

CLARENCE (CB) AVERITT, CPWA

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CAREER PROFILE

Senior Principal Accessibility Leader and CPWA (CPACC + WAS) IAAP Certified with 21+ years of experience driving WCAG, Section 508, and inclusive design excellence across Fortune 500 organizations. Expert in assistive technologies, accessible development, and large-scale remediation strategy. Proven track record of elevating accessibility maturity, mentoring teams, and delivering measurable improvements in digital accessibility. National conference presenter and Knowbility's AIR award winner.

PROFESSIONAL STRENGTHS

- Expert in accessibility
 - NVDA | JAWS | VoiceOver | Talkback | Mobile | Web | PAC | WAVE | Axe | PEAT | ANDI | Color Contrast Analyzers | Keyboard Testing
- In-Depth Knowledge of Accessibility
 - WCAG 2.2 | Section 508 | AODA | W3C Standards
- 21 Years of Experience in Accessibility
- Maintain IAAP's CPACC and WAS (CPWA) Certifications
- 23 Years of Experience in Web Development
- Expert accessibility trainer
- Web Accessibility SME Consultant
- Mentor Chair for Knowbility's AIR Rally
- Knowbility's Rally AIR winner 2024
- Expert with WAI-ARIA Techniques and Authoring Practices
- Extensive Knowledge in front-end programming languages
 - CSS3 | HTML5 | JavaScript | JQuery
- Possess Excellent Web Design Skills
- Proficient with Adobe Creative Cloud
- Comprehensive knowledge of testing web-based applications as it relates to accessibility
- Expert in all major browser's compatibility
- Proficient with SharePoint
- Proficient with Jira and VersionOne
- Presenter at Major Accessibility Conferences, e.g. CSUN, AccessU, a11yTO, Accessing Higher Ground, etc.
- Knowledgeable on Mobile Development (web and native) as it relates to accessibility
- Worked in Agile and Waterfall Software Development Methodologies
- Familiar with Social Networking (Facebook, X) and how it relates to a total web presence
- Extensive Knowledge with CMS (Content Management Systems)
 - WordPress | Joomla | Mambo

PROFESSIONAL EXPERIENCE

Truist Bank December 2021 – March 2026

Senior Principal Accessibility Specialist

- Led accessibility strategy for Truist's public-facing digital presence
- Improved accessibility scores to 98% across 17 Axe Monitor projects
- Delivered two weekly office hours to guide accessible development
- Assess and delivered dozens of accessibility audit reports
- Built prototypes to demonstrate accessible patterns and accelerate remediation (visit <http://a11yideas.com>)
- Work with teammates on angular and HTML components on coding practices aligned to the "Truist Way"
- Addressed any gaps in components which improved the a11y user experience

- Developed the Inclusive Design new internal website
- Worked with team in selecting appropriate tasks for user testing
- Created and conducted instructor lead trainings for QA and Developer teammates
- Created 11y personas to be used in multiple areas
- Create Accessibility Procedures document to set forth expectations and provide guidance to teammates on how to handle digital platforms as it relates to accessibility
- Organized a team for Knowbility's AIR competition
- Bring a positive attitude by sharing my knowledge, assisting with projects, promoting realistic deadlines, and promptly communicating constraints (time, resources, technical, priorities, etc.). Create a climate of accessibility as a shared goal and opportunity for partners and stakeholders to grow
 - Built positive relationships with teams creating many champions
 - Stress the importance of encouraging teams to do what they do best and let me find ways to make their designs and development accessible

Deque Systems May 2014 – December 2021

Principal Consultant

- One of Three Principal Consultants at Deque Systems and the only Principal promoted from within
- Consultant with numerous high-profile clients, many of which are Fortune 50 and Fortune 100 Corporations
- Assigned the remediation of current client's most difficult task
- Developed and presented dozens of instructor lead trainings, in person and virtual
- Member of the interview committee team
- Numerous Accessibility Assessments and Remediation on web and mobile applications
- Member of current client's "Jedi Council", researching and deciding accessibility failures and best practices
- Work with development teams in reviewing wireframes based on accessibility and User Experience
- Led and managed teams of accessibility experts across various companies
- Mentor for Deque personnel as well as current client's personnel
- Written high level "Blueprints" for Fortune 50 and Fortune 100 Corporations
- Research and recommend best coding practices to developers and designers

KForce/IBM/State Farm May 2013 – May 2014

Accessible Web Developer

- Work with design and development teams to help them design and develop web applications that conform to accessibility standards (e.g. WCAG 2.0, Section 508, etc.)
- Work with development teams while they are working to meet accessibility requirements and resolved identified accessibility issues
- Using web accessibility automated tools, I assess web sites for WCAG 2.0 (A & AA) conformance
- Perform manual assessments of same websites, using tools, e.g. Axe DevTools
- Perform AT assessments using AT tools, e.g. JAWS, NVDA VoiceOver, Talkback
- Provide a checklist of issues and required fixes
- Provide recommendations of best practices
- Train new personnel on assessment techniques

EDUCATION

Bachelor of Arts – Music: Music Industry, University of North Carolina, Pembroke, NC