SourceAmerica is a nonprofit organization dedicated to creating employment opportunities for people with disabilities. As their mission states, "SourceAmerica creates a platform for people with disabilities to be seen and heard…and hired." When looking for a team to test the accessibility of the technologies that drive that platform, Aspiritech, with its almost identical mission statement, was the natural choice.

SourceAmerica's nonprofit and commercial partners submit and manage requests through an online portal. To ensure that this portal is accessible to all, Nora Rose, an Aspiritech QA lead, and her team performed extensive testing on the portal's accessibility features. But they didn't stop there. As Nora recalls, "I had some ideas for additional features they could add for accessibility, and so I presented a mock-up of these features to Source America, and they actually wound up using it!"

As a QA team comprised of individuals on the autism spectrum, Nora and her colleagues know the importance of making a workplace accessible to people with a wide range of needs. As Nora explains, "Everyone on my team is invested in accessibility. We are very interested in the subject. And for me, it's about making it personal." More importantly, as neurodiverse individuals, they bring unique perspectives and abilities to provide exceptional accessibility testing services. As Judy Johnson, Senior Director for IT programs at SourceAmerica, remarks on Nora, "She's incredible. We've all been very impressed by her. She knows a lot of stuff, she doesn't back down, and, in my opinion, she really feels the importance of advocating for people with disabilities who would use the software.

"It's not only Nora for whom the question of accessibility is personal. In addition to the outward facing portal that Aspiritech tested, SourceAmerica also had Nora and her team test Microsoft apps for an employee with visual impairment who relies on a screen reader. By affirming their commitment to accessibility for all users, both SourceAmerica and Aspiritech recognize the value of a diverse workforce. As Nora explains of people on the autism spectrum, "We notice things that other people might not notice, we think of solutions or additions that other people might not come up with, we ask different questions than other people, and that's a huge part of improving the user experience."