

Accessibility is about progress, not perfection.

Inspired by Meryl K. Evans: [Progress Over Perfection](#)



The Aiming for ALL Collection
bit.ly/AimingForALL-Collection

Accessibility Starting Point Guide

Accessibility in Recruitment and Hiring Practices

These starting points help you recruit, hire, and welcome new community members in ways that are accessible and inclusive from the first advertisement onward.

By Beth Stark, M.S.Ed., CPACC, Educator and Consultant, Inclusive Learning Systems, UDL, Accessibility

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Pathway 3 • Accessibility for Learning Communities

Attracting and Recruiting People with Disability to Your Organisation (2024)

Australian Human Rights Commission

Guidance on accessible job descriptions, reaching candidates with disability, and reasonable adjustments at each stage of recruitment.

Open it at humanrights.gov.au/resource-hub/by-resource-type/publications/guidelines/articles/disability-rights/disability-and-employment/attracting-people-with-disability-to-organisation. See it in Pathway 3.

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Pathway 3 • Accessibility for Learning Communities

Accessible Recruitment

Make Things Accessible

Covers the full hiring process from an accessibility angle: adverts, shortlisting, interviews, and onboarding, for candidates and panel members alike.

Open it at www.makethingsaccessible.com/guides/accessible-recruitment. See it in Pathway 3.

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Pathway 1 • What About Curb Cuts?

Access Is Love

Mia Mingus, Sandy Ho, and Alice Wong

Frames welcoming as a shared community responsibility, with ten concrete ways to build access into how a new colleague is brought in.

Open it at disabilityvisibilityproject.com/2019/02/01/access-is-love. See it in Pathway 1.

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Pathway 6 • No-Cost Digital Resources**Morphic: Making Computers Easier to Use**

No-cost accessibility settings tool

A toolbar that makes the accessibility features built into a computer easy to find and use. Assistive technology users can use their own tools on any computer that has Morphic installed. This helps a new community member work on shared devices.

Please note: before using digital tools, refer to data protection and privacy requirements.

Open it at morphic.org. See it in [Pathway 6](#).

All six Starting Point Guides: bethstark.org/aiming-for-all/companion-resources#starting-guides

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