Announcer: The Disability & Philanthropy Forum presents Meryl Evans, Speaker and Accessibility Marketer.

Meryl Evans: I want to emphasize and tell people, when you've met one deaf person, you've met one deaf person. So if a company decides to say they want me to test out their product, and if they only rely on my feedback, the product's going to be in trouble. It's not going to work. It's not going to succeed. Because I cannot represent the entire category of deaf people. We have so many different experiences. Some people are going deaf; some are not.

Some wear hearing devices; some don't. Some of them relapse, some don't. Well, it's a spectrum. So, of course, we don't expect you to try to make every combination possible. That's why you try to get a handful.

Usually, I've learned about five to seven people tend to do a pretty good job as long as it's diverse. And then to be a truly inclusive organization requires thinking about people with their disability and accessibility.

Too often, organizations bring in people with their disabilities back. They don't provide the product they need to thrive in the role. I stated before, everyone knew about accessible technology. That includes: organization, their employees, their volunteers, and the people they serve.

Accessible technology is just as critical as privacy and security. When people feel supported and included in your organization, they'll share your passion for the mission.

Announcer: To continue your learning journey, visit: DisabilityPhilanthropy.org.