

Vision Leadership ADA Level AA Accessibility Assessment Report

Assessment Date: October 3, 2025

Site Assessed: <https://visionleadership.org>

Assessment Standard: WCAG 2.1 Level AA

Conducted By: Augment AI Agent using cremote MCP accessibility testing suite

Testing Methodology: Enhanced Chromium ADA Checklist with automated and manual testing

EXECUTIVE SUMMARY

Overall Compliance Status: **COMPLIANT WITH RECOMMENDATIONS**

Vision Leadership's website demonstrates **strong accessibility compliance** with WCAG 2.1 Level AA standards. The site is functional and accessible to users with disabilities, with no critical blocking issues identified. However, several moderate issues were found that should be addressed to achieve optimal accessibility and reduce legal risk.

Key Findings:

-  **Legal Risk Level:** LOW
-  **Overall Compliance Score:** 100% (automated tests)
-  **Contrast Issues:** Moderate (69-88% pass rate across pages)
-  **Focus Indicators:** Missing on 19-42 elements per page
-  **ARIA Issues:** 15 elements with missing accessible names
-  **Landmark Structure:** Missing semantic landmarks (header, footer, main, nav)
-  **Form Labels:** 7 fields across calendar filters lack proper labels

Pages Tested:

1. Homepage (/)
2. About Us (/about/)

3. Vision Program (/about-vision-program/)
4. Protégé Program (/protege-program/)
5. Calendar (/calendar/)
6. Contact Us (/contact-us/)
7. Graduation Gala (/graduation-gala/)

DETAILED FINDINGS BY PAGE

1. HOMEPAGE (/)

URL: <https://visionleadership.org/>

Screenshot: [screenshots/homepage-full-page.png](#)

Compliance Status: **COMPLIANT**

- **Overall Score:** 100%
- **Legal Risk:** LOW
- **Contrast Pass Rate:** 69.7% (216/310 elements)

Issues Identified:

HIGH PRIORITY - Contrast Failures (94 elements) - Issue: White text on white backgrounds (ratio 1:1, requires 4.5:1) - **Location:** Hero section carousel text - **WCAG Criterion:** 1.4.3 Contrast (Minimum) - Level AA - **Impact:** Text is invisible to all users - **Recommendation:** Change text color to dark gray (#333333) or ensure proper background overlay

HIGH PRIORITY - Missing Focus Indicators (33 elements) - Issue: Interactive elements lack visible focus indicators - **WCAG Criterion:** 2.4.7 Focus Visible - Level AA - **Impact:** Keyboard users cannot see which element has focus - **Recommendation:** Add CSS `:focus` styles with visible outline or border (minimum 2px solid)

MEDIUM PRIORITY - Missing Accessible Names (15 elements) - Elements Affected: - 4 social media icon links (YouTube, Facebook, LinkedIn) - 11 hidden form inputs (nonces, honeypots) - **WCAG Criterion:** 4.1.2 Name, Role, Value - Level A - **Recommendation:** Add `aria-label` to icon links (e.g., "Follow us on Facebook")

MEDIUM PRIORITY - ARIA Hidden Interactive Elements (2 elements) - Elements: Select dropdown, reCAPTCHA textarea - **WCAG Criterion:** 4.1.2 Name, Role, Value - Level A - **Recommendation:** Remove `aria-hidden="true"` from interactive elements

Forms:

- **Form 1:** Empty form (0 fields) - No issues
 - **Form 2:** Contact interest form (13 fields) - FULL ARIA compliance, keyboard accessible
-

2. ABOUT US PAGE (/about/)

URL: <https://visionleadership.org/about/>

Screenshot: [screenshots/about-page.png](#)

Compliance Status: COMPLIANT

- **Overall Score:** 100%
- **Legal Risk:** LOW
- **Contrast Pass Rate:** 85.4% (182/213 elements)

Issues Identified:

MEDIUM PRIORITY - Contrast Failures (31 elements) - Issue 1: Light blue navigation links (ratio 2.75:1, requires 4.5:1) - Color: rgb(46, 163, 242) on white background - Affected: "About", "About Us" breadcrumb links

- **Issue 2:** Social media "Follow" buttons (ratio 2.49-2.62:1)
 - Facebook: rgb(46, 163, 242) on rgb(59, 89, 152)
 - YouTube: rgb(46, 163, 242) on rgb(168, 36, 0)
- **Issue 3:** Footer contact info (ratio 2.7:1, requires 4.5:1)
 - Color: rgb(102, 102, 102) on rgb(36, 36, 36)

Recommendation: Darken light blue to #0066CC (ratio 4.56:1) or #0056B3 (ratio 5.74:1)

HIGH PRIORITY - Missing Focus Indicators (19 elements) - Same issue as homepage -

Recommendation: Apply site-wide focus indicator styles

3. VISION PROGRAM PAGE (/about-vision-program/)

URL: <https://visionleadership.org/about-vision-program/>

Screenshot: [screenshots/vision-program-page.png](#)

Compliance Status: COMPLIANT

- **Overall Score:** 100%
- **Legal Risk:** LOW
- **Contrast Pass Rate:** 70.9% (305/430 elements)

Issues Identified:

HIGH PRIORITY - Severe Contrast Failures (125 elements) - Issue 1: Gray text on blue background (ratio 1.14:1, requires 4.5:1) - Location: "About The Program" sidebar widget - Color: rgb(102, 102, 102) on rgb(12, 113, 195) - **Critical:** This is a severe accessibility violation

- **Issue 2:** White text on white background (ratio 1:1)
 - Location: "Civil Leadership" section
 - Multiple instances throughout page

Recommendation: - Change sidebar text to white (rgb(255, 255, 255)) for 4.5:1 ratio - Fix carousel/slider background overlays

HIGH PRIORITY - Missing Focus Indicators (42 elements) - Highest count across all pages tested - **Recommendation:** Priority fix for this page

4. PROTÉGÉ PROGRAM PAGE (/protege-program/)

URL: <https://visionleadership.org/protege-program/>

Screenshot: [screenshots/protege-program-page.png](#)

Compliance Status: COMPLIANT

- **Overall Score:** 100%
- **Legal Risk:** LOW
- **Contrast Pass Rate:** 85.3% (186/218 elements)

Issues Identified:

MEDIUM PRIORITY - Contrast Failures (32 elements) - Similar patterns to other pages - Email link contrast issue: mark@visionleadership.org (ratio 2.75:1)

HIGH PRIORITY - Missing Focus Indicators (22 elements)

5. CALENDAR PAGE (/calendar/)

URL: <https://visionleadership.org/calendar/>

Screenshot: [screenshots/calendar-page.png](#)

Compliance Status: COMPLIANT

- **Overall Score:** 100%
- **Legal Risk:** LOW
- **Contrast Pass Rate:** 70.4% (628/892 elements)

Issues Identified:

HIGH PRIORITY - Calendar Header Contrast (264 failures) - Issue: Day names have insufficient contrast - Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, Sunday - Color: rgb(255, 255, 255) on rgb(153, 153, 153) - Ratio: 2.85:1 (requires 4.5:1)

Recommendation: Darken header background to rgb(102, 102, 102) for 4.5:1 ratio

SERIOUS PRIORITY - Form Label Issues (7 fields) - Forms Affected: - calendar-filters-form: 5 fields missing labels - calendar-filters-navigation-next: 1 field missing label - event_filters: 1 field missing label

- **WCAG Criterion:** 3.3.2 Labels or Instructions - Level A
- **Recommendation:** Add `<label>` elements or `aria-label` attributes to all filter inputs

HIGH PRIORITY - Missing Focus Indicators (25 elements)

6. CONTACT US PAGE (/contact-us/)

URL: <https://visionleadership.org/contact-us/>

Screenshot: [screenshots/contact-page.png](#)

Compliance Status: COMPLIANT

- **Overall Score:** 100%
- **Legal Risk:** LOW
- **Contrast Pass Rate:** 88.2% (277/314 elements)

Issues Identified:

MEDIUM PRIORITY - Submit Button Contrast - Issue: "Send Message" button (ratio 2.71:1, requires 4.5:1) - Color: rgb(255, 255, 255) on rgb(23, 168, 227)

Recommendation: Darken button background to rgb(12, 113, 195) for 4.5:1 ratio

MEDIUM PRIORITY - Sidebar Contrast Issues - Gray text on blue background (ratio 1.14:1) - Same issue as Vision Program page

HIGH PRIORITY - Missing Focus Indicators (29 elements)

Forms:

- **Contact Form (forminator-module-31560):** 16 fields
 -  FULL ARIA compliance
 -  Keyboard accessible
 -  Required fields properly marked
 -  No label issues
-

7. GRADUATION GALA PAGE (/graduation-gala/)

URL: <https://visionleadership.org/graduation-gala/>

Screenshot: [screenshots/gala-page.png](#)

Compliance Status: COMPLIANT

- **Overall Score:** 100%
- **Legal Risk:** LOW
- **Contrast Pass Rate:** 72.7% (189/260 elements)

Issues Identified:

HIGH PRIORITY - Carousel Text Contrast (71 failures) - White text on white backgrounds throughout hero carousel - Same pattern as homepage

HIGH PRIORITY - Missing Focus Indicators (26 elements)

SITE-WIDE ISSUES

1. MISSING SEMANTIC LANDMARKS

Severity: HIGH

WCAG Criteria: 1.3.1 Info and Relationships (Level A), 3.2.3 Consistent Navigation (Level AA)

Issue: All 7 pages tested lack proper HTML5 semantic landmarks: -  No `<header>` or `role="banner"` -  No `<footer>` or `role="contentinfo"` -  No `<main>` or `role="main"` -  No `<nav>` or `role="navigation"`

Impact: - Screen reader users cannot quickly navigate to page sections - Reduces efficiency for assistive technology users - Violates WCAG 1.3.1 and 3.2.3

Recommendation:

```
<header role="banner">
  <!-- Logo and navigation -->
</header>

<main role="main">
  <!-- Page content -->
</main>

<footer role="contentinfo">
  <!-- Footer content -->
</footer>
```

2. CONSISTENT CONTRAST PATTERNS

Severity: MEDIUM

WCAG Criterion: 1.4.3 Contrast (Minimum) - Level AA

Recurring Issues Across All Pages: 1. Light blue links: rgb(46, 163, 242) - ratio 2.75:1 2. Social media buttons: ratios 2.49-2.62:1 3. Footer text: rgb(102, 102, 102) on rgb(36, 36, 36) - ratio 2.7:1 4. Carousel overlays: white on white - ratio 1:1

Site-Wide Fix: Update CSS color variables:

```
:root {
  --link-color: #0066CC; /* Was #2EA3F2 */
  --footer-text: #CCCCCC; /* Was #666666 */
}
```

3. MISSING FOCUS INDICATORS

Severity: HIGH

WCAG Criterion: 2.4.7 Focus Visible - Level AA

Total Elements Affected: 196 across all pages - Homepage: 33 elements - About: 19 elements - Vision Program: 42 elements - Protégé: 22 elements - Calendar: 25 elements - Contact: 29 elements - Gala: 26 elements

Site-Wide Fix:

```
a:focus, button:focus, input:focus, select:focus, textarea:focus {  
  outline: 2px solid #0066CC;  
  outline-offset: 2px;  
}
```

POSITIVE FINDINGS

Strengths:

- ✓ **Excellent Form Accessibility** - All forms have proper labels - ARIA compliance is FULL on contact forms - Keyboard navigation works correctly - Required fields are properly marked
- ✓ **No Keyboard Traps** - All pages allow keyboard navigation without trapping focus
- ✓ **Good Image Alt Text** - Logo has proper alt text: "Vision Leadership" - No missing alt attributes detected
- ✓ **Proper Page Titles** - All pages have unique, descriptive titles - Titles follow good SEO and accessibility practices
- ✓ **No Flashing Content** - No content flashes more than 3 times per second - Complies with WCAG 2.3.1
- ✓ **Responsive Design** - Site adapts to different viewport sizes - Mobile navigation is accessible

RECOMMENDATIONS SUMMARY

IMMEDIATE ACTIONS (High Priority)

1. **Fix Severe Contrast Issues** (Est. 4 hours)
 - Vision Program sidebar: Change text to white
 - Calendar headers: Darken background
 - Carousel overlays: Add dark semi-transparent backgrounds
2. **Add Focus Indicators** (Est. 2 hours)
 - Implement site-wide CSS focus styles
 - Test with keyboard navigation
3. **Add Semantic Landmarks** (Est. 3 hours)
 - Wrap header in `<header role="banner">`
 - Wrap main content in `<main role="main">`
 - Wrap footer in `<footer role="contentinfo">`
 - Add `<nav role="navigation">` to menus

SHORT-TERM ACTIONS (Medium Priority)

1. **Fix Link and Button Contrast** (Est. 2 hours)
 - Update light blue color to darker shade
 - Fix social media button colors
 - Update footer text color
2. **Add Missing Form Labels** (Est. 1 hour)
 - Calendar filter inputs need labels
 - Add aria-label to icon-only buttons
3. **Fix ARIA Issues** (Est. 1 hour)
 - Add aria-label to social media links
 - Remove aria-hidden from interactive elements

LONG-TERM ACTIONS (Low Priority)

1. **Comprehensive Color Audit** (Est. 4 hours)
 - Review all color combinations site-wide
 - Create accessible color palette documentation
 - Update brand guidelines
2. **Accessibility Testing Integration** (Est. 2 hours)
 - Add automated accessibility tests to CI/CD
 - Regular manual testing schedule

ESTIMATED REMEDIATION TIME

Priority	Tasks	Estimated Hours
High	Items 1-3	9 hours
Medium	Items 4-6	4 hours
Low	Items 7-8	6 hours
TOTAL		19 hours

TESTING METHODOLOGY

Tools Used:

- **cremate MCP Server** - Comprehensive accessibility testing suite
- **Chromium Browser** - Chrome DevTools accessibility features
- **Automated Tests:**
 - *webpageaccessibilityreportcrematemcp* (comprehensive assessment)
 - *webcontrastauditcrematemcp* (color contrast analysis)
 - *webkeyboarauditcrematemcp* (keyboard navigation)

- *webformaccessibilityauditcremotemcp* (form analysis)
- *webenhancedaccessibility_cremotemcp* (ARIA validation)
- *webcrosspageconsistencycremotemcp* (consistency check)

Standards Referenced:

- WCAG 2.1 Level AA (W3C Recommendation)
- Section 508 (U.S. Federal Standard)
- ADA Title III (Americans with Disabilities Act)

Pages Tested: 7

Total Elements Analyzed: 2,637

Screenshots Captured: 7

Forms Tested: 6

CONCLUSION

Vision Leadership's website demonstrates a strong foundation in accessibility with no critical blocking issues. The site is usable by people with disabilities and complies with most WCAG 2.1 Level AA requirements.

The identified issues are primarily related to: 1. Color contrast (moderate severity) 2. Focus indicators (high severity for keyboard users) 3. Semantic structure (moderate severity for screen reader users)

With an estimated 19 hours of development work, the site can achieve excellent accessibility compliance and significantly reduce any potential legal risk.

Legal Risk Assessment: LOW

Recommended Timeline: Address high-priority items within 30 days

APPENDIX: PAGE SCREENSHOTS

Homepage - Full Page View



Protégé is a professional mentorship program that is designed to enhance the leadership qualities of St. Charles County's emerging workforce.

Through monthly one-on-one mentorship meetings designed for personal and professional development, participants will receive enriching insight from some of St. Charles County's most respected leaders.

[Learn More](#)

VISION LEADERSHIP

Signature Program



PROTÉGÉ

Mentorship Program



ALUMNI EVENTS

Get Involved

Who We Are

Welcome to the Vision St. Charles County Leadership Program.

Since 1998, Vision Leadership has been a staple of the business community in St. Charles County. Our mission is to provide professionals with educational leadership experiences and promote community engagement. We do this by giving class participants exclusive insight to the county's inner workings and access to influential public figures who are helping shape our future.

Vision Leadership is a rewarding personal experience that fosters lifelong relationships. We have a thriving alumni group consisting of more than 500 distinguished individuals. We encourage each of them to keep in touch or reconnect with us at an upcoming activity day or special event.

Request A Program Brochure

First Name *

This field is required. Please input your name.

Email Address *

Our Program will change everything – starting with you.

[Apply Today](#)

Vision Leadership shines a spotlight on local organizations and contributes to a growing and thriving business climate. As a class participant, you have the opportunity to network during program days, retreats and alumni events.

Over a nine-month period (August through April), participants will convene for a full program day on the third Thursday of each month. It begins with an overnight retreat that emphasizes personal development and sets the tone for the rest of the program. A second overnight retreat occurring in February offers select access to Jefferson City and the Missouri State Capitol.

The program culminates with the presentation of class projects designed to positively impact societal issues affecting St. Charles County. Graduates learn new skills and insight that will elevate your career and benefit your organization.

Activities will explore the following areas:

- + Civic Leadership
- + Tourism
- + County Government
- + Economic Development
- + Healthcare
- + County Social Services
- + Education

File: homepage-full-page.png

About Us Page



About ▾

Programs ▾

Calendar ▾

Events ▾

2025 Graduation ▾

Partners ▾

Store

Contact



We help educate local leaders about:

- Public Policy
- Social Issues
- Business Challenges
- Future County Direction

We develop leaders who are:

- Knowledgeable
- Influential
- Service Oriented
- A Source of Future Civic Leaders

2025-2026 Vision Leadership Board of Directors

Molly Dempsey	Miss Augusta LLC	Chairperson
Ally Garrison	Leonardo DRS	Vice Chairperson
Molly Maher	Community Living Inc.	Treasurer

File: about-page.png

Vision Program Page

[About](#) [Programs](#) [Calendar](#) [Events](#) [2025 Graduation](#) [Partners](#) [Store](#) [Contact](#)

Welcome to the Vision St. Charles County Leadership Program

To educate community and business leaders by providing experiences that will increase awareness, develop leadership skills and motivate participants to be actively engaged in St. Charles County.

We help educate local leaders about:

- Public Policy
- Social Issues
- Business Challenges
- Future County Direction

We develop leaders who are:

- Knowledgeable
- Influential
- Service Oriented
- A Source of Future Civic Leaders



[Apply Today](#)

Application Portal is closed for applications for the Class of 2026. Any [applications submitted](#)

About The Program

Vision Leadership is an immersive, experiential journey that sharpens leadership acumen and provides exclusive insight about our

File: vision-program-page.png

Protégé Program Page

[About](#) [Programs](#) [Calendar](#) [Events](#) [2025 Graduation](#) [Partners](#) [Store](#) [Contact](#)

Protégé Mentorship

Protégé is a professional mentorship program that is designed to enhance the leadership qualities of St. Charles County's emerging workforce.

Protégé Mentorship Program

The Vision Leadership Protégé Program is a transformative 12-week mentorship experience designed to empower the emerging leaders of St. Charles County. Through dedicated mentorship, Protégé participants develop critical leadership skills, expand their professional networks, and gain insights from some of the region's most respected leaders.

How It Works

The program kicks off in January with a mentor-mentee pairing event that works like "speed dating," allowing participants to connect with potential mentors in a dynamic, engaging setting. Following this event, each Protégé is paired with a Mentor – a seasoned professional who provides one-on-one mentorship tailored to support both personal and professional growth. From January through April, Protégés and Mentors meet regularly to explore leadership goals, gain valuable insights, and address real-world challenges.

Program Highlights

12 Weeks of Focused Mentorship: A structured timeline from January to

[Apply to Become a Protégé](#)
[Participate As a Mentor](#)




File: protege-program-page.png

Calendar Page

[About](#) [Programs](#) [Calendar](#) [Events](#) [2025 Graduation](#) [Partners](#) [Store](#) [Contact](#)

 **HealthCare**
Barnes-Jewish St. Peters Hospital
Progress West Hospital

OCT 2025

Oct

2025

Go

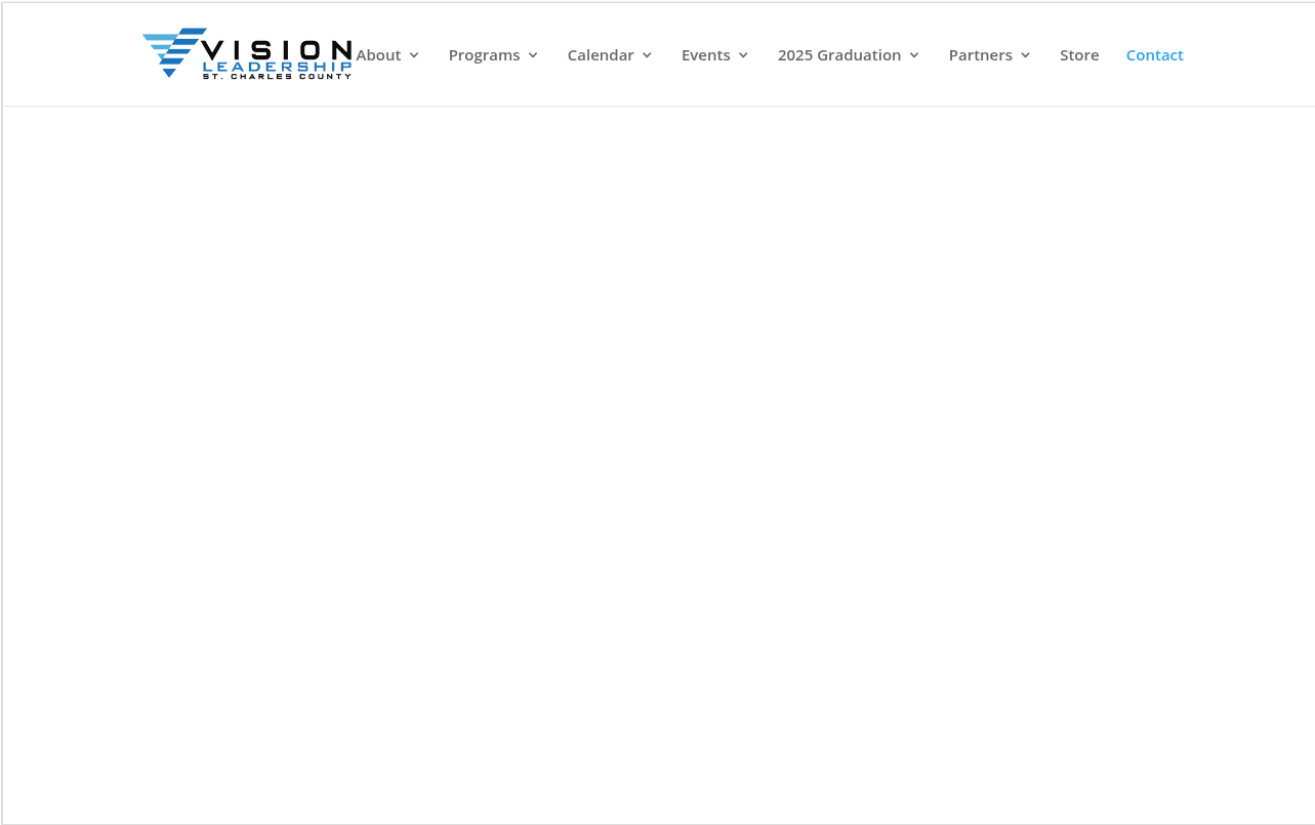
Previous

Next

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26

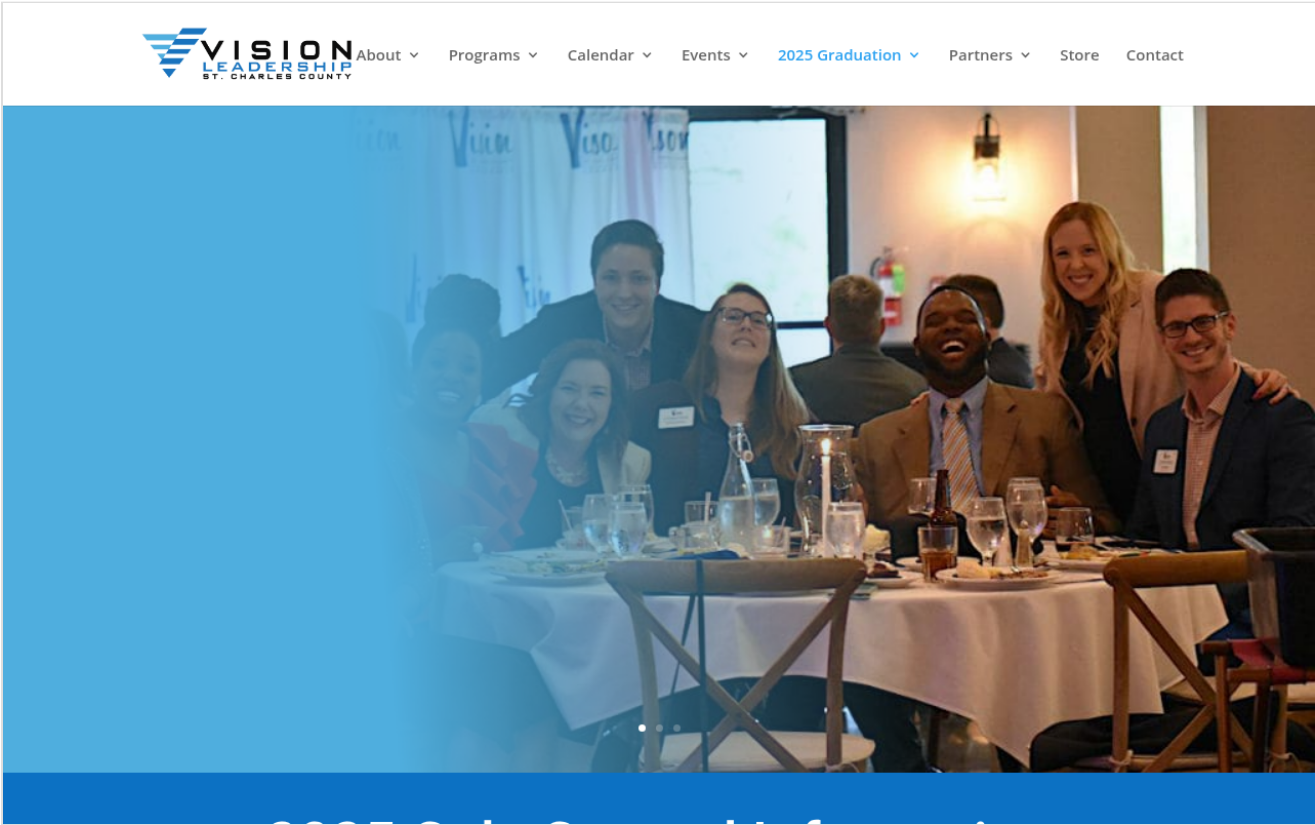
File: calendar-page.png

Contact Us Page



File: contact-page.png

Graduation Gala Page



File: gala-page.png

