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Digital Accessibility

Hadi Rezaei, Web Accessibility Coordinator



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Where We Are April 26, 2027

ADA Title II compliance date for state agencies Standard: WCAG 2.1 AA

Why the date moved

DOJ pointed to a shortage of staff with the expertise to do the work.

Georgia's standard

WCAG 2.1 AA has been required since 2019.

GovHub

Does much of the technical work for the agencies that use it.

Accessibility as an administrative function

Procurement

Much of a system's accessibility is settled the day the contract is signed.

Legal and risk

Undue burden decisions rest with the agency head or a designee, in writing.

Budget and planning

Planning for accessibility from the start costs less than fixing it later.

Human resources

Job postings, onboarding materials, and internal systems.

Since 1991, public entities with 50 or more employees have had to designate an ADA coordinator.

Building an accessibility culture

A compliance project has an end date. Accessibility work doesn't.

The W3C's draft maturity model looks at seven areas of an organization. Only one is about building technology.

What a champion program could look like

Champions are the go-to people for accessibility in each agency, drawn from every function.

Benefits

1. Problems caught earlier, at lower cost
2. Agencies learn from one another
3. Knowledge stays when people leave
4. Visible, documented good faith
5. Champions gain skills and connections

From champions to dedicated roles

Champions

Reach

Across every team, building accessibility into daily work.

Coordinator

Accountability

Owens the agency's plan, priorities, reporting, and response to concerns.

Specialists

Depth

Testing, remediation, and vendor evaluation for complex systems.

- Texas requires every state agency to designate a Digital Accessibility Coordinator.
- Every federal agency names a Section 508 program manager.
- NASCIO's 2026 leadership summit: more than 30 accessibility coordinators attended.

Where this leads: paid accessibility roles with dedicated job titles.

Three asks

April 26, 2027 is a milestone, not the finish line.

- 1 Recognize who is already doing this work in your agency.
- 2 Make sure accessibility has a clear owner.
- 3 Consider dedicated accessibility roles in your next budget and position requests.

Questions?

Interest?

<https://digital.georgia.gov/hello>

