

# Ashlee Fisher

Accessibility & Software Consultant | Semantic Fish Creative Group

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*My primary focus in web technology is to make the internet a valuable and inclusive experience for everyone. Accessibility isn't just something to consider—it's absolutely necessary.*

## Areas of Expertise

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- 5+ years with WCAG, ARIA, & assistive technologies
- 6+ years working in web development, design systems, & user experience
- 10+ years of software engineering experience, education, & training

## Experience

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### Semantic Fish Creative Group LLC

Sept 2023 - Present

Indianapolis, IN (remote)

*Founder, Independent Accessibility & Software Consultant*

- Consult on planning, strategy, & roadmap development for standards & legal compliance
- Evaluate client products for compliance using automated & manual testing strategies
- Document findings and recommendations in detailed reports and tailored resources
- Provide training & support through office hours, design reviews, code reviews, & pairing

### HashiCorp

Oct 2021 - Jun 2023

San Francisco, CA (remote)

*Web Engineer – HashiCorp Developer, Helios Design System Ambassador, “Inclusive Access Alliance” ERG Co-Founder & Co-Chair*

- Built the foundational design system components for HashiCorp Developer with an emphasis on collaborating early and often using RFCs and daily asynchronous communication
- Facilitated additional React implementations of the Helios Design System as an intermediary passing along guidance from the Design System team
- Provided unique input and feedback for the creation of multiple Helios Design System components, resulting in higher quality user and developer experiences
- Implemented a collaborative and self-documenting design review process that consolidated feedback across the Product, Design, Education, and Engineering organizations
- Reviewed components and features for WCAG 2.1 Level AA compliance in the discovery, design, and implementation phases

- Coached peers on building and testing accessible design system components with robust, maintainable, and extensible APIs
- Created and influenced inclusive team norms that increased productivity, collaboration, and balance of differing working styles
- Led the migration and maintenance of hyperlink formats in over 2,500 Markdown files in more than 15 GitHub repositories across tutorials and documentation for all HashiCorp products, of which, the maintenance tooling catalyzed the creation of a linting system for streamlining content authoring
- Worked with Product, Design, and Education teams to document problems and create solutions with user data collected from surveys, analytics systems, and Google Search Console
- Built out a comprehensive guide for writing pull request descriptions and inclusive and effective code reviews, resulting in multi-organization adoption
- Set the technical vision for the team by proposing new architectures, tooling, and best practices, enabling peers to deliver high-impact work and encouraging a more inclusive team environment
- Authored and facilitated the adoption of more than a dozen system-level and team-level RFCs and significantly contributed to multiple others, paving way for widespread impact and influence in the project

## All Campus

Nov 2020 - Oct 2021

Chicago, IL (remote)

*Front-end Web Developer, "Access Required" ERG Co-Founder & Co-Chair*

- Upgraded webpack from version 4 to version 5, decreasing production build size by 75% (51MB to 13MB) and stabilizing CI builds
- Built multiple React hooks for making API requests and easily tracking their loading states to provide better UI/UX feedback for users
- Migrated several pages using legacy Redux and React class components to function components written in TypeScript and little to no Redux, enabling the use of React hooks and improving overall performance
- Incorporated the use of tools that improve developer experience and the code review process: the Prettier code formatter with CircleCI checks on PRs and the classnames package for conditional styling in custom components
- Proposed and created the first integration tests between the frontend and backend repositories to catch breaking changes in PR checks before code review
- Analyzed dozens of project dependencies, created a plan for updating or removing each one, and designed a process for keeping dependencies up to date
- Wrote multiple scripts for automating most of the frontend release process using the new GitHub command-line interface
- Planned and led the start of the migration from Enzyme to React Testing Library

## **Iris Works**

**Dec 2019 - Jul 2020**

Carmel, IN (hybrid)

*Full-stack Web Developer*

- Migrated from a legacy Rails application to a modern React and Redux application, making it easier to add new features and develop an attractive UI
- Created and updated several API endpoints to use Fast JSON API and filter, sort, and paginate data
- Onboarded a junior developer with no Rails experience through pair programming and coaching them through their first project
- Led the scoping, estimation, and definition of work for several epics & small projects

## **Sigstr**

**Jun 2019 - Jul 2020**

Indianapolis, IN (in-office)

*Front-end Web Developer*

- Built out brand-new React pages and components with accessibility in mind, such as a full-screen modal that allowed users to create email marketing campaigns
- Worked with full-stack and back-end developers to plan how the front-end and backend-would effectively interact

## **ORS, Inc**

**Jun 2018 - May 2019**

Fishers, IN (in-office)

*Front-end Web Developer*

- Completed several patient and non-patient features in a multi-module Electronic Health Record web application
- Re-created the patient-side company marketing website from scratch using Vanilla JavaScript

## **Delphi Electronics & Safety**

**Jun 2017 - Aug 2017**

Kokomo, IN (in-office)

*Software Engineering Intern*

- Increased maintainability and implemented remote commands for an existing web HMI which was used for in-vehicle customer demos and the development of V2X technology
- Facilitated collaboration between teams in Troy, Michigan; Kokomo, Indiana; and India

## **Delphi Electronics & Safety**

**Jun 2016 - Aug 2016**

Kokomo, IN (in-office)

*Software Engineering Intern*

- Researched the Java Security Architecture to calibrate security in a Java Virtual Machine
- Developed test Xlets to evaluate security calibrations and API implementations

## PTS Diagnostics

June 2015 - Aug 2015

Indianapolis, IN (in-office)

*Software Engineering R&D Intern*

- Researched Bluetooth Low Energy technology and how to integrate it with an existing health measurement device
- Created an Android application for demonstration of the BLE device prototype

## Education

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### Rose-Hulman Institute of Technology

Terre Haute, IN

*Bachelor of Science in Software Engineering & Literature Minor*

Typical Computer Science Courses, with additional training in:

- Software Quality Assurance
- Software Project Management
- Requirements Engineering

## Skills

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- Comfortable with or without frameworks: Bulk of experience is with React, React Context, TypeScript, Next.js, Next Auth, React Query, Jest, and React Testing Library
- Specializes in building components and tooling that is accessible to both users and developers using WAI-ARIA and WCAG specifications, community resources, and experienced peers for reference
- Approaches debugging with excitement and views feedback and fixing bugs as an opportunity for overall product and code quality improvement
- Prioritizes the developer experience by writing code, tests, documentation, pull requests, and code reviews that are easy to read, maintain, and extend
- Communicates with all levels of technical background in mind so everyone is kept up-to-date and feels included in regular discussions
- Passionate about expanding and maintaining work cultures that prioritize inclusive and accessible policies, psychological safety, and conducive learning through mentorship and coaching

## Leadership Experience

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- Organizer of local React.Indy meetup (March 2021 – March 2025)
- Co-chair and co-founder of Disability ERG at HashiCorp (December 2022 – June 2023)
- Indy Hackers 2022 Trainer of the Year
- Co-chair and co-founder of Disability ERG at All Campus (February 2021 – October 2021)

- 2017–2018 Freshman CSSE mentor
- First treasurer for Rose–Hulman’s Feminist Engineers’ Movement
- 2017 Women & HI Tech’s “Ignite Your Superpower!” exhibitor
- 2016 Rose–Hulman Leadership Academy graduate
- 2015 Trailblazer Fellowship Program, one of seven members selected from 200 applications

## Speaking Experience

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- "Code readability isn't just about personal preference!", !!Con 2022 (November 2022)
- "User Preferences vs User Settings and The Importance of Inclusive Language", We <3 A11y (February 2022)
- Why Accessibility is Important, We <3 A11y Panel Roundtable (February 2022)
- "Accessibility August 2021 on Dev Roulette LIVE" with Stephanie Myers (August 2021)
- "Debugging Semantic HTML Elements for Accessibility" with Ben Myers (released August 2021)
- "Getting started with web accessibility" interview with Kevin Powell (released July 2021)
- "Building an Accessible Modal" at React.Indy (October 2020)
- "Build an Accessible React Component" live-coding series (2020)
- "Disability in UX" Panel for Twitter (July 2020)
- "A Disabled Dev's Journey" at The Indianapolis Ruby Brigade (November 2019)
- Diversity & Inclusion Panel at Sigstr on (September 2019)
- "A Disabled Dev's Journey" at IndyPy La Femme Pythonista on (September 2019)