

>> SLIDE 1: 2024 NCIL Annual Conference



2024 Annual Conference on Independent Living

BACK TO THE FUTURE

Presented by the National Council on Independent Living

>> SLIDE 2: LEAD Center Presentation

# Artificial Intelligence (AI) and Why You Should Care

A Conversation about Inclusive AI / July 22, 2024

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# >> SLIDE 3: Today's Presenters

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Policy Advisor

Office of Disability Employment Policy

U.S. Department of Labor



## Sarah Loizeaux, MA, CRC

Subject Matter Expert on Inclusive

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LEAD WIOA Policy Development Center

National Disability Institute



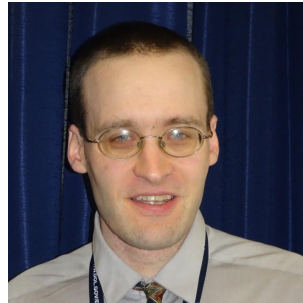
## Scott Robertson, PhD

Senior Policy Advisor

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Office of Disability Employment Policy

U.S. Department of Labor



## Elizabeth Layman, MPH

Director of Health Equity, LEAD Equity

Advisors Team

LEAD WIOA Policy Development Center

National Disability Institute



# >> SLIDE 4: Office of Disability Employment Policy (ODEP)

- Non-regulatory Federal agency that promotes policies and coordinates with employers and all levels of government to increase workplace success for people with disabilities.
- Mission: develop and influence policies and practices that increase the number and quality of employment opportunities for people with disabilities.

# >> SLIDE 5: LEAD WIOA Policy Development Center (1)

- **The National Center on Leadership for the Employment and Economic Advancement of People with Disabilities (LEAD)** is a Workforce Innovation and Opportunity Act (WIOA) Policy Development Center funded by the Office of Disability Employment Policy (ODEP).
- The LEAD Center **delivers policy research and recommendations, technical assistance, and demonstration projects** to promote inclusion and equity, and facilitate the adoption and integration of inclusive WIOA programs, policies, and practices.

# >> SLIDE 6: LEAD WIOA Policy Development Center (2)

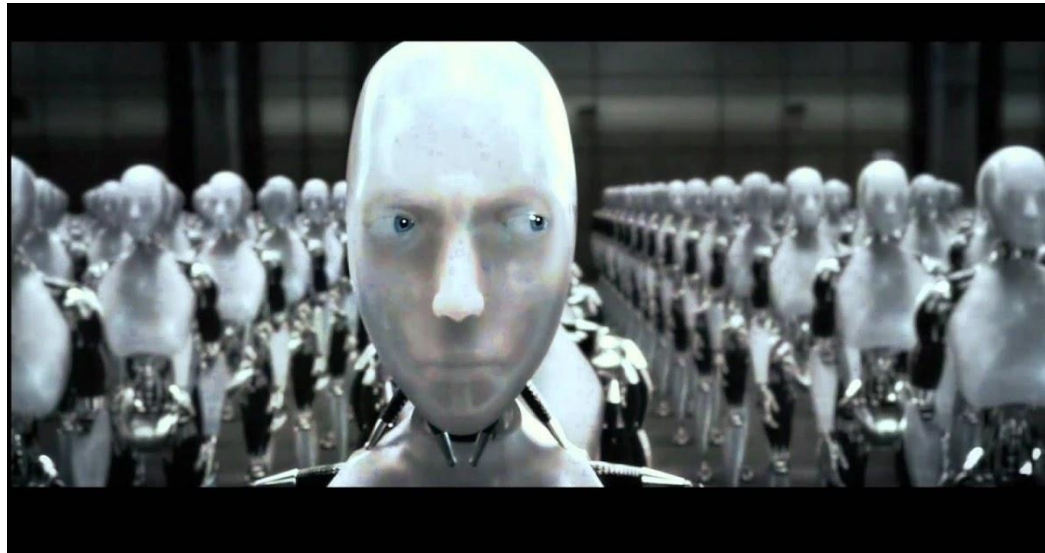
- Three priority areas:
  1. Creating Career Pathways to Competitive Integrated Employment (CIE)
  2. Advancing Economic Self-Sufficiency/Financial Empowerment
  3. Improving Data Reporting on Disability through WIOA Programs

## >> SLIDE 7: Learning Objectives

- Define Artificial Intelligence (AI), its impact on disability access and inclusion, and the concept of “Inclusive AI.”
- Discuss the challenges and opportunities AI holds for people with disabilities, especially as it relates to employment and financial wellness, and how AI has already impacted lives.
- Share strategies and resources to better ensure nondiscriminatory use of AI.

# >> SLIDE 8: What is Artificial Intelligence?

An umbrella term that refers to efforts to teach computers to perform complex tasks and behave in ways that mimic human behavior - Partnership on Employment & Accessible Technology ([PEAT](#)).



## >> SLIDE 9: What is Inclusive AI?

AI technologies that humans intentionally design, develop, and implement to result in more equitable outcomes for everyone, including people with disabilities (PEAT).



# >> SLIDE 10: Why Should We Care About Inclusive AI?



- 99% of **Fortune 500** companies use automated systems in the hiring process.
- The **federal government** invested over \$6 billion in AI in 2021, and that number is expected to grow through 2026.
- 36% of companies surveyed in a 2021 report had already experienced challenges or negative business impacts due to **AI bias** ([ACLU.org](https://www.aclu.org)).

# >> SLIDE 11: Potential Benefits of AI

## AI as a Tool for Better Access and Inclusion:

- Increased accessibility of the digital and physical world
- New, creative ideas for job matching and accommodations
- An exciting opportunity to build “universal access” (curb cut effect)



# >> SLIDE 12: Potential Barriers of AI

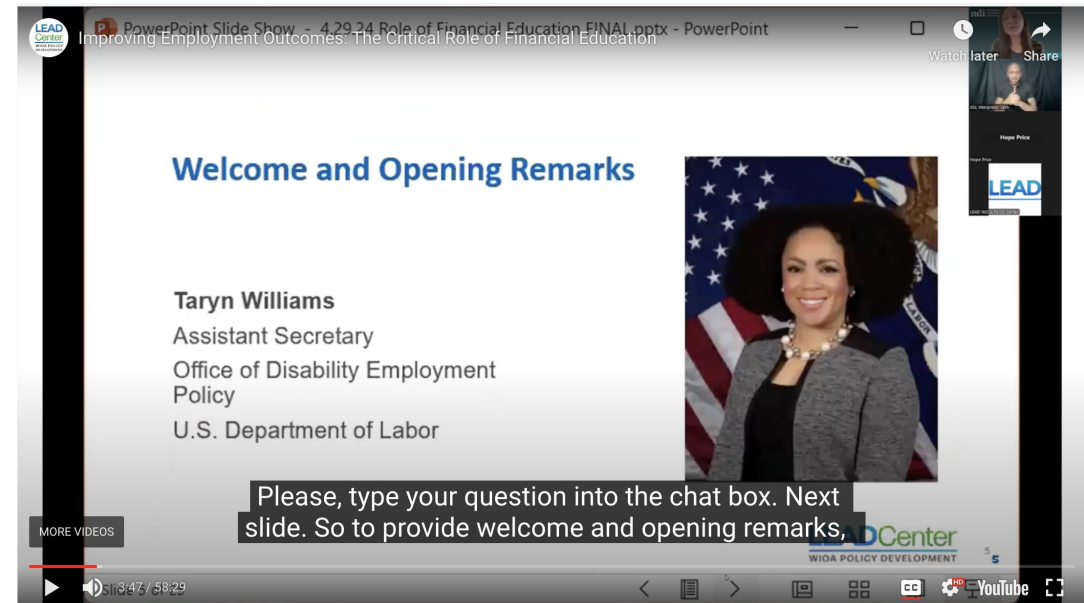
AI as a Barrier to Access and Inclusion:

- Potential for biased algorithms
- Potential for inaccessible interfaces
- Incomplete training data (especially on people with rare conditions/disabilities)



# >> SLIDE 13: AI Examples (1)

- **AI-driven captioning and transcripts:** Automatically generates text descriptions for audio and video content.
- Captions and transcripts are essential for Deaf or hard of hearing individuals and can also assist people with other types of disabilities, including learning disabilities.



Note: This is an example of captions, but the captions in this video were not automatically generated.

## >> SLIDE 14: AI Examples (2)

- **AI-driven alternative text (alt text):** Automatically generates text descriptions for images and graphics.
- Alt text allows people who are blind or low-vision to benefit from the visuals on a website or app; it also helps people with slow Internet when images may not load.



# >> SLIDE 15: AI Examples (3)

**Autonomous Vehicles (AVs):**  
Fully accessible AVs aim to use AI to increase transportation options for people with all types of disabilities and for others who may have limited transportation options ([NDI research](#)).

## ECONOMIC IMPACT & JOB CREATION

(All economic impact results reflect Moderate Scenario Year 0)

The adoption of AVs for people with disabilities would have a positive impact on the following indicators:



# >> SLIDE 16: Promising Practices in Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide

- A resource of promising practices that can help promote equal access to individuals with disabilities to the American Job Center (AJC) or “One Stop” system.
- Note: [Access the 2019 version](#)

# >> SLIDE 17: Updates to Section 188 Disability Reference Guide (1)

- Include additional practices, ideas, and resources that consider the **systemic barriers** individuals with disabilities may face because of **intersecting identities** and increase **cultural competence** of service providers who serve them.
- **Consistent** with language from Executive Order 13985 and the [Department of Labor's Equity Plan](#).

# >> SLIDE 18: Updates to Section 188 Disability Reference Guide (2)

- Address strategies for nondiscriminatory use of newer technologies such as AI, and promote the workforce system's use of "Inclusive AI."
- *As defined by:* AI that is intentionally designed, developed, and implemented to result in equitable outcomes for everyone, including people with disabilities.



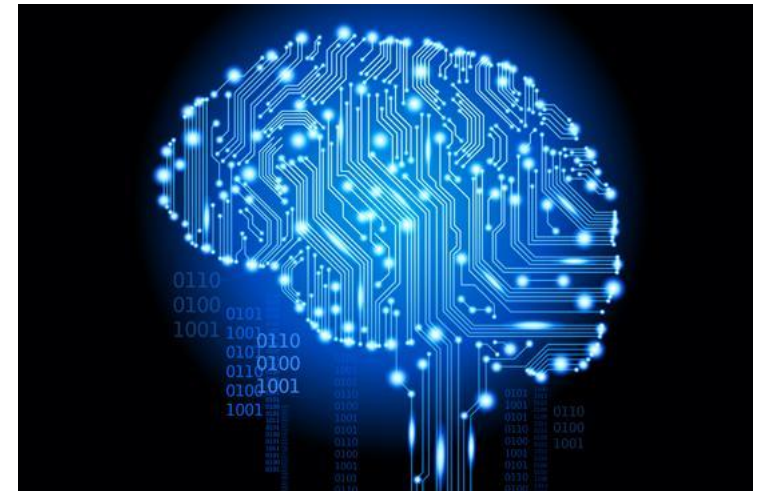
# >> SLIDE 19: Updates to Section 188 Disability Reference Guide (3)

Share promising practices related to:

- Nondiscrimination and equal opportunity
- Reasonable accommodations and modifications
- Administration of program in the most integrated setting
- Engagement of effective communication
- Accessible electronic and information technology
- Providing physical and programmatic accessibility
- Prohibiting discrimination in employment policies

# >> SLIDE 20: Sharing your AI Experiences

- What are your personal experiences with AI?
- Can you share a client and/or community experience using AI?
- How might AI benefit from input from the disability community?
- What are some ways you are advocating for Inclusive AI?



# >> SLIDE 21: AI & Disability Toolkit

PEAT's [toolkit](#):

- includes guidance to help organizations navigate the **potential risks** of implementing AI technologies (*specifically for people with disabilities*),
- outlines practices to help make AI implementation **more equitable**, and
- assists organizations make a **business case** for Inclusive AI to organizational leaders.

AI & Disability  
Inclusion Toolkit

Implementing Equitable AI in the Workplace



# >> SLIDE 22: Questions and Answers



# Questions?

## >> SLIDE 23: Resources (1)

- The Americans with Disabilities Act (ADA) and the Use of Software, Algorithms, and Artificial Intelligence to Assess Job Applicants and Employees – EEOC
- White House: Executive Order on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence
- Department of Labor's Artificial Intelligence and Worker Well-being: Principles for Developers and Employers



## >> SLIDE 24: Resources (2)

- ADA Guidance: Algorithms, Artificial Intelligence, and Disability Discrimination in Hiring
- AI.GOV
  - Making Your Voice Heard (Submitting Public Comments)
- Blueprint for AI Bill of Rights – White House Office of Science & Technology Policy
- Economic Impacts of Removing Transportation Barriers to Employment for Individuals with Disabilities through Autonomous Vehicle Adoption (NDI)

# >> SLIDE 25: Presenters' Contact Info

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# >> SLIDE 26: LEAD Center

[LEADcenter.org](http://LEADcenter.org)

Sign up to get information and notifications!

**LEADCenter**  

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**WIOA POLICY DEVELOPMENT**

# >> SLIDE 27: Let's Stay in Touch!



Facebook: [Facebook.com/LEADCtr](https://www.facebook.com/LEADCtr)



X: [Twitter.com/LEADCtr](https://twitter.com/LEADCtr)



LinkedIn: [LinkedIn.com/Company/ODEP-LEAD-Center](https://www.linkedin.com/company/ODEP-LEAD-Center)



YouTube: [YouTube.com/user/LEADCtr](https://www.youtube.com/user/LEADCtr)

>> SLIDE 28: Thank You!

**Thank You!**