



Building a future that works



Priorities for an AR/VR Policy Agenda Diversity, Equity, Inclusion & Accessibility (DEIA)

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Three DEIA Priorities in XR



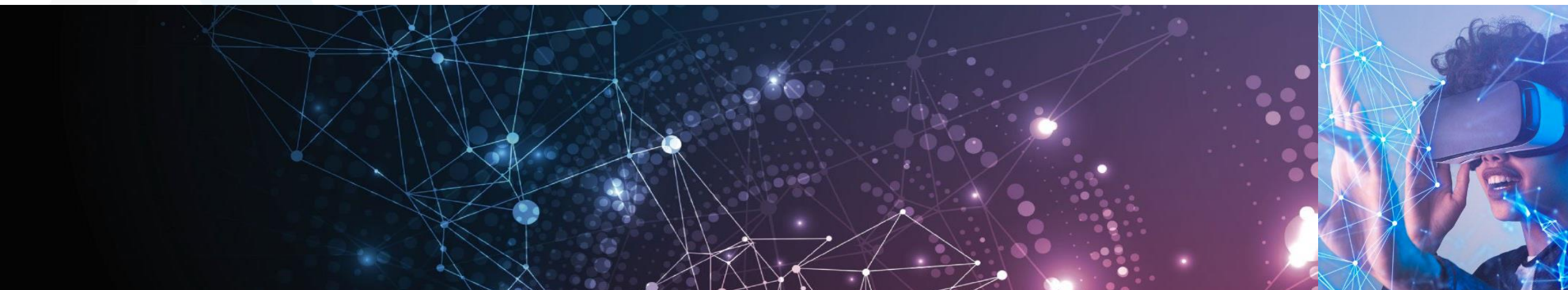
PLACES: Inclusive Immersive Workplaces



PEOPLE: Diverse Augmented Workforces



PRACTICES: Innovation in XR Access





PLACES: Inclusive Immersive Workplaces

- **Civil rights laws** (e.g., [ADA](#), [European Accessibility Act](#)) extend to accessible tech.
 - Multiple stakeholders are calling for clarification on how existing laws apply to XR – e.g., health, safety/physical environments, accessibility, communications, employment and privacy.
- **Hardware, software and content access standards can apply to XR**, like [U.S. Section 508](#) and [EN 301 549](#) harmonize with global standards like [W3C WCAG](#).
 - Requirements for new XR guidelines and standards are being developed by W3C for [XR](#), [Real-Time Communications \(RTC\)](#), [Immersive Captions](#), [Remote Meetings](#), etc.
- **XR accessibility is a focus in global efforts** led by [XR Access](#), [CyberXR Coalition](#), [XR Association](#), [IEEE Ethics of XR](#), [XR Collaboration](#), and platform companies.
- **Employers can use inclusive XR to enable workers with disabilities** and [address collaboration challenges](#) from on-site, remote or home-based workplaces.
- **Technology, physical and social infrastructures are critical for XR in workplace** – e.g., broadband, affordability, digital literacy gaps.



PEOPLE: Diverse Augmented Workforces

- Research shows the business value of employing people with disabilities ([Accenture Report](#): 28% higher revenues, 2x net income, 30% higher profit).
- DEIA efforts view accessible tech as an enabler (e.g., [Executive Order 14035](#))
- Employers can [close the skills gap](#) by hiring disabled workers, when combined with disability employment, [inclusive apprenticeships](#), and [education initiatives](#).
- Tools powered by XR can help people with disabilities succeed by experiencing environments, learning skills, and participating in workplace in new ways.
- Accessibility is key for XR training and collaboration (e.g., Knowledge Capture, Job Site Familiarity, Communication, Remote Assist, Co-Presence).
- Consider intersectional diversity in staffing [fastest-growing jobs](#) where [XR is being rapidly adopted](#) (e.g., clean energy, manufacturing, healthcare).



PRACTICES: Innovation in XR Access

- **World Economic Forum** says we are entering a [Fourth Industrial Revolution](#) where physical/digital worlds overlap enabled by personalized immersive tech.
- **People with disabilities’ “life hacker” skills and knowledge** are source of value for co-design of inclusive and personalized XR products and implementations.
 - **Designing for human diversity is critical to XR product design, development and adoption**, given it involves wearable devices and enables spatialized interactions.
- [G3ict and Steelcase report](#) that AR and VR can play a role in creating safe, inclusive and compelling workplaces of the future.
- As [physical and digital infrastructures merge](#), inclusive XR can enable new forms of hybrid work that engage skills of all workers including those with disabilities.
- Accessible XR can help employers recover into inclusion become more resilient by offering [accessible telework tools](#) and [inclusive telework programs](#).

Resources from PEAT & XRA

Download a Leadership Brief and White Paper, *Inclusive XR in the Workplace*, co-authored by PEAT and the XR Association. Learn more: PEATworks.org and XRA.org

WHAT LEADERS NEED TO KNOW

Inclusive, Immersive Workplace Technologies

Bringing Accessible XR Technologies into Fast-Growing Fields

Organizations that prioritize accessibility in the extended reality (XR) technologies they adopt can gain a competitive edge in a tight labor market.

As organizations accelerate their digital transformations, they can use XR to engage employees in new ways. XR technologies enable businesses to attract and hire more diverse talent pools. These technologies also have proven benefits that include improved job training and enhanced collaboration. To ensure people with disabilities can access these benefits, XR tools must have accessibility features by design.

Inclusion Strengthens Businesses

Organizations that hire and retain people with disabilities earn 28 percent higher revenues, two times the net income, and 30 percent higher economic profit margins than their peers, according to [Accenture](https://www.accenture.com).

Accessible Technologies Enable Everyone to Succeed

The flexibility that comes with accessible XR technologies helps employees without disabilities as well. Usability features such as volume control, captioning, voice commands, and different ways to interact with a tool are just a few examples.

XR Technologies Are Key to Fast-Growing Jobs

Some of the [fastest-growing jobs](#) in the U.S. are in [industries that are rapidly adopting XR technologies](#). Uses of XR include warehousing and inventory management, product engineering and design, immersive job training and upskilling, and virtual healthcare patient monitoring. Current and future employees will continue to experience expanding access to immersive training, design, and work.



Inclusive XR in the Workplace

How Accessible Immersive Technologies Can Help Employers Upskill and Enable an Increasingly Diverse Workforce

