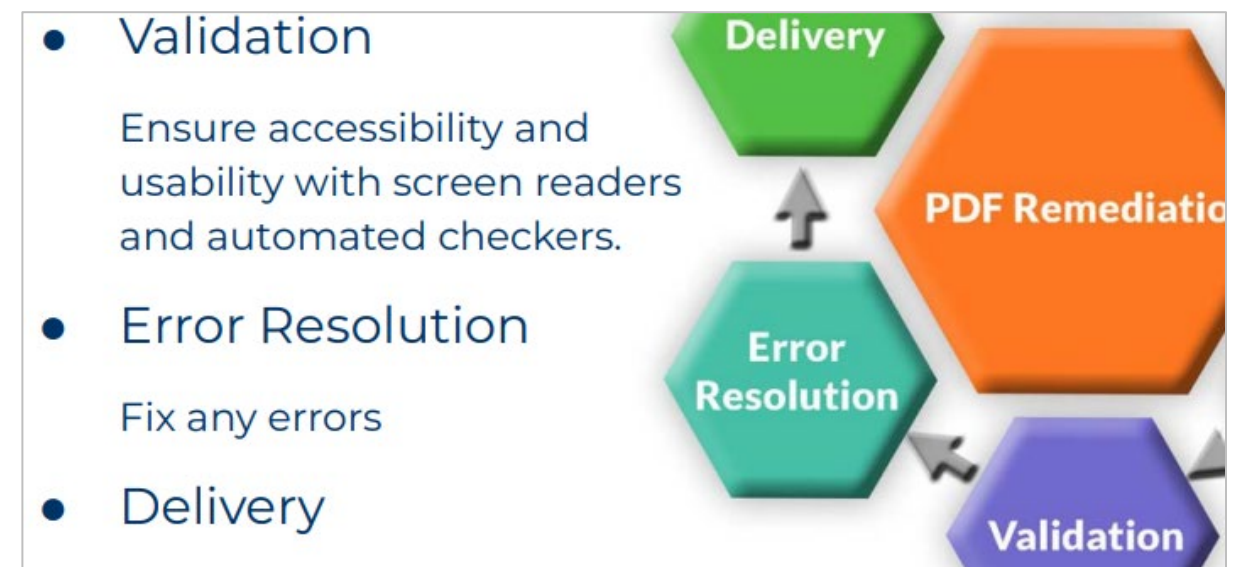
- ✓ Infographic or static map created in design software such as Adobe InDesign
- ✓ Interactive maps from software like ArcGIS or Google Maps

# Determine What to Include in Data Visualization Alt Text



If the information is **partially described within the surrounding text**, alt text should include the portion not described and refer to the remaining text location.

If the information is **fully described within the surrounding text**, alt text should refer to the existing text description location.



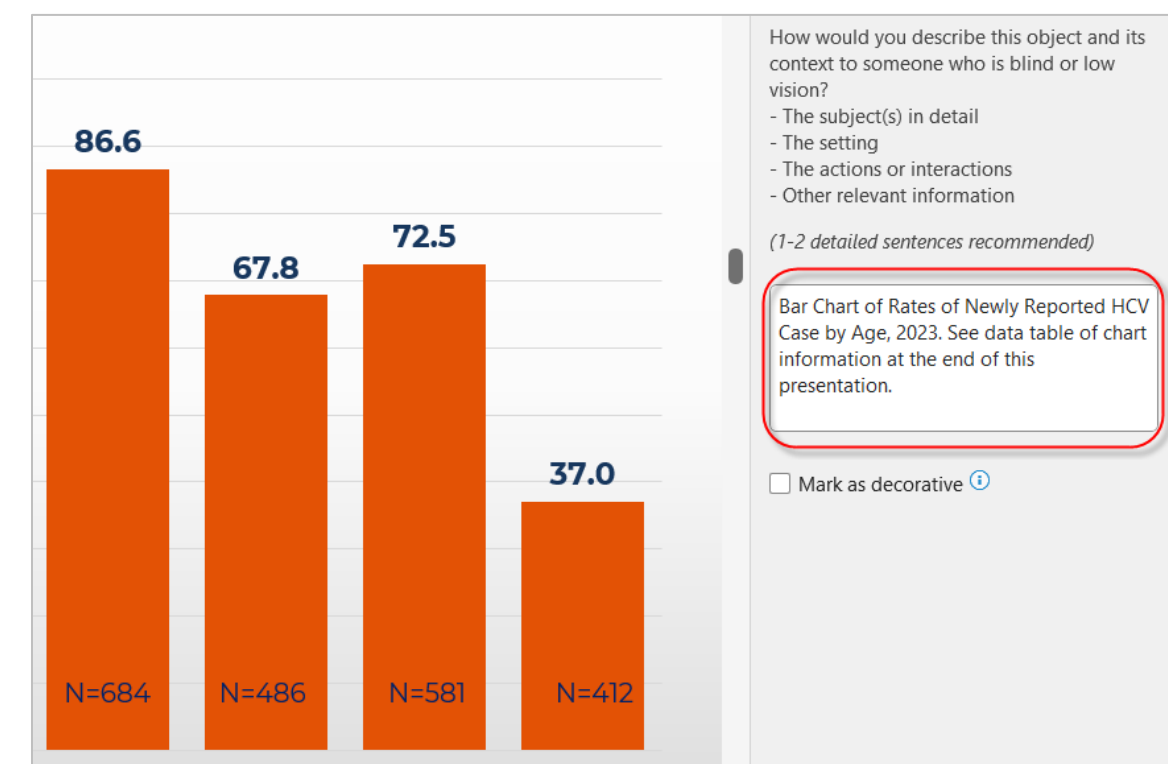


# Determine What to Include in Data Visualization Alt Text



If the full text cannot fit within the alt text, use one of the below options:

1. Place the full text (data table, text outline, etc.) above or below the image. Alt text should refer to the text location.
2. Place the full text on another page or other document and link to it underneath the image. Alt text should reference the link.
3. Place the full text at the end of the document, clearly labeled. Alt text should reference the location.



# Alt Text Examples – Graphs & Charts



- ✓ Incorporate data summaries into the alt text.
- ✓ Format: “(Chart type) of (type of data) where (reason for including chart)”
- ✓ Alt=“Bar graph of favorite cereals by vote. Life 6 votes, Cornflakes 4 votes, Kix 3 votes, Cheerios 2 votes.” (full text fits within alt text)
- ✓ Alt=“Line graph of average student grades over time, where grades improve gradually over the semester. Refer to the data table which follows.”
- ✓ Alt=“Line graph of number of bananas sold per day in the last year where the winter months have more banana sales. Refer to the labeled data table at the end of this presentation.”

# Alt Text Examples – Flowcharts, Organizational Charts and Infographics



- ✓ Alt="Organizational chart of Agency Human Resources staff. Refer to the outline which follows."
- ✓ Alt="Flowchart to determine whether content should be a PDF document or a webpage. Refer to the linked outline which follows."
- ✓ Alt="Infographic of tourism impact facts and figures across Missouri, 2025. Refer to the linked details which follow."

# Alt Text Examples – Static Directional and Regional Maps

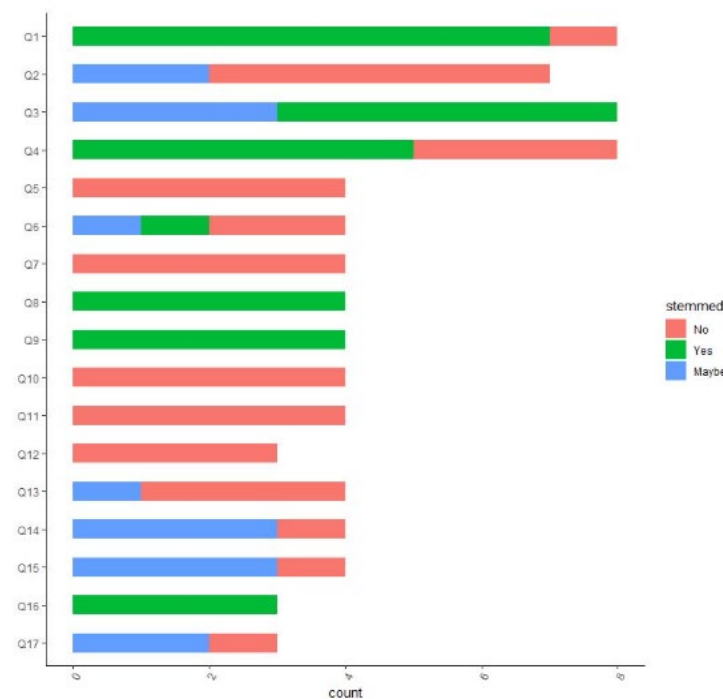


- ✓ Static Directional Map:  
Alt="Map of the course for a marathon. Start at the intersection of Jefferson St. and Stadium Dr. Make the second right onto Jackson Street. Turn right at the fifth intersection."
- ✓ Static Regional Map:  
Alt="Map of Missouri career centers by region. Refer to the region dropdown selection which follows"

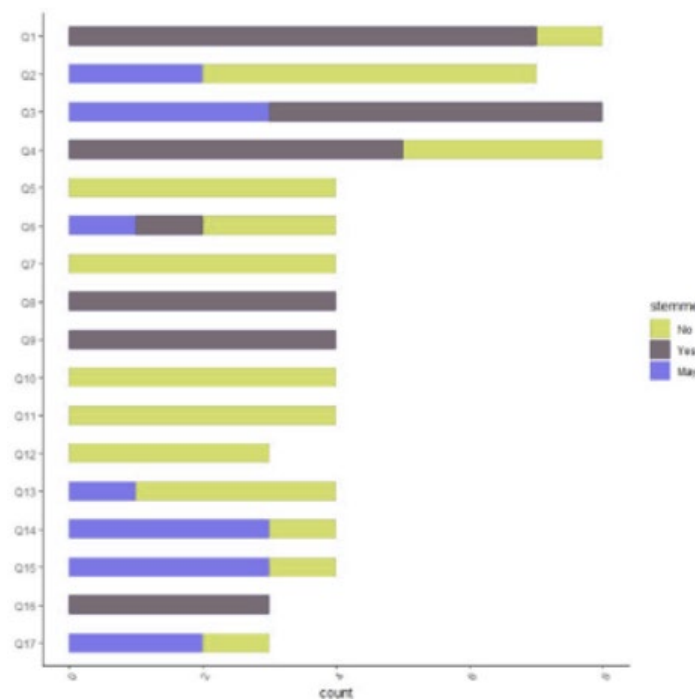
# Use of Color



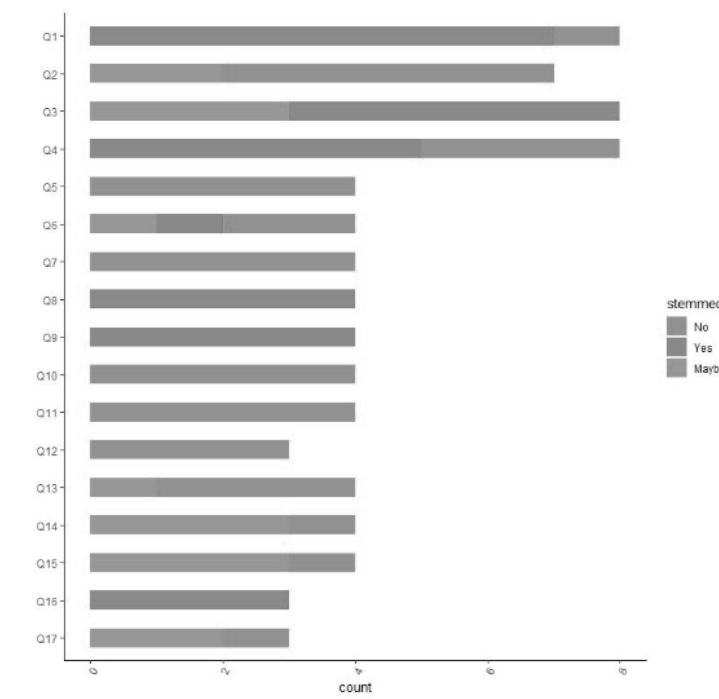
- ✓ Do not rely on color to convey information.
- ✓ If color-coding information, use color plus another element to get your message across
- ✓ Shapes, patterns, numbers, text, etc.



Original



Red-Green Blindness



Full Color Blindness

# Use of Color



- ✓ Determine if using multiple colors is meaningful. If meaningful, use no more than 7 colors to reduce cognitive load.
- ✓ Color meaning: Keep [color symbolism](#) in mind
  - ✓ Western societies typically have higher regard for blue over yellow, red sometimes has negative symbolism.
  - ✓ Eastern societies prize the color yellow and don't see red as alarming.
- ✓ Use neutral and consistent backgrounds when using color.

# Keep Visualizations Understandable



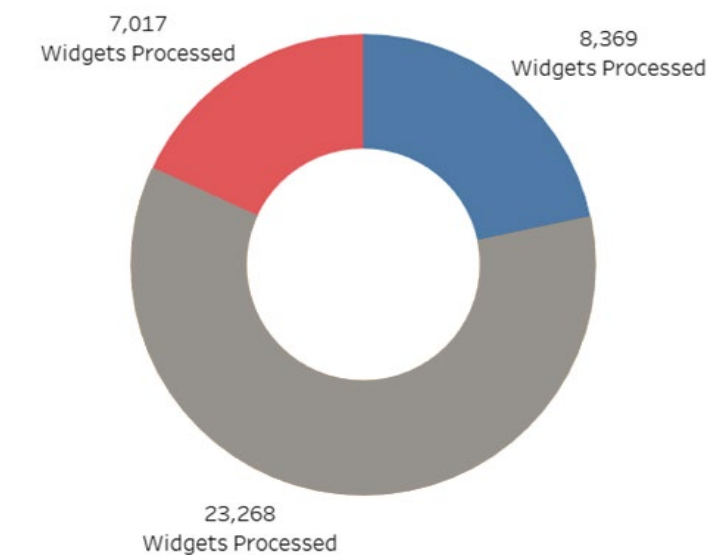
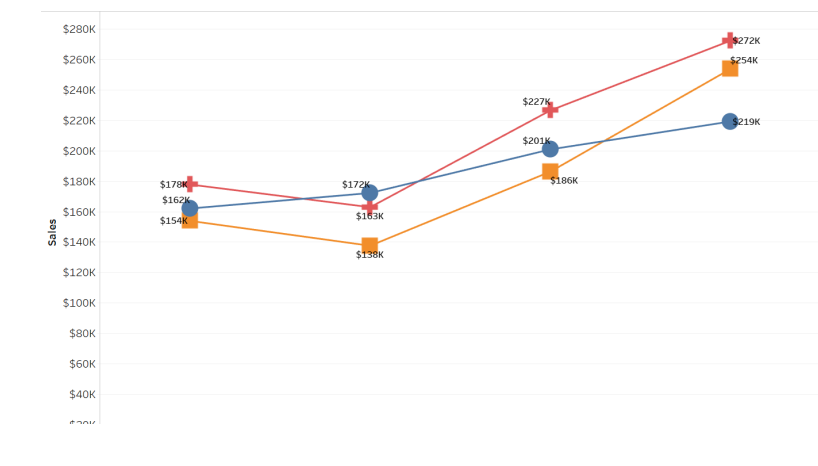
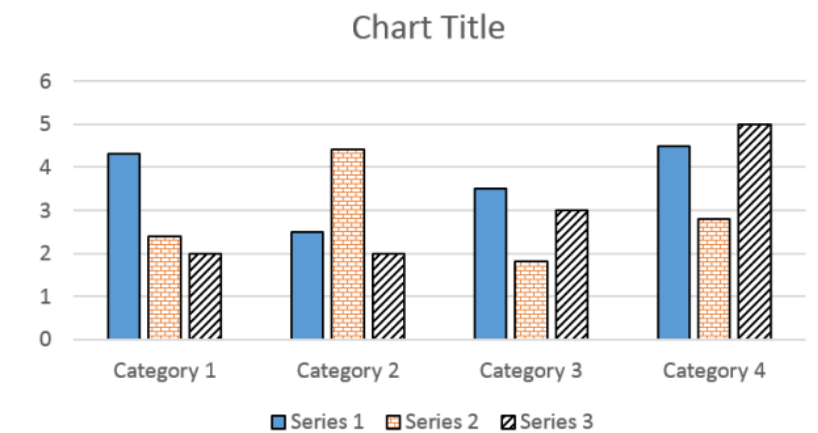
- ✓ Use plain language (6th-8th grade reading level). Take advantage of the Editor feature in MS Word.
- ✓ Create simple, easy to understand titles to describe your visualizations
- ✓ Use 11 pt. font or larger, sanserif fonts like Tahoma or Verdana
- ✓ Don't use unnecessary words and abbreviations
- ✓ Don't overload, balance with whitespace



# Charts and Graphs – Choose an Appropriate Type



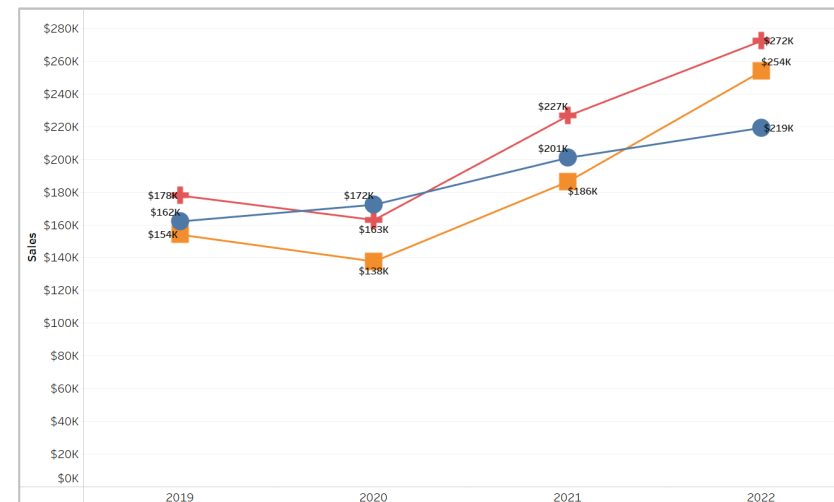
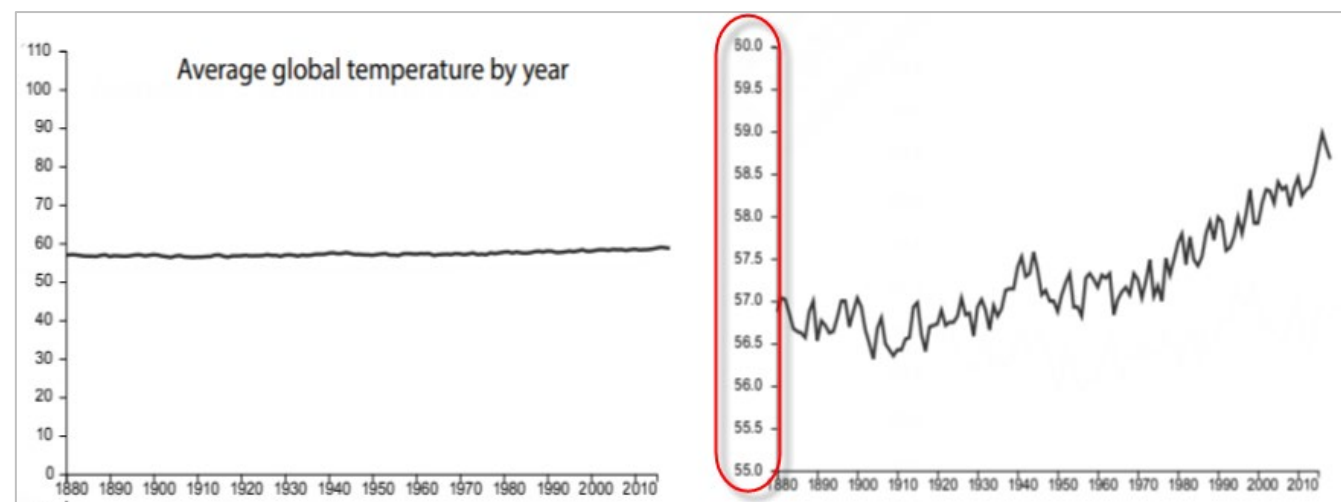
- ✓ Bars/Stacked Bars – Quantities across categories. They provide clear distinctions between data points and are generally easy to interpret.
- ✓ Line/Area Graphs – Patterns over time.
- ✓ Pie/Donut Charts – Proportions within a whole. They can be challenging for some users to interpret accurately, especially when segments are similar in size. Stacked bar charts accomplish the same goal.



# Charts and Graphs – Axes, Shapes and Labels



- ✓ Y axes should almost always start at zero
  - ✓ Certain cases should truncate (trim) axes
- ✓ Use both shapes and labels that are clear and distinctive
- ✓ Redundant encoding is key! (i.e., specific point along a line and numeric labels)

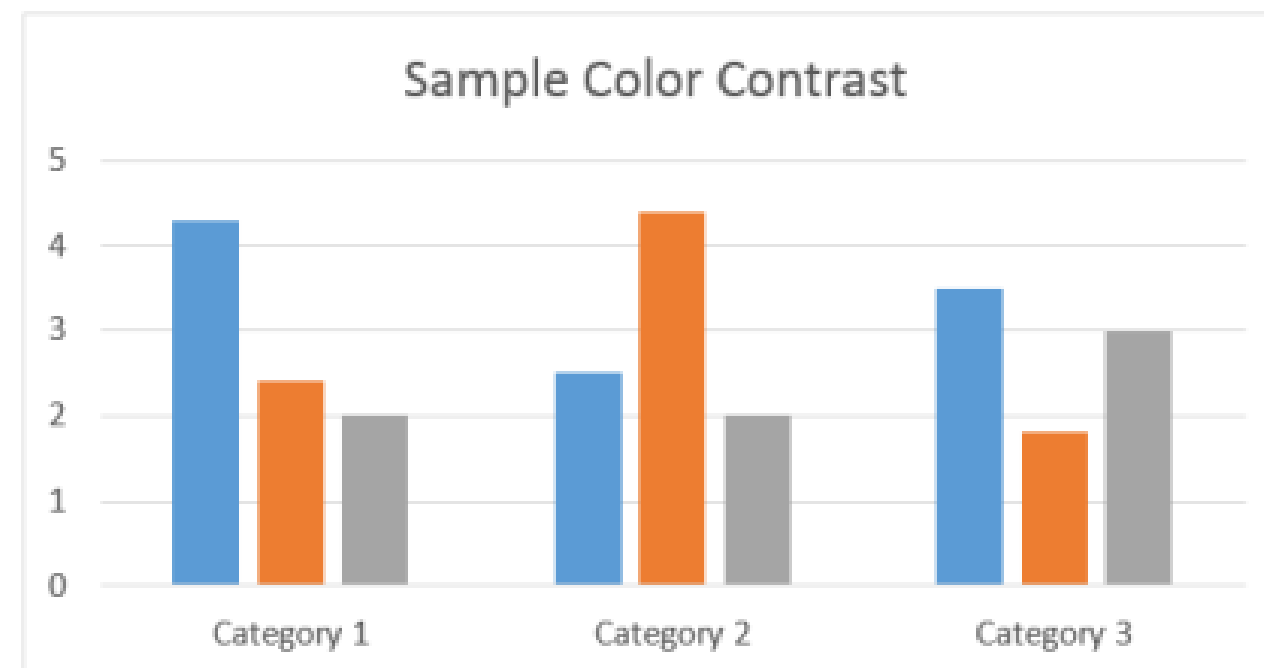


# Charts & Graphs – Solutions for Non-Text Contrast



## Example 1: Bar Chart

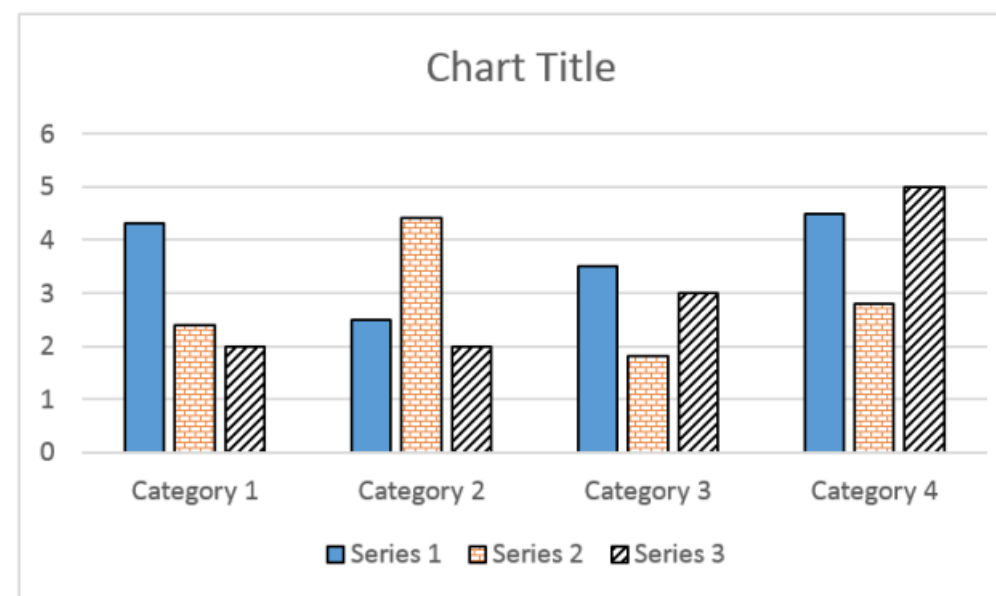
- ✓ In the following example, we have a 3-color bar chart. When testing the contrast, the blue, orange and gray colors don't pass 3:1 contrast with the background (white).



# Charts & Graphs – Solutions for Non-Text Contrast



- ✓ **Bar Chart Solution 1: Darken the bars.** Darken the three colors till they pass 3:1 contrast with the white background.
- ✓ **Bar Chart Solution 2: Apply a dark outline.** Outline each element (bar) in a dark color, like black. The black now becomes the contrast color for each colored bar. See example below.

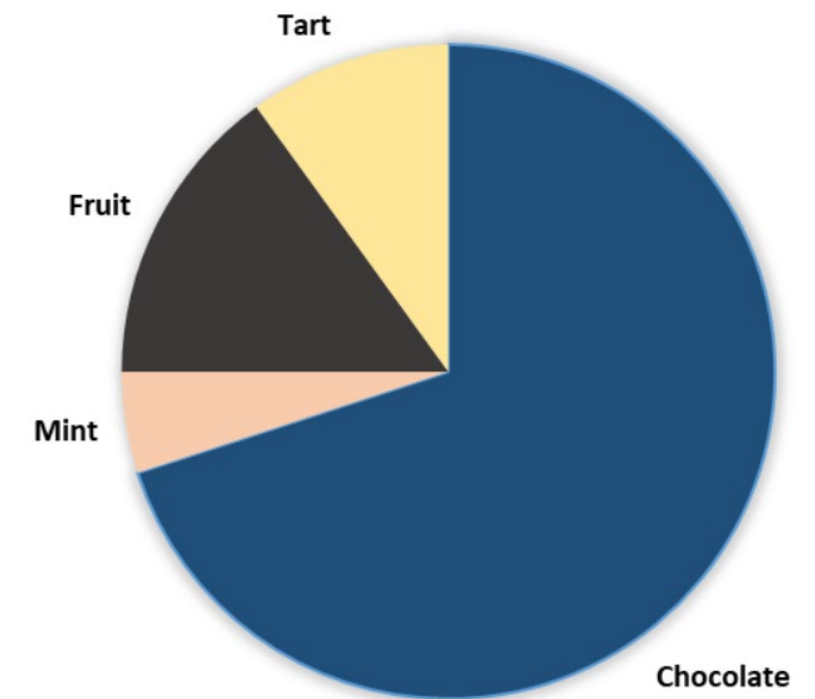


# Charts & Graphs – Solutions for Non-Text Contrast



## Example 2: Pie Chart

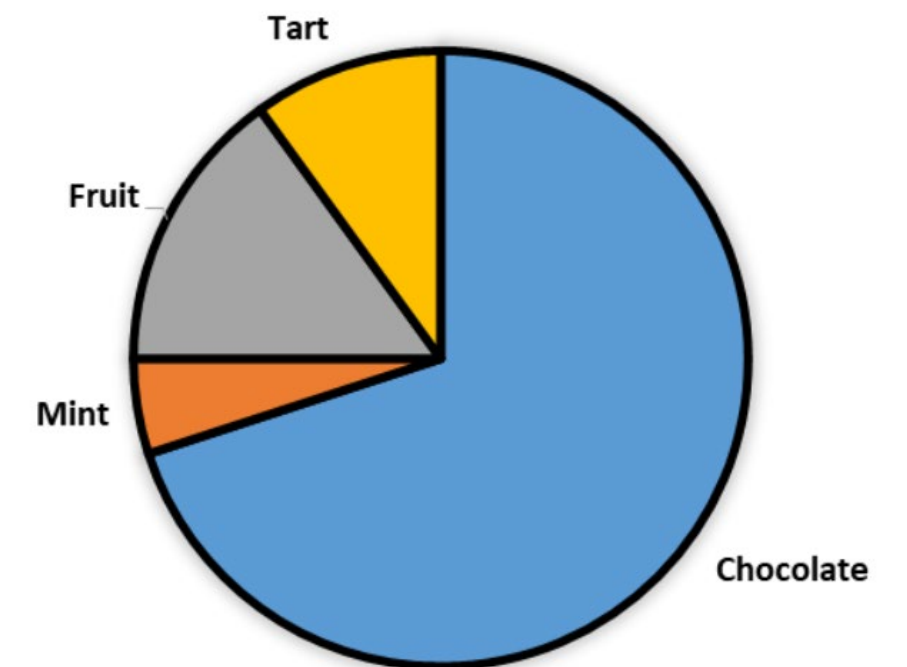
- ✓ In the case of pie charts and maps, the contrast check involves testing adjoining elements (or elements that touch each other).
- ✓ **Pie Chart Solution 1: Alternate the contrast in each pie piece.**  
You'll notice in the following 4-color pie chart, the pie pieces alternate with light and dark colors. The adjoining pie pieces are tested and they pass 3:1 color contrast.



# Charts & Graphs – Solutions for Non-Text Contrast



- ✓ **Pie Chart Solution 2: Apply a dark outline.** In the following 4-color pie chart, the color contrast does not vary. Instead of changing the pie piece colors, a black outline was applied to each pie piece. All pie piece colors now pass the 3:1 contrast against the black outline.



# Module 6

## Summary, Next Steps and Being an Accessibility Champion





# Web Accessibility Benefits



## *1. Improved User Experience*

Accessible websites are easier to use for people with permanent disabilities as well as temporary and situational challenges.

## *2. Search Engine Optimization (SEO)*

Accessible sites perform better in search engines, resulting in content that is easier to find.

## *3. Positive Business Reputation*

Organizations that prioritize accessibility are often seen as more socially responsible, with a commitment to inclusion and equal opportunity.

# Web Accessibility Benefits



## 4. *Privacy and Security*

Some compare accessibility's importance to that of privacy and security. It is not like privacy and security.

*Web accessibility is privacy and security.*

- ✓ Consider examples like banking, shopping, and accessing medical information.
- ✓ Inaccessible technology may force individuals with disabilities to reveal personal information.
- ✓ An accessible experience ensures independence — and the human right to privacy and security.

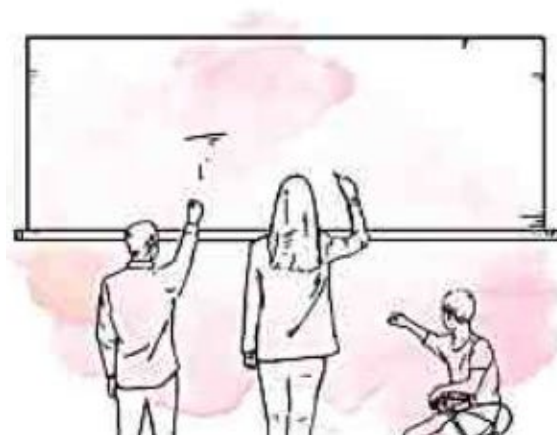


# Recap: What is Web Accessibility?



The practice of creating usable and understandable websites, applications and digital documents for ALL people.

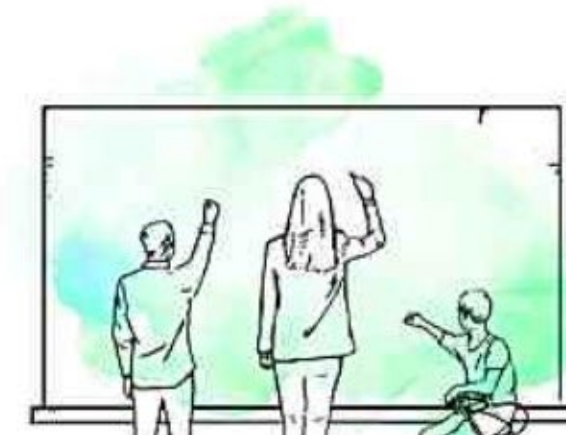
**Equality**



**Accommodation**



**Accessibility**



# How Can You Play a Part in Web Accessibility?



## Be an Accessibility Champion!

If you notice accessibility issues:

1. Fix as a content creator, or
2. Report content you see.

Typically, you can report issues through your agency's Communications office.

# Accessibility: Progress, Not Perfection



1. One step at a time.
2. One piece of content at a time.
3. PROGRESS is what's important, not perfection.

# Next Steps! Thank you.



## [State Employee Web Accessibility Toolkit](#)

### Includes:

- ✓ Information about web accessibility law
- ✓ Checklists and guides for Microsoft documents, PDF, plain language, etc.
- ✓ Effective accessible content planning
- ✓ Image accessibility references
- ✓ Color contrast references
- ✓ Expand accessibility skills – advanced PDF accessibility and other topics
- ✓ Copy of this presentation
- ✓ Toolkit link is included in the MOVERS Learn course description





# Thank YOU for your time



- ✓ You become an important part of the state's commitment to inclusion and equal opportunity.
- ✓ Result: A positive impact to both citizens and state employees.



## Agency Digital Accessibility Questions?

Contact your agency digital accessibility coordinator  
(see toolkit page)

## General Accessibility Questions?

[oa.digital.accessibility@oa.mo.gov](mailto:oa.digital.accessibility@oa.mo.gov)

