



### Use of this framework

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## Proposed Accessibility-Security Maturity Model

The following maturity model provides a framework for assessing an organisation's current state of security-accessibility integration. It can be used to identify improvement opportunities and develop a roadmap for enhancing security through accessibility:

Level	Governance	Controls	Teams	Metrics	Outcomes
1: Initial	Separate functions	Inaccessible	No lived experience	Compliance only	High exception rates
2: Developing	Beginning coordination	Some alternatives	Some expertise	Basic tracking	Reducing workarounds
3: Defined	Joint processes	Equal paths by design	Integrated expertise	Unified dashboards	Few exceptions
4: Managed	Fully integrated	Universal design default	Diverse by design	Predictive analytics	No accessibility gaps
5: Optimised	Strategic advantage	Continuous improvement	Innovation leaders	Industry benchmarking	Measurably reduced risk

## Implementation Guidance for Each Maturity Level

Level	Focus Area	Key Actions
1: Initial	Awareness	<ul style="list-style-type: none"><li>• Educate security leaders on accessibility-security connections</li><li>• Document existing barriers and workarounds</li><li>• Identify quick wins to demonstrate value</li></ul>
2: Developing	Structure	<ul style="list-style-type: none"><li>• Create coordination between security and accessibility teams</li><li>• Begin developing alternative control pathways</li><li>• Collect baseline metrics on workarounds</li><li>• Secure executive sponsorship</li></ul>
3: Defined	Integration	<ul style="list-style-type: none"><li>• Establish unified governance with joint decision authority</li><li>• Implement formal alternative control approval processes</li><li>• Develop integrated metrics dashboards</li><li>• Require accessibility testing for all security controls</li></ul>
4: Managed	Optimisation	<ul style="list-style-type: none"><li>• Eliminate governance silos completely</li><li>• Make universal design the default security requirement</li><li>• Implement predictive security-accessibility analytics</li><li>• Establish accessibility as a core security measure</li></ul>
5: Optimised	Leadership	<ul style="list-style-type: none"><li>• Share practices through industry leadership</li><li>• Contribute to standards development</li><li>• Publish case studies and metrics</li><li>• Mentor other organisations in transformation</li><li>• Drive innovations that advance the field</li></ul>

Organisations can advance their maturity with dedicated resources and executive support, potentially leading to significant reductions in accessibility-related security incidents.