Mayor's Disability Council

Patricia Arack
Joanne Azulay, PhD
Co-Chairs

Eli Gelardin
Director

Edward J. McCaffrey, Director, Danny Thomas Vang, Policy Analyst,
Committee on Information Technology, (COIT)
City & County of San Francisco

February 25, 2026

Dear Eddy and Danny,

The Mayor's Disability Council (MDC), would like to thank you for the presentation you delivered at the public MDC meeting on Friday, November 21, 2025. Your presentation was informative on The Digital Accessibility and Inclusion Standard (DAIS). This standard will focus on efforts to make digital information, services, and programs accessible for public technology currently. The Council appreciates you bringing this information technology policy to our attention, and for seeking our input on how this issue will affect the disability community.

The MDC has an Employment Committee because the employment rate for people with disabilities is much lower than other groups, and we believe San Francisco should pro-actively remove barriers to employment for people with disabilities. The Employment Committee recommends the adoption of employment best practices for people with disabilities for the City and County of San Francisco.

Currently, the scope of DAIS is limited to public-facing digital content. We recommend that DAIS be amended to extend it to the use of software, applications, intranet and any IT used internally. Technology is the primary tool used by employees to do their jobs. When that technology doesn't comply with digital accessibility standards, employees with disabilities face a major disadvantage that often cannot be resolved through workarounds or accommodations.

This would ensure that all digital content technology such as systems, apps and websites would follow the Digital Accessibility and Inclusion Standard (DAIS), for current employees and applicants with disabilities in the workplace. Look to the future and imagine the impact of this policy as it relates to program consideration, towards design and development, and the implementation of how the IT "will provide an even playing field" for people with disabilities.

This would enable them to compete for various positions for equitable wages, and prospects for advancement and workforce development.

This change should be implemented as soon as possible. Right now, there is no timeframe for extending DAIS to internal digital technology. We urge you to rectify that so that San Francisco can become a more accessible employer. We would understand the need to implement this change in stages, but it does need to be addressed now.

We would be happy to meet with you to discuss this further, and to answer any questions.

Thank you for your time and consideration of this matter.

Respectfully,

Mayor's Disability Council (MDC)

CC.   Eli Gelardin, ODA
       Committee on Information Technology members: Carmen Chu, Chair; Michael Makstman, City Chief Information Officer; Nathan Sinclair, Chief Information Security Officer; Sophia Kittler, Mayor's Budget Director; Rafael Mandelman, SF Board of Supervisors, District 8; Angela Calvillo, Clerk, Board of Supervisors; Greg Wagner, Controler; Carol Isen, Director, Human Resources; Naveena Bobba, Acting Director, Department of Public Health; Dennis Herrera, General Manager, Public Utilities Commission; Michael Lambert, City Librarian; Mary Ellen Carroll, Director, Department of Emergency Management; Mike Nakornkhet, Director San Francisco International Airport; Trent Rhorer, Executive Director, Human Services Agency; Julie Kirschbaum, Director, Municipal Transportation Agency; Mawuli Tugbenyoh, Acting Executive Director, Human Rights Commission.