

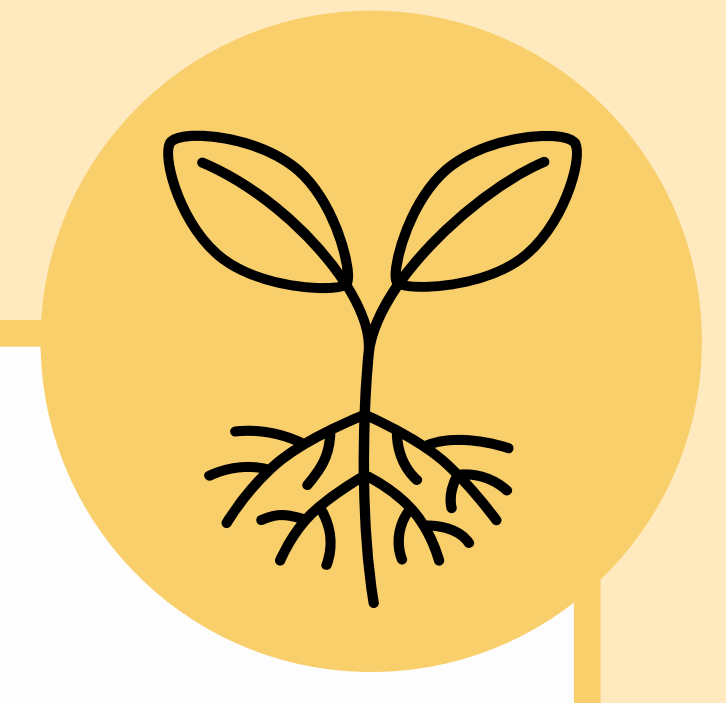
Watershed
Publishing, feedback and maintenance



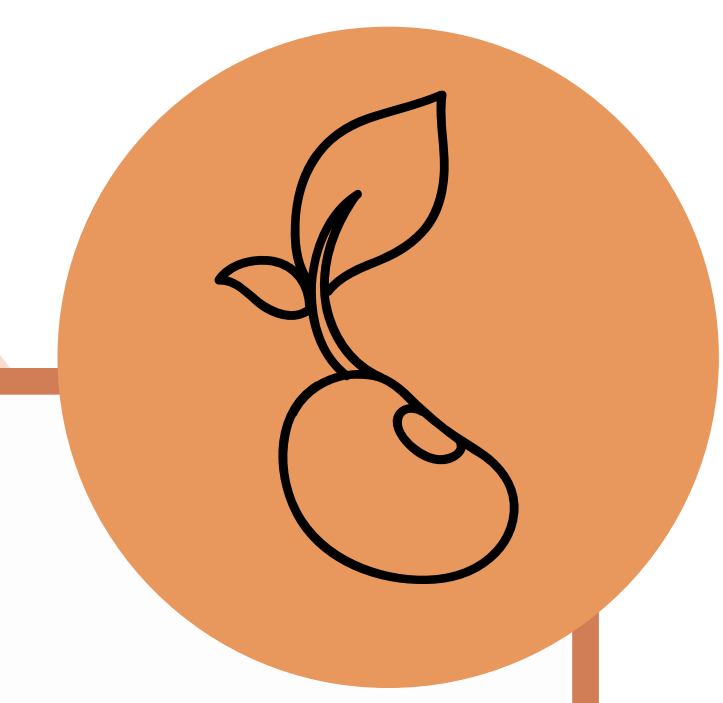
Canopy
Collectively drafting the standards



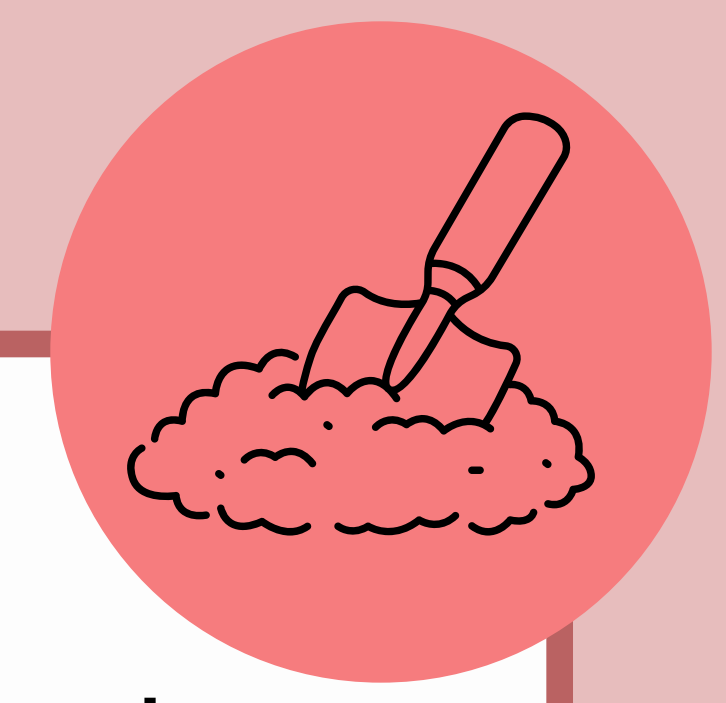
Rooting
Preparing for participation



Seeding
Outreach, recruiting and registering participants

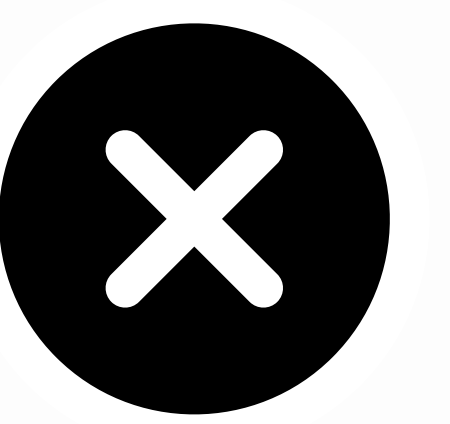


Foundation
Organization setup and strategies





Canopy

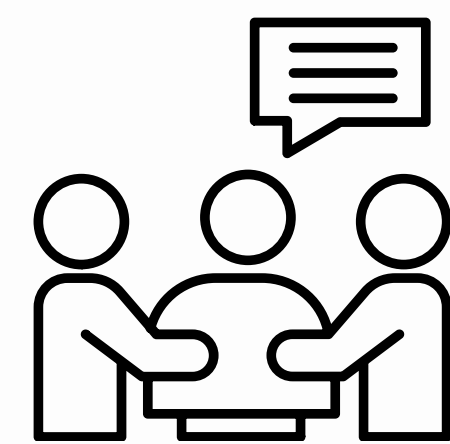


Collectively drafting the standards

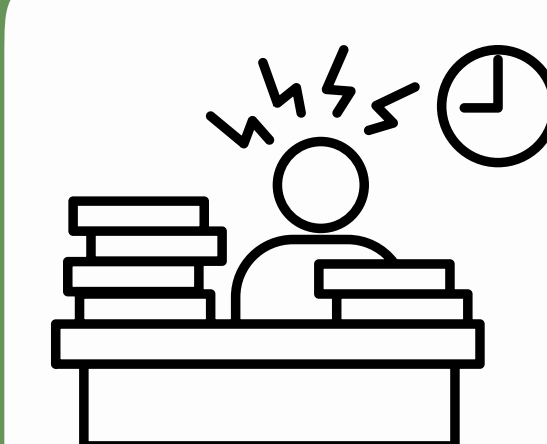
A canopy only hold because of what supports it from below. The roots, seeds and conditions built in earlier stages come together in the work of collectively drafting standards through many overlapping processes. This stage has the most moving parts, and the most opportunities to either create or remove barriers.



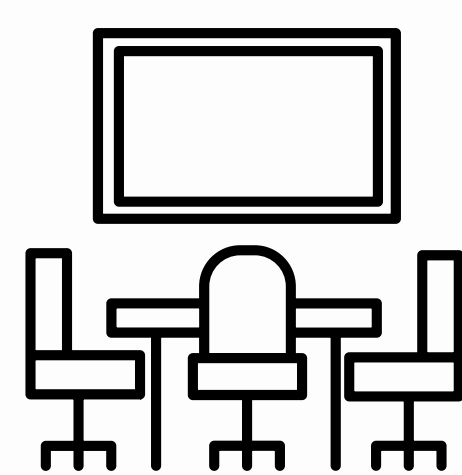
Organizing



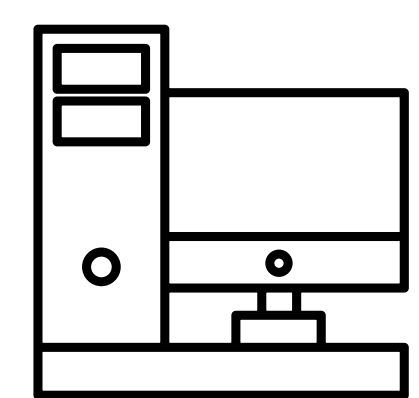
Facilitating



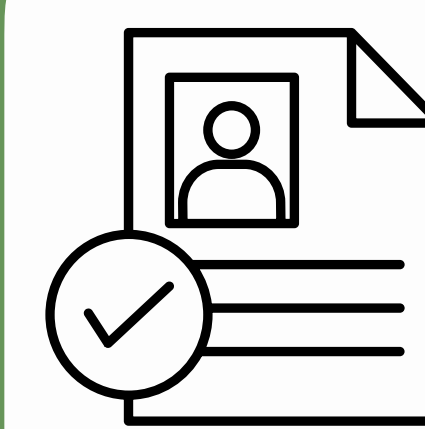
Workload



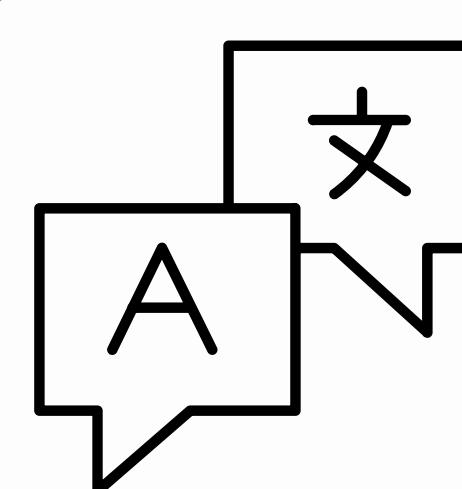
Physical Spaces



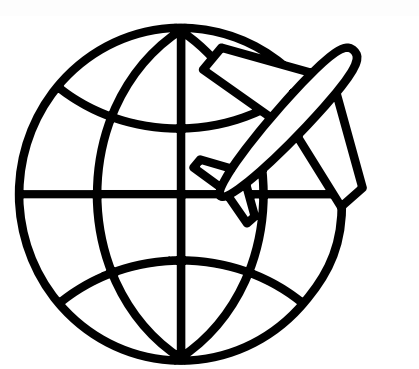
Technology



Documents



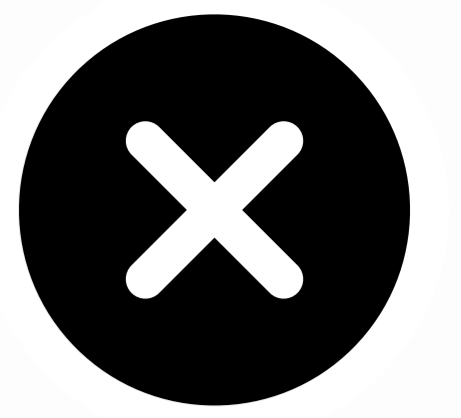
Language



Travel



Seeding

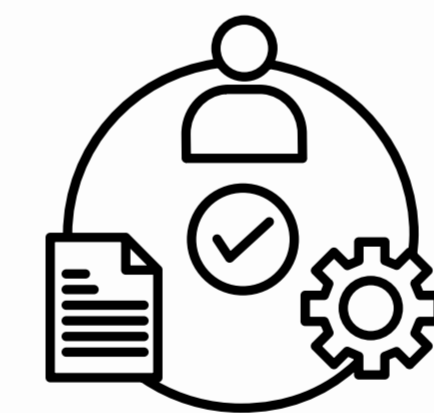


Outreach, recruiting and registering participants

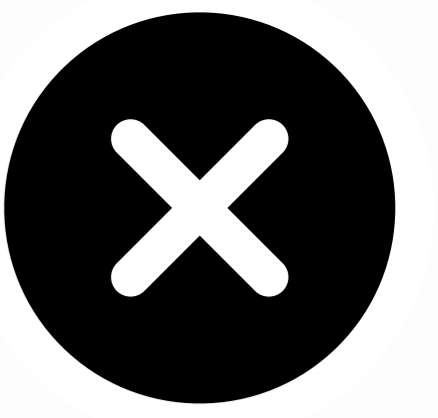
Seeds only take root where they land. In this stage, determinations about who gets invited to the process and how they are involved, ensuring diverse users can enter the standards development process.



Recruiting



Registration
Process



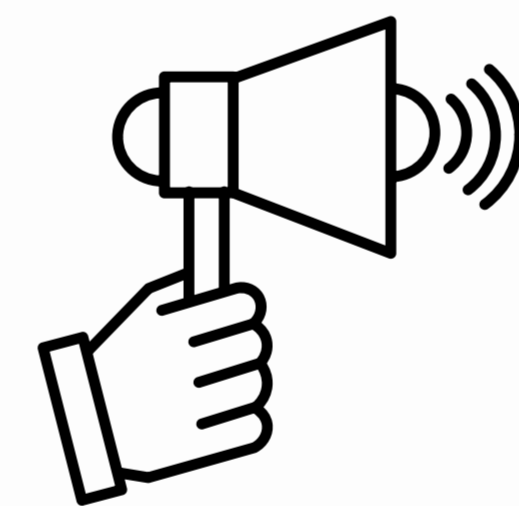
Foundation

Organization Setup and Strategies

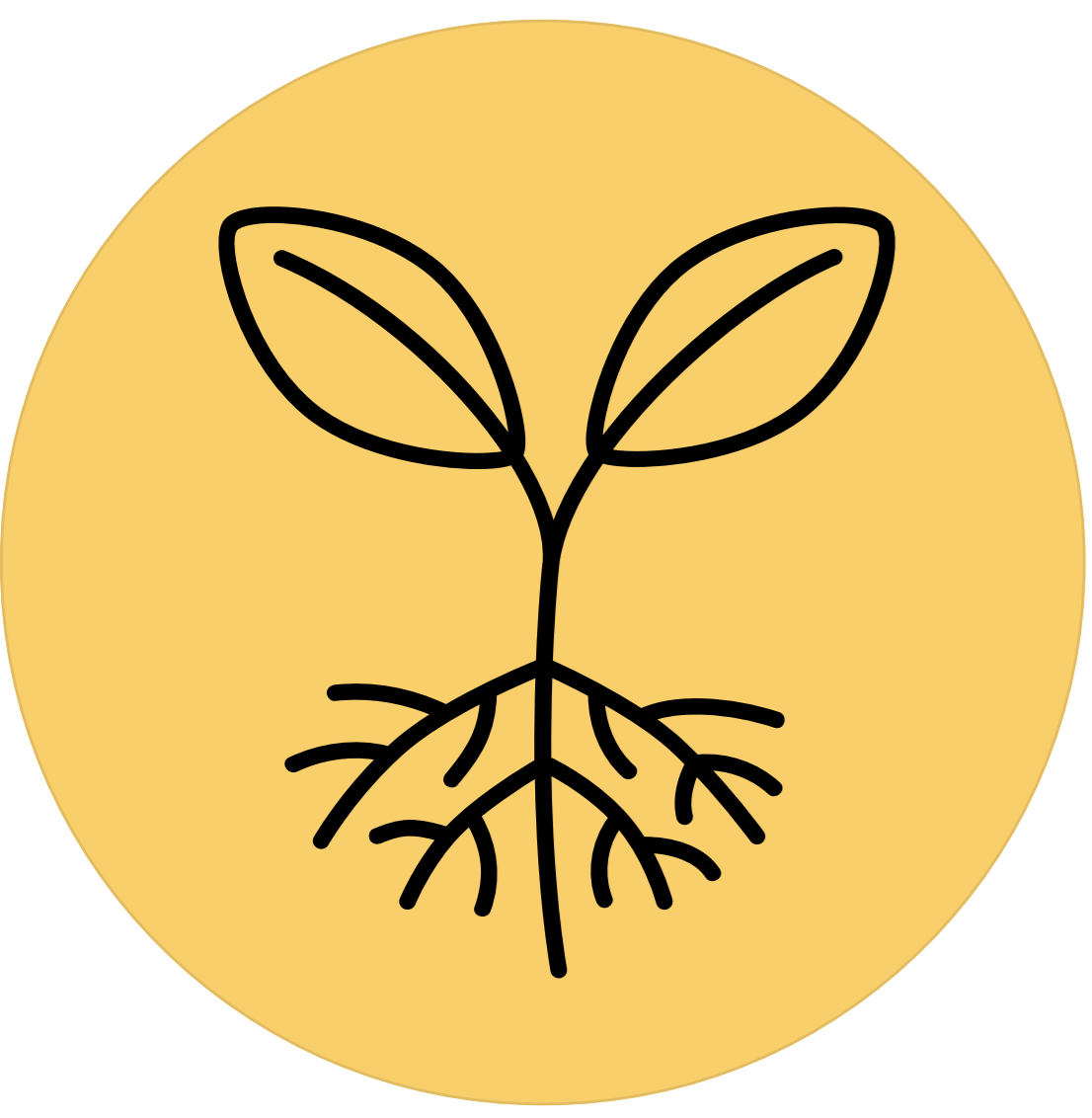
Every ecosystem begins with what lies beneath. This stage is about setting up the conditions that make the standards development process for success. Decisions made in this stage shape the health of everything that grows from them.



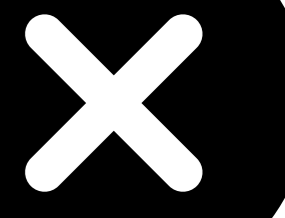
Budget



Public
Awareness

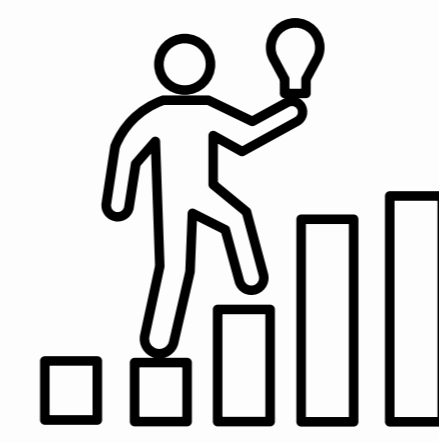


Rooting

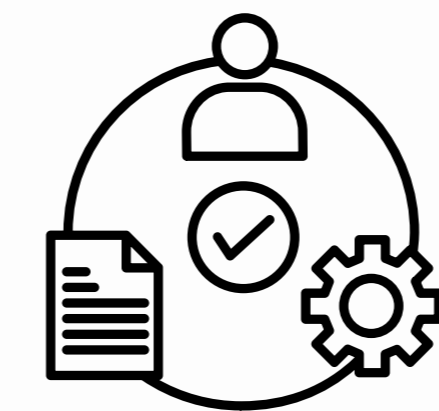


Preparing for participation

Nothing above ground survives without what's happening beneath it. This stage is about building conditions for inclusive participation to take hold. Decisions made in this stage will have a lasting impact on every stage that follows. Strong roots don't just support individuals, they sustain everything that grows from them.



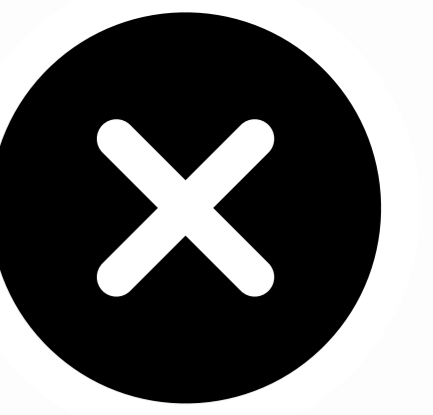
Training and
Knowledge
Building



Preparing for
Committees



Watershed

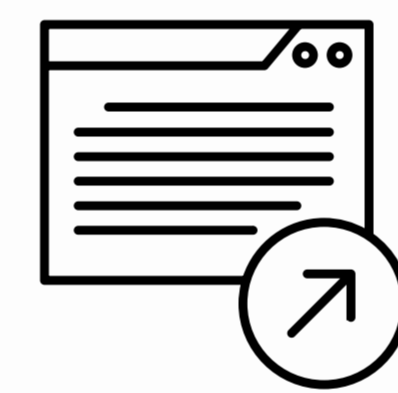


Publishing, feedback and maintenance

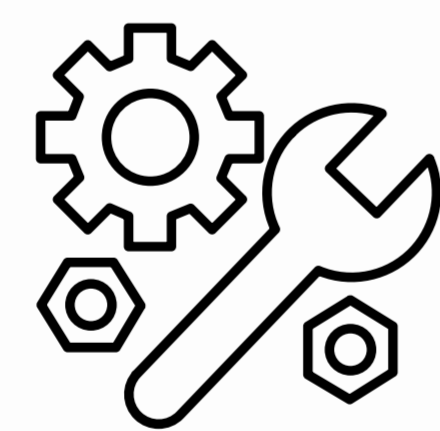
A watershed doesn't end, it cycles as time passes. This stage covers what happens after publishing and builds the accountability and trust that will eventually flow back into future standards that are developed.



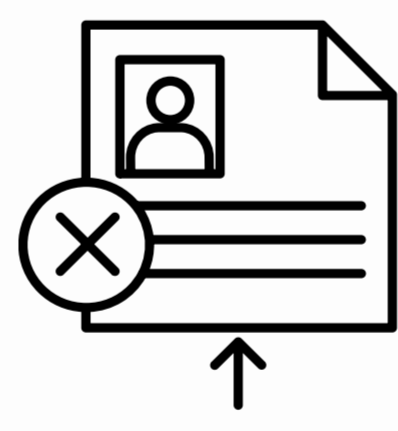
Getting
Feedback



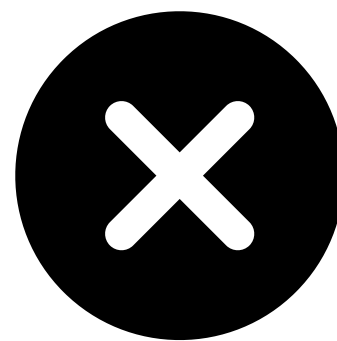
Publishing
Standards



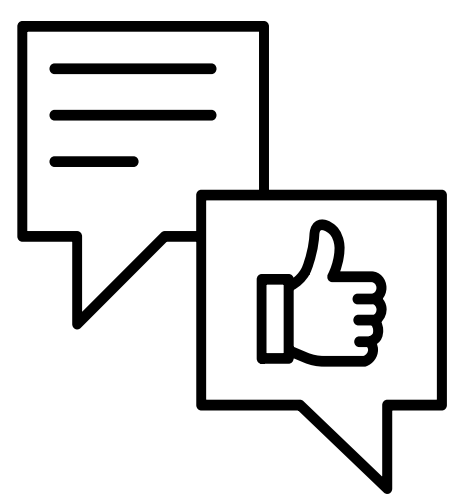
Maintenance
of Standards



Withdrawal of
Standards



Publishing, feedback and maintenance



Getting Feedback

[More Information](#)

Why is this important?

Feedback should be offered in different ways for people to share their views. Feedback options should be accessible, simple to use, and allow enough time so D/deaf and D/disabled people can meaningfully respond.

Actions

Allow anonymous feedback opportunities



Establish continuous feedback loops



Plan what to do if goals aren't met



Provide more than one way to give feedback



Show accountability and build trust with D/deaf and D/disabled people

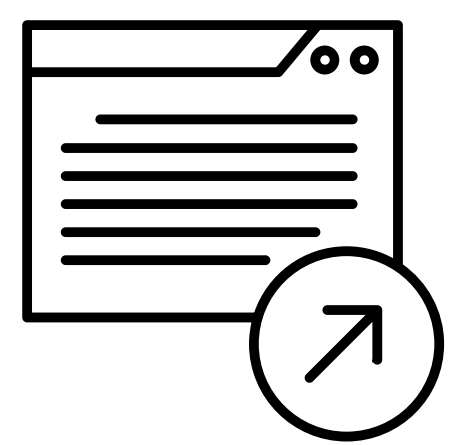
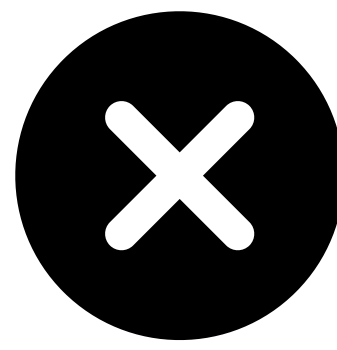


Use fair and transparent decision-making



Stage 5: Watershed

Publishing, feedback and maintenance



Publishing standards

[More Information](#) 

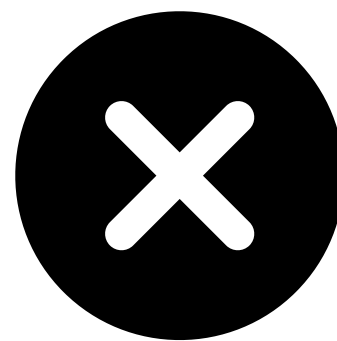
Why is this important?

Publishing of standards should involve sharing the standard in accessible formats that are easy to find and use. This includes clear language, multiple formats, and support so D/deaf and D/disabled people can access and understand the standard.

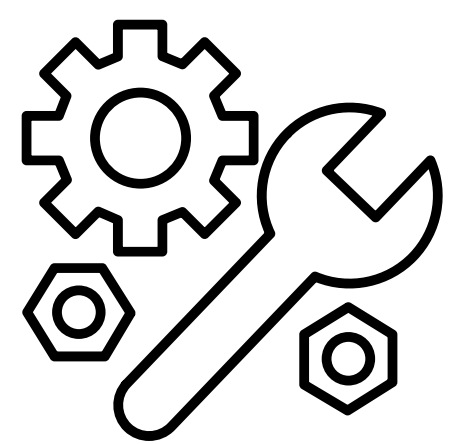
Actions

Make published standards free and easy to access





Publishing, feedback and maintenance



Maintenance of standards

[More Information](#)

Why is this important?

Maintenance means keeping standards up to date transparent and this should be done in accessible ways. This includes clearly explaining updates or withdrawals, inviting ongoing feedback, and continuing to involve Disabled and Deaf people in decisions over time.

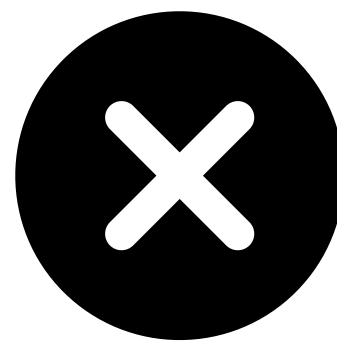
Actions

Measure the developed standard's impact with affected communities

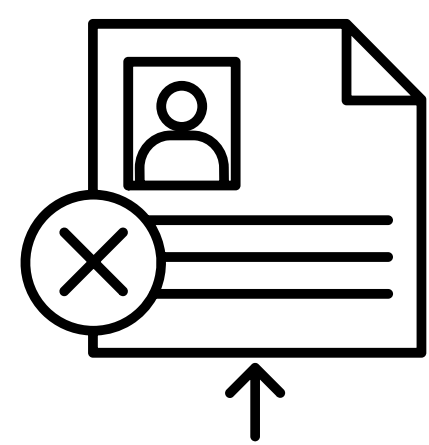


Offer opportunities to request revisions rather than removal





Publishing, feedback and maintenance



Withdrawal of standards

[More Information](#)

Why is this important?

Maintenance means keeping standards up to date transparent and this should be done in accessible ways. This includes clearly explaining updates or withdrawals, inviting ongoing feedback, and continuing to involve D/deaf and D/disabled people in decisions over time.

Actions

Co-develop criteria for withdrawal



Create an opportunity for public feedback before withdrawal



Offer opportunities to request revisions rather than removal

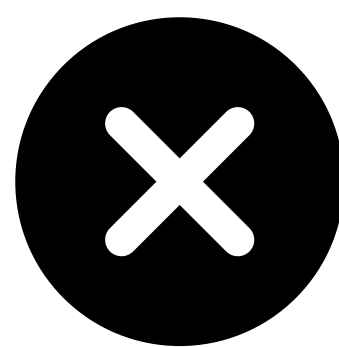


Provide transition guidance when withdrawing a standard



Show accountability and build trust with D/deaf and D/disabled people





Outreach, recruiting and registering participants



Recruiting

[More Information](#)

Why is this important?

Inclusive recruitment means committing resources, policies, and outreach to bring diverse voices across disability and intersecting identities into standards development. It requires proactive, accessible, and relationship-based engagement, valuing lived experience alongside technical expertise, and ensuring no single voice is expected to represent an entire community.

Actions

Make communications multi-modal and consistent



Organizational and operational commitment



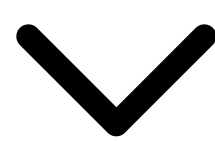
Plan what to do if goals aren't met



Recruit across disability and intersectional identity

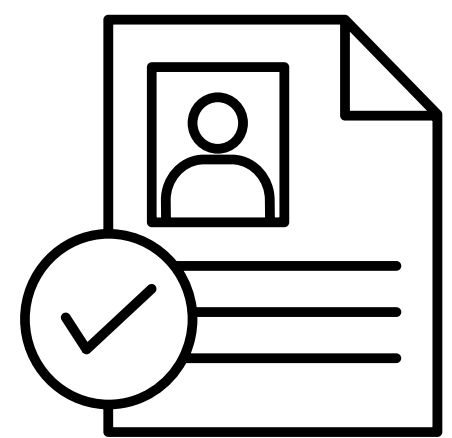


Show accountability and build trust with D/deaf and D/disabled people





Outreach, recruiting and registering participants



Registration process

[More Information](#)

Why is this important?

Accessible registration requires simple, user-friendly processes that work with assistive technologies such as screen readers, proactive accommodation support, and financial assistance. Offering multiple registration options, clear role expectations, readily available accessibility services, and compensation helps remove barriers and enables diverse D/deaf and D/disabled participants to fully engage in standards development.

Actions

Be transparent in the application process



Check and improve accessibility

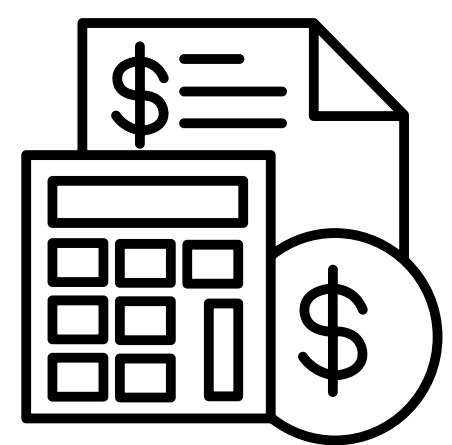


Provide monetary compensation and financial support





Organization setup and strategies



Budget

[More Information](#)

Why is this important?

Budgeting should involve planning and accounting for access needs from the start. This includes compensation, accessibility support, technology, travel, and any other costs needed for full participation.

Actions

Allocate a dedicated accessibility budget



Create a shared support system



Provide monetary compensation and financial support





Public awareness

[More Information](#)

Why is this important?

Inclusive public awareness involves clearly sharing information about the draft standard and how to take part. Information should be easy to find, easy to understand, and shared in accessible formats so D/deaf and D/disabled people know about the process and how to give feedback.

Actions

Plan what to do if goals aren't met



Promote standards in the communities they affect





Preparing for participation



Training and knowledge building

[More Information](#)

Why is this important?

Inclusive training requires accessible, plain-language, role-specific learning materials delivered in multiple formats and languages. Both new participants and the organization's staff benefit from capacity-building and ongoing accessibility training to ensure everyone can contribute meaningfully, regardless of starting knowledge or experience.

Actions

Empower chairs and facilitators to manage conflict



Provide chairs with practical support and tools for accessibility



Provide diverse, accessible knowledge-building opportunities

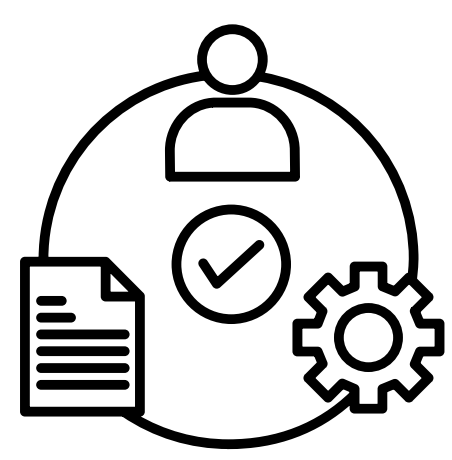
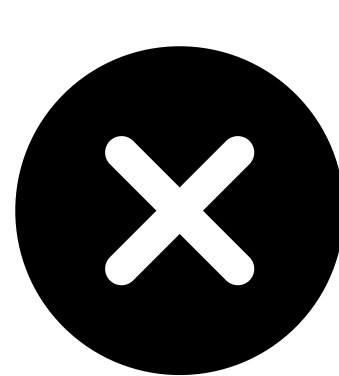


Provide ongoing accessibility and inclusion training



Stage 3: Rooting

Preparing for participation



Preparing for committees

[More Information](#)

Why is this important?

Preparing for committees also referred to as 'onboarding' is the process of introducing new committee members to the people, tools, workflows, and expectations that shape the standards development process. It's a time for members to ask questions, understand their role, and begin contributing meaningfully. Most importantly, it's also a chance for chairs to set a welcoming tone and lay the foundation for accessible and inclusive collaboration.

Actions

Agree together how the committee will work



Allocate a dedicated accessibility budget



Ensure websites are accessible



Host onboarding meetings before committee work begins



Plan for regular check-ins with new members

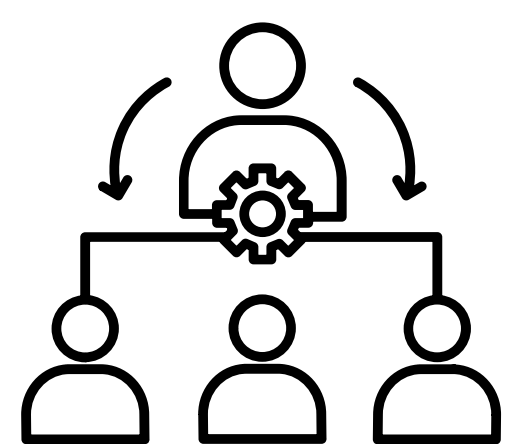


Provide a welcome package for new members



Provide guidance and ongoing support to new members





Organizing

[More Information](#)

Why is this important?

Organizing should include setting up meetings, timelines, and documents in ways that support full participation and meet everyone's accessibility needs. This includes flexible schedules, clear agendas, accessible tools, and enough time for people to review, respond, and contribute in ways that work for them.

Actions

Allocate a dedicated accessibility budget



Empower chairs and facilitators to manage conflict



Ensure websites are accessible



Make remote/virtual/online meetings accessible



Open up committee meetings and allow outside participation



Plan meetings so people worldwide can join



Provide translation and interpretation for everyone



Set meeting language captions correctly



Use accessible hybrid meeting practices





Facilitating

[More Information](#)

Why is this important?

Inclusive facilitation requires running meetings in ways that support everyone to take part. This includes clear instructions, shared turn-taking, different ways to speak or contribute, and facilitators who actively support access and inclusion.

Actions

Empower chairs and facilitators to manage conflict



Help with information management



Use inclusive approaches for decision-making





Workload

[More Information](#)

Why is this important?

Workloads should set realistic expectations and not ask people to do too much. Tasks should be clearly defined, fly shared, and flexible so D/deaf and D/disabled participants can contribute without burnout.

Actions

Help with information management

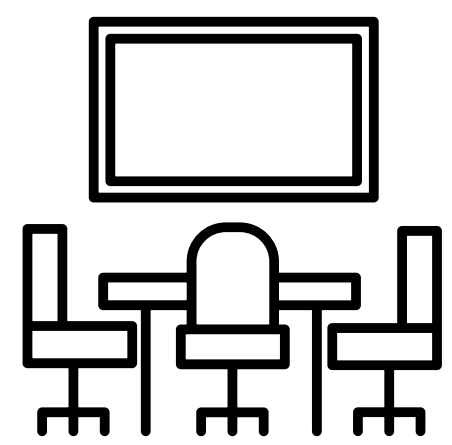


Set clear and realistic timelines for reviews, drafts, or revisions





Collectively drafting the standard



Physical spaces

[More Information](#)

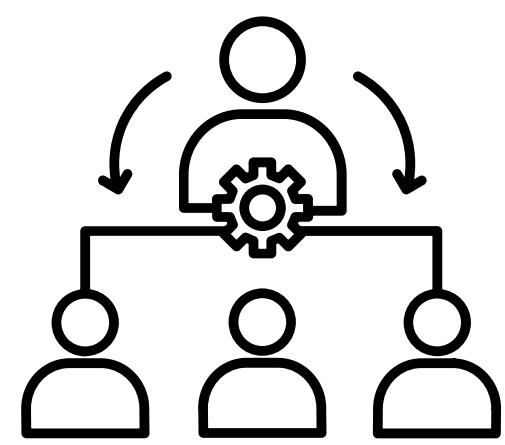
Why is this important?

Inclusive physical spaces should be safe, accessible, and comfortable for D/deaf and D/disabled participants. This includes step-free access, clear signage, good lighting and sound, quiet areas, and accessible restrooms.

Actions

Choose accessible meeting spaces





Technology

[More Information](#)

Why is this important?

Technology should involve using tools that are accessible and familiar to participants. Technology should work with assistive tools, be easy to use, and have support available when problems come up.

Actions

Make remote/virtual/online meetings accessible



Documents

[More Information](#)

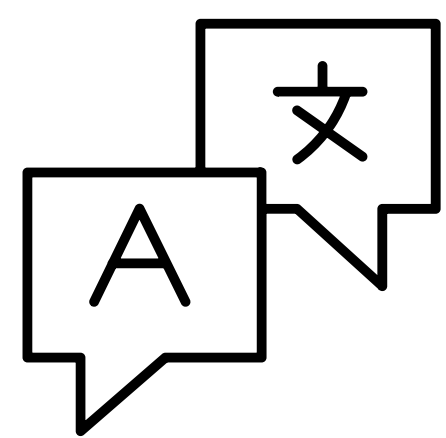
Why is this important?

Inclusive documents should have plain language, easy to read, accessible, and shared in advance. They should use clear language, accessible formats, and allow enough time for people to review and give feedback.

Actions

Ensure all documents are accessible





Language

[More Information](#)

Why is this important?

Any language used in meetings and also meeting material should use clear, respectful, and plain words. Language should avoid jargon, explain key terms, and respect how D/deaf and D/disabled people describe themselves and their experiences.

Actions

Provide translation and interpretation for everyone





Travel

[More Information](#)

Why is this important?

All participants should be able to travel safely and comfortably. This includes flexible options, accessible transport and lodging, extra time, and covering all related costs.

Actions

Build in travel funding



Help with travel planning

