**Conclusion**

Accessibility and the ability to participate fully in society as a human right. Canada has agreed to commit to the entitlement of PWD to engage fully in their communities (Collaborative Specialization in Accessibility, 2023; Human Rights Commission, 2022). As I established, PWD are vastly underrepresented as leaders, when it comes to organizations, workplaces, and the global landscape at large. By committing to the design and delivery of environments products and services society at large is making a commitment to a more innovative resilient and usable way of living for all individual the commitment to a more (dis)Ability inclusive society does not mean we keep PWD stuck in representation spirals of cures and victims. Instead, and means that we include PWD in organizations, listening to voices that are typically silenced around the table. In doing so, these actions bring forward possibilities for creativity, beauty, innovation, and power (BleWett et al., 2016; DeWeet et al., 2023; Kattari et al., 2020; Tussing, 2022).

In my researcher fieldnotes, I was continually struck by how participants coloured themselves and other humans (no labels). This is from a field note reflection I had made in my journal. As I conducted each interview, there were no labels for their (dis)Ability, they took pride in doing this and doing this their own way, there was a not and then and then knowledge meant that society may still label individuals as less than human. However, there is a resistance towards the ableist thinking. Additionally, my interpretation of what I heard my participants say is learning how to colour someone human; with no labels means recognizing what we do not know, what we can benefit from learning, and applying this to initiate change.
Plain language, conclusionThe conclusion presented effectively synthesizes various themes and research findings related to disAbility, inclusion, and leadership from a third-person perspective. It emphasizes the societal need to fully integrate people with disabilities (PWD) into leadership roles, advocating for their inclusion not just as representatives but as integral and influential members of organizations and communities.

The research highlights the significant underrepresentation of PWD in leadership positions, especially in executive roles, and points out the diversity within the disAbility community itself. The concept of "social imagination," as introduced in the research, is pivotal. It encourages envisioning a more inclusive society where the needs and contributions of PWD are recognized and valued as sources of innovation and change.

Personal reflections based on field notes and interviews with wheelchair users add a valuable and humanizing perspective. The research emphasizes the importance of seeing PWD as complete individuals, not merely defined by their disabilities or assistive devices.

Proposed future directions for social work practice focus on deepening the understanding of the experiences of PWD. These include employing creative approaches for advocacy and awareness. The strategy for disseminating this research through an e-portfolio and collaborations with non-profit and governmental organizations demonstrates a proactive approach to instigating change.

In summary, the research calls for a paradigm shift in societal attitudes and structures towards greater inclusivity and respect for PWD. It acknowledges the complexity of these issues and proposes multifaceted strategies to address them, ranging from individual storytelling to systemic changes in organizational policies and practices. This holistic approach is essential for fostering a more inclusive and equitable society.