



No Human Left Behind

A Human Empowerment Case Study & Initiative

Summary

Visionary People (VP) was founded with the sole purpose of empowering our clients and their people. With our purpose in mind, we decided to do our best to be of service to as many client types as we can. In order to do so, we feel that we need to produce a business model that offers people with certain disabilities and special needs the opportunity to potentially work with us as well as review our content, whenever possible.

Through academic studies and life experiences, we have identified and learned that no "business" would ever succeed without its customers (people). In fact, there is no value for a product or service without it offering a value-adding solution for a specific need.

Unfortunately, most businesses today are designed and modeled to primarily service every-day people, leaving those with disabilities behind.

This initiative was started by our founder and owner, Mohsen Salehi. His purpose for pursuing this initiative was based on his life goal to give back to his community and the world, whenever possible. This is one of the reasons why he pursued higher education at Christian and Catholic institutions. Both, the University of San Francisco and Saint Mary's College of California are founded on such values.

Mohsen was once asked why he decided to put thought into such an initiative if he doesn't directly conduct business or offer counsel to organizations, associations or people with disabilities. He responded by saying, 'on the contrary, I strongly feel that all humans have some sort of disability, and my purpose for putting focus on making my content "accessible" isn't for monetary gain or recognition, it's honestly because I'm a compassionate person who genuinely cares about the wellbeing of others.'

Mohsen added, 'to have others in my thoughts is part of who I am as well as part of my spiritual belief. I was taught, and believe, that God has made man to be imperfect; therefore, we all have some sort of disability. Some of us are simply not aware of our own imperfections. It's called having a "blind spot." In every religious scripture I have ever read, from the Sumerian Tablets, to the Christian Bible to the Quran, it has been written that God asks us all to treat others as we wish to be treated, with appreciation, respect and love. When I pass, this is the legacy I hope to leave behind. I understand that life can be challenging and consuming for many; however, it is very rewarding when spreading good karma for ourselves. I strongly believe in karma and feel that if all of mankind offered a lending hand to their fellow neighbor, whenever possible, that poverty, for the most part, would be obsolete.'

Communication Tools for Readers with Learning & Visual Barriers

At VP, we believe that access to information is a universal human right. Yet more than 90% of books and published materials cannot be read by people with disabilities. Our empowerment project is focused on making reading accessible to everyone around the world.

What Is Disability?

A disability is any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).¹ There are many types of disabilities, such as those that affect a person's:

- Vision
- Movement
- Thinking
- Remembering
- Learning
- Communicating
- Hearing
- Mental health
- Social relationships

Although “people with disabilities” sometimes refers to a single population, this is actually a diverse group of people with a wide range of needs. Two people with the same type of disability can be affected in very different ways. Some disabilities may be hidden or not easy to see.

According to the World Health Organization, disability has three dimensions:²

1. **Impairment** in a person’s body structure or function, or mental functioning; examples of impairments include loss of a limb, loss of vision or memory loss.
2. **Activity limitation**, such as difficulty seeing, hearing, walking, or problem solving.
3. **Participation restrictions** in normal daily activities, such as working, engaging in social and recreational activities, and obtaining health care and preventive services.

The Centers for Disease Control and Prevention (CDC) reports that “Disability Impacts all of us.”

61 million adults in the United States live with a disability

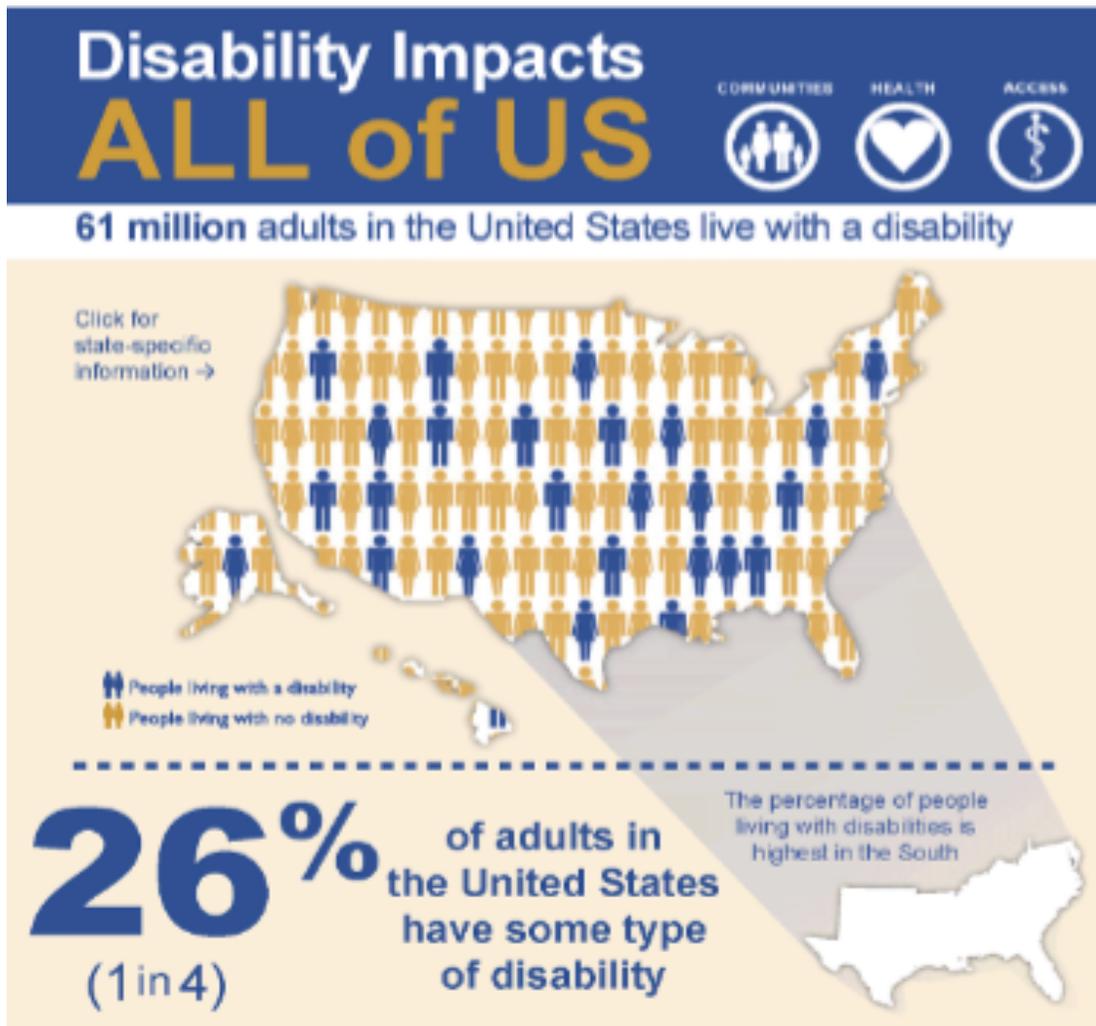
- 26 percent (one in 4) of adults in the United States have some type of disability. Graphic of the United States.

Percentage of adults with functional disability types:

- 13.7 percent of people with a disability have a mobility disability with serious

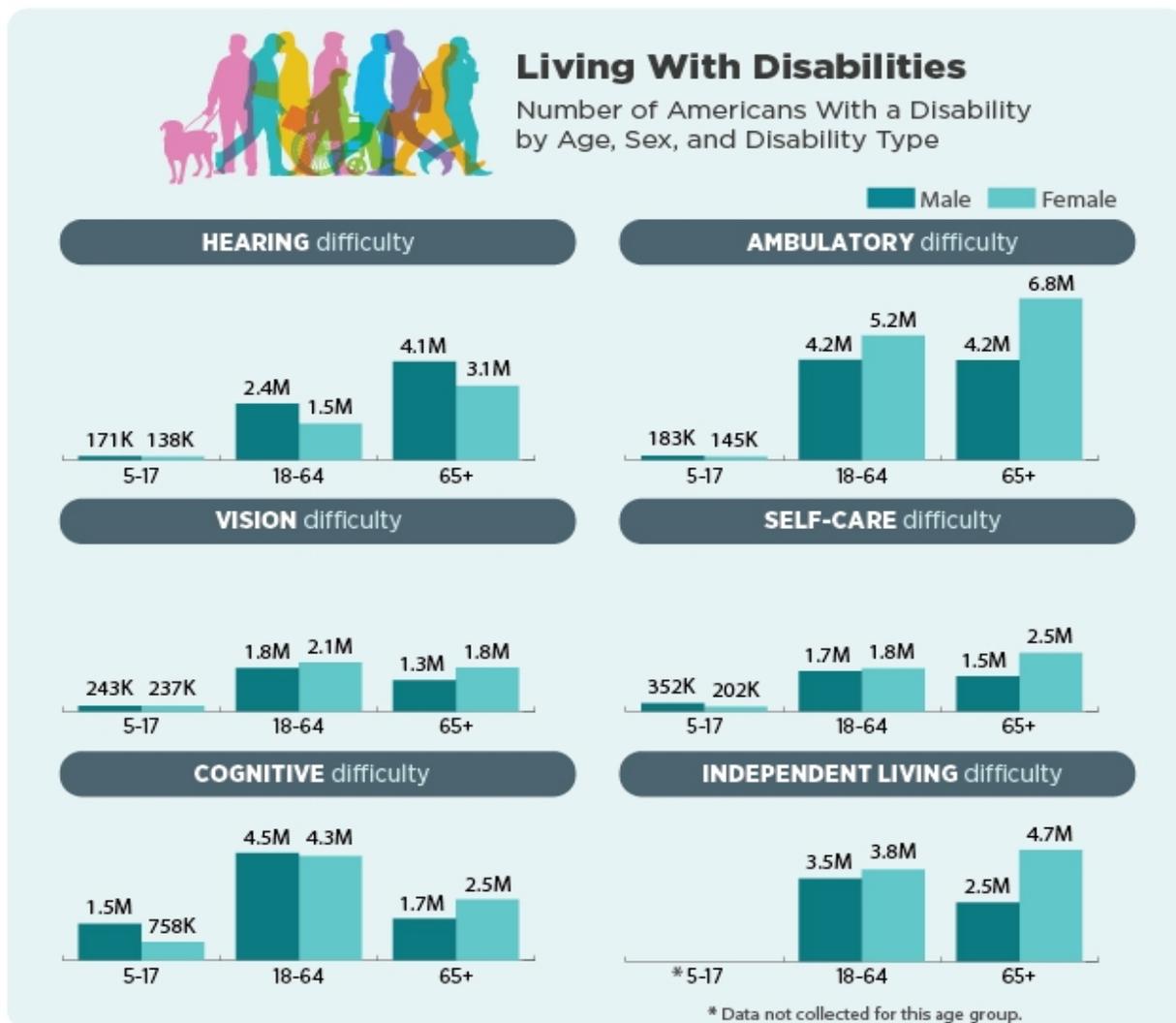
difficulty walking or climbing stairs.

- 10.8 percent of people with a disability have a cognition disability with serious difficulty concentrating, remembering or making decisions.
- 6.8 percent of people with a disability have an independent living disability with difficulty doing errands alone.
- 5.9 percent of people with a disability are deaf or have serious difficulty hearing
- 4.6 percent of people with a disability have a vision disability with blindness or serious difficulty seeing even when wearing glasses.
- 3.6 percent of people with a disability have a self-care disability with difficulty dressing or bathing.



Source: Centers for Disease Control and Prevention

Below is a census infographic and visualization of the number of Americans with a disability by age, sex, and disability type.



U.S. Department of Commerce
U.S. CENSUS BUREAU
census.gov

Source: 2018 American Community Survey
<www.census.gov/programs-surveys/acs>

INITIATIVE

Our initiative to produce multifunctional, text-to-speech content is solely based on empowering people with a learning disability or with visual impairment.

Our mission is to establish a communications mechanism that will allow our clients as well as our followers who may have learning or visual barriers the

opportunity to interpret content we provide. This technological solution will allow people with learning or visual barriers the opportunity to catch up with business ideas, insights and perspectives published in various forms of medium through text-to-speech capabilities.

Research

We are conducting research on multifunctional, text-to-speech technology and tools that will enable us to share print media in Portable Document Format (PDF) with “read aloud” features. This would allow our readers the capability to listen to the print media if they are too busy to read it, for example, while driving, while exercising, or while doing some chores.

Text-to-speech (TTS) is a very popular assistive technology in which a computer or tablet reads the words on the screen out loud to the user. This technology is popular among students who have difficulties with reading, especially those who struggle with decoding.

Multifunctional, text-to-speech PDF documents are also useful for understanding how a particular word is pronounced, especially in the world of business where a lot of hard-to-pronounce, industry specific terminology is utilized.

- **Project Phase I ✓**

Initially, we aim to design optimize our website and social media to be optimized for the visually impaired and blind. Except for charts and images, over 90% of our website and PDF document text are predominately black in color, which allows our content to be audible by computer applications such as Microsoft Word’s Text-to-Speech feature called ‘Read Out Loud’ and Macintosh computer feature called ‘Accessibility.’

- **Project Phase II ✓**

Secondly, we aim to share mp3 audio books, articles and tutorials with our readers.

- **Project Phase III**

Our third goal is to identify and incorporate options for automating Text-to-speech (TTS) communication functions.

References

1. Centers for Disease Control and Prevention (CDC), [Disability Impacts All of Us](#). Page last reviewed: September 16, 2020
2. World Health Organization, [International Classification of Functioning, Disability and Health \(ICF\) external icon](#). Geneva: 2001, WHO.

Publication and Visualization Sources

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United States Census Bureau (USCB): [Americans with Disabilities: 2014](#)

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