



BeAccessible



Part 3 — Capability Statement

Inclusive Learning, Accessibility & AI-Enabled Content Design

Prepared for Girl Effect India

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Accessible, youth-centred, behaviour-change learning content designed for adaptation across languages, literacy levels and delivery channels.



1. Organisation Profile

BeAccessible is a specialist South African consultancy helping organisations design learning, digital experiences and organisational practices that reduce barriers and enable participation. Our work combines accessibility, Universal Design, disability inclusion, responsible AI, inclusive learning design and practical implementation.

Organisation detail	Information
Registered entity	BeAccessible
Registration number	2016 / 120342 / 07
Executive Director	Fadila Ethne Lagadien, MBA
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2. Core Capability

- Inclusive learning design and Universal Design for Learning.
- Accessible content and digital experience design informed by WCAG and Universal Design.
- Youth- and learner-centred content architecture, scenarios, activities and facilitator resources.
- Conversational AI, chatbot and multilingual knowledge-assistant design.
- Plain-language translation of complex policy, technical and organisational information.
- Accessibility-aware multimedia scripting and content adaptation.
- Co-design, content testing, stakeholder facilitation and structured quality assurance.
- Responsible AI, human oversight, bias awareness, privacy and evidence-sensitive content workflows.

3. BeAccessible Inclusive Learning Design Framework™

Discover → Co-Design → Create → Validate → Adapt → Refine.

This cycle helps ensure that learning content begins with the learner and programme objective, is co-designed with the people who hold relevant knowledge, is produced for the correct channel, is validated for quality and safety, is adapted for learner variability and localisation, and is refined through evidence rather than preference alone.

4. Quality Assurance

Every deliverable is reviewed for educational excellence, behaviour-change integrity, accessibility, cultural readiness and technical accuracy. Safeguarding considerations run across all five lenses.

5. Relevant Technical and Delivery Strengths

Strength	Evidence of capability
Learning and curriculum-related development	Professional development includes Curriculum Design, Train the Trainer, Assessor, Moderator and Monitoring & Evaluation Systems, supported by practical training and learning-tool design.
Accessibility and UDL	Longstanding disability-inclusion and Universal Design



Strength	Evidence of capability
	leadership, plus WCAG-informed digital and document accessibility work.
Conversational content	Custom GPTs, chatbot concepts, voice-enabled and multilingual conversational experiences, and structured knowledge assistants.
Complex-content translation	Extensive policy, governance and organisational work requiring complex concepts to be translated into practical guidance for varied audiences.
Stakeholder engagement	Senior public-sector, board, NEDLAC, international advisory and multi-stakeholder leadership experience.
Digital innovation	Accessible no-code and web prototypes, learning hubs, forms, dashboards, AI-assisted workflows and client-facing tools.

6. Selected Applied Portfolio

- BeAccessible Learning Hub — accessible learning delivery and learner journeys.
- UDL Educator Hub and UDL learning tools — practical Universal Design for Learning support.
- BiasLens — evidence-aware responsible AI platform and accessible conversational support.
- Accessibility Audit Assistant and inclusive design tools — structured accessibility review and remediation guidance.
- HR Policy Compliance Auditor / Policy Rewriter — translation of complex policy rules into practical digital guidance.
- Donor Concept Note Assistant and other knowledge tools — structured content support for non-technical users.

Portfolio links: [BeAccessible](#) | [Learning Hub](#) | [UDL Educator Hub](#) | [BiasLens](#)

7. Leadership

Fadila Ethne Lagadien, MBA, is the Executive Director of BeAccessible. Her career combines disability inclusion, policy, organisational development, stakeholder leadership, Universal Design and applied AI. She has held senior management and public-sector leadership roles, served on boards including the SABC and WESGRO, and participated in international advisory processes on disability and Universal Design.

8. International and Cross-Cultural Capability

BeAccessible works from a South African and global human-rights perspective and is structured for remote collaboration. Fadila's international participation has included ILO and World Summit on the Information Society advisory work in Geneva, World Bank disability and development engagement, and international gender-policy and disability networks. For country-specific delivery, BeAccessible uses local validation rather than assuming that one cultural context can be transferred unchanged to another.

9. Value to Girl Effect

For Girl Effect, BeAccessible offers a distinctive combination: content and learning design that is conversational and engaging, but also systematically inclusive, accessible, translation-ready, safeguarding-aware and technically controlled. This allows the content-production process to support Girl Effect's behaviour-change goals without leaving access and learner variability to final-stage remediation.



Accessibility Compliance Note

This Word document uses a logical heading hierarchy, readable Arial typography, strong text contrast, accessible table headers, meaningful hyperlink text, short paragraphs, and a linear reading order. The BeAccessible logo includes alternative text. Information is not conveyed by colour alone. The structure is intended to support keyboard navigation, screen-reader use, magnification, reflow and low-effort reading, consistent with Universal Design principles and WCAG-informed document practice.