

To: Recovery Dharma Global Board of Directors
From: Christine English, Recovery Dharma Community Member
Date: March 24, 2026
Subject: Community Motion for Website Accessibility Remediation (Resubmission)

Dear Recovery Dharma Global Board of Directors,

I am respectfully resubmitting this motion, originally presented on July 27, 2025, requesting collaborative action to address website accessibility barriers that prevent community members with disabilities from accessing essential recovery resources and participating fully in our sanghas. It is my hope that, together, we can align our digital presence with the values of inclusion and compassion that are central to our shared practice.

Motion Statement

I move that the Recovery Dharma Global Board of Directors authorize and fund comprehensive website accessibility remediation to achieve compliance with Web Content Accessibility Guidelines (WCAG) 2.1 Level AA standards—the current legal and industry benchmark—within 90 days of this motion’s approval, with an organizational commitment to pursue WCAG 2.1 Level AAA standards where feasible as an expression of our aspirational values of full inclusion.

Rationale and Community Impact

A comprehensive accessibility audit of the Recovery Dharma Global website—conducted with the assistance of a qualified accessibility professional and specialized software—assessed 24 pages of the site and identified 23 distinct accessibility issues. These findings reveal significant barriers that prevent equitable access to our resources and community spaces, directly contradicting Recovery Dharma Global’s fundamental intention of creating inclusive recovery support.

Our current website fails to serve community members who rely on screen readers, keyboard navigation, or other assistive technologies. Among the issues identified are missing skip navigation links, improperly labeled forms, and images without descriptive alternative text. These technical barriers effectively exclude members of our community based on disability status, undermining the inclusive principles at the heart of our practice.

Many sangha participants have expressed frustration with their inability to access website resources independently, requiring them to rely on others for materials that should be available to everyone equally.

Legal and Ethical Considerations

Recovery Dharma Global faces meaningful legal exposure under the Americans with Disabilities Act. When I first submitted this motion nine months ago, I noted that federal courts processed 3,188 ADA website accessibility lawsuits in 2024, with nonprofit organizations increasingly named for failing to provide equal access to their digital services. That number has since grown — ADA website accessibility lawsuits rose nearly 24% in 2025, with nearly 4,000 digital accessibility cases filed. The trajectory is clear, and the window for proactive action is narrowing.

Beyond legal considerations, our dharma practice calls us to recognize the interconnectedness of all beings and to remove obstacles that perpetuate suffering. Maintaining an inaccessible website creates digital barriers that mirror the social exclusion many community members have experienced throughout their lives. Addressing this is not merely a compliance obligation—it is a dharmic one.

Note on Prior Submission

This motion was first submitted on July 27, 2025. Following that submission, I was assured by a Board Member that the website was in full ADA compliance. When the matter was brought to committee attention, that assurance was reiterated. The completed audit—included as an attachment—demonstrates clearly that those assurances were not accurate.

I share this not to assign blame, but because transparency and accuracy are essential as we move forward together. I remain committed to working collaboratively with the Board and any designated staff or volunteers to implement meaningful change.

Alignment with Existing Organizational Guidelines

Recovery Dharma Global has established comprehensive IDEA Accessibility Guidelines addressing communications materials, online events, and in-person gatherings. These guidelines explicitly state that Recovery Dharma strives to achieve the highest levels of inclusion and accessibility feasible, incorporating both legally mandated ADA requirements and WCAG best practices.

Our current website implementation falls short of the specific standards outlined in our own accessibility reference tool, creating a significant gap between our stated values and our operational reality. I am mindful that these guidelines are an excellent foundation and would benefit from updating. Once revised, I would encourage the Board to formally adopt them as policy, giving them the weight and accountability they deserve.

The accessibility barriers identified in this audit are significant, pervasive, and remediable. None of the issues identified require fundamental redesign of the website — all can be addressed through targeted HTML, CSS, and JavaScript changes to the existing site structure.

The most urgent priority is the complete absence of skip navigation and the form accessibility failures on the Regional Membership Signup page, as these directly prevent community

members from performing core actions — joining their region and contacting the organization — without sighted assistance.

Proposed Implementation Framework

The recommended three-phase remediation approach addresses critical infrastructure gaps, enhanced accessibility features, and ongoing compliance validation:

Phase One: Implement semantic HTML structure, add skip navigation functionality, establish basic form accessibility, ensure color contrast compliance, and add descriptive alternative text for all images.

Phase Two: Comprehensive form redesign with proper labeling and error handling, focus management implementation, and complete keyboard navigation support.

Phase Three: Thorough testing and validation, screen reader compatibility verification, and accessibility documentation creation—including an ongoing maintenance protocol.

Professional remediation services estimate total costs to be significantly lower than the potential loss of community members who are unable to access our resources. Investing in accessibility now also establishes sustainable practices that will serve our community for years to come.

As Recovery Dharma Global continues outreach to state, county, and federally funded agencies—including incarceration centers and publicly funded rehabilitation programs—setting accessibility as our baseline honors our commitment to our nonprofit mission and to the communities we serve.

Specific Board Actions Requested

I respectfully request that the Board of Directors:

- Authorize immediate funding for comprehensive website accessibility remediation, ensuring adequate resources for professional implementation and ongoing maintenance.
- Establish and approve a formal accessibility policy requiring all future website updates to meet WCAG 2.1 Level AA standards before publication, with a stated aspiration toward AAA compliance—including staff training requirements and regular compliance monitoring.
- Identify a designated accessibility coordinator responsible for overseeing remediation implementation, coordinating with development contractors, and ensuring ongoing compliance.
- Commit to publishing an accessibility statement on the website within 90 days, detailing our organization's commitment to digital inclusion and providing contact information for community members experiencing access barriers.
- Schedule a follow-up review at the next Board meeting to assess remediation progress and address any emerging needs.

Conclusion

Recovery Dharma Global has an opportunity to lead by example in the recovery and Buddhist communities by building a digital presence that is genuinely inclusive. The remediation described in this report, paired with an ongoing accessibility policy, will ensure that community members with disabilities can participate fully and independently in all that the organization offers.

I believe this Board is capable of leading this work with care and integrity, and I am genuinely grateful for the ongoing service each of you provides to the Recovery Dharma community. I remain fully available to provide additional information, technical details, or clarification regarding any aspect of this accessibility remediation request.

By taking meaningful action to address these barriers, Recovery Dharma Global can demonstrate leadership in creating truly inclusive recovery resources—resources that serve our entire community without discrimination or exclusion.

In service to all beings seeking freedom from suffering,

Christine English

Recovery Dharma Community Member

Attachment:

Complete technical accessibility audit report — 24 pages audited, 23 issues identified — with detailed findings and WCAG 2.1 compliance analysis.