

September 24, 2025



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AOR

Colorado Counties, Inc

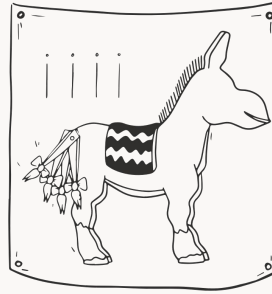
Web Accessibility & HB21-1110

We are AOR, a Denver-based creative and digital agency specializing in WordPress websites, helping Colorado municipalities and counties deliver accessible, user-friendly digital experiences.

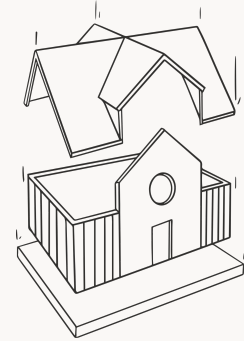
Our Solutions



Branding



Marketing



Web Design & Development

Agenda

- 1** The Impact on Counties
- 2** Common Challenges
- 3** Path to Compliance
- 4** The Benefits of Compliance
- 5** How AOR Can Help
- 6** Q&A and Next Steps



01

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The Impact on Counties

What HB21-1110 Means for County Websites

- Websites are the primary public touchpoint
- Non-compliance = \$3,500 per violation
- July 1, 2025: grace period ended, compliance required now
- Applies to all county web content: pages, forms, docs, media

What is in Scope (Website)

- County websites, microsites, all web pages
- All posted content: PDFs, Word docs, images, videos
- Embedded third-party tools (forms, calendars, payments)
- Must post an accessibility statement + contact info

What Compliance Looks Like

- Websites must meet WCAG standards (AA)
- PDFs must be tagged and accessible
- Videos need captions & transcripts
- Clear path for residents to request accommodations

Progress, not perfection.

02

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Common Challenges

Common Website Accessibility Challenges



Old county websites not built for accessibility



PDF-heavy content libraries (forms, agendas, notices)



Inconsistent use of headings, alt text, and links

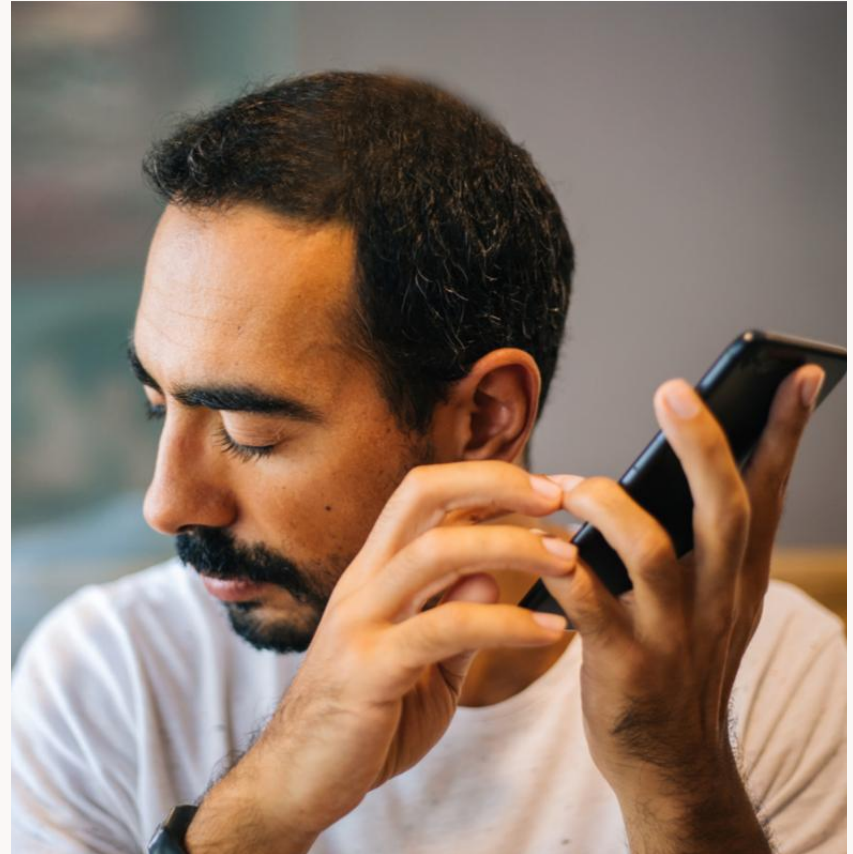


Website Operations Challenges

- Content managed by multiple departments
- Staff not trained in accessible publishing
- Vendors/plugin-ins not tested for WCAG compliance

The Human Experience

- Residents can't navigate sites by keyboard
- Screen reader users get "stuck" in PDFs
- Lack of captions or transcripts for videos
- Creates frustration, exclusion, and mistrust



03

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Path to Compliance

Where to Start

01

Provide Help
Now

02

Audit &
Prioritize

03

Remediate or
Rebuild

04

Training &
Culture

01 Provide Help Now

- Post an accessibility statement on your website
- Include two contact methods (email + phone)
- Assign an accessibility lead/owner
- Acknowledge requests promptly, even if fixes take time

02 Audit & Prioritize

- Test site against WCAG 2.1 AA
- Review all PDFs and forms
- Focus first on high-traffic & high-risk content
- Document issues and assign priorities

03 Remediate or Rebuild

- Fix common barriers: headings, alt text, contrast, navigation
- Caption & transcribe videos
- Tag or convert PDFs into accessible formats
- If the site is outdated or limited, rebuild for long-term compliance

04 Training & Culture

- Train staff on accessible publishing basics
- Build accessibility into daily workflows
- Use CMS tools/checklists for quality control
- Recognize & celebrate progress

Residents value **effort** and **responsiveness**.

04

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The Benefits of Compliance

How Accessibility Benefits Counties *and* Residents



Residents Equal access to services, independence, inclusion



Counties Build trust, reduce risk, save staff time & costs



Everyone Clearer, easier-to-use websites



05

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How We Can Help

How AOR Can Help



Website Audits

Identify accessibility gaps & opportunities



Strategic Guidance

Build accessibility into long-term plans



Rebuild Expertise

Design accessible WordPress websites



Trusted Partners

Connect you with remediation specialists

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Q&A

Thank You.



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