Ohio University Disability Strategic Plan Implementation Updates February 2016
“Moving from Compliance to Collective Responsibility”

From 2011-2014, OHIO’s Presidential Advisory Council on Disability and Accessibility Planning (PACDAP) led a strategic planning process to develop priorities, initiatives, and strategies for OHIO to move forward in becoming a leader for improving the inclusion and accessibility for persons living with disabilities. The fundamental vision was to create a culture that inspires inclusion and considers access for persons living with disabilities in all decision-making throughout the University.

The Ohio University Disability Strategic Plan for Inclusion and Accessibility was presented and approved by President McDavis in June 2014. The Strategic Plan proposes a framework for university-wide conversation toward implementation based upon six prioritized goals: Leadership, Assessment, Communication, Inclusion, Universal Designed Assistive Technology, and Funding and Resources. The Strategic Plan can be found at https://www.ohio.edu/equal-opportunity/pacdap/strategic-plan.cfm

In August 2015, a steering committee was formed to ensure the forward movement of the Strategic Plan.

**Implementation Steering Committee**

**Guiding Principles**

- *Everyone will be able to access and participate in our programs, services and facilities.*
- *Ohio University aspires to move beyond compliance to collective responsibility for inclusion and accessibility.*

- *The University will consider accessibility when making decisions about changes at the local and institutional level.*
- *As a university community, we want to eliminate barriers in a deeply structural way.*
- *Change will be long-lasting and coordinated across campuses.*

**Purpose**

The purpose of the steering committee is to oversee the forward movement of the Disability Strategic Plan including:

1. Determining the approach for addressing priorities
2. Ensuring compliance and accountability
3. Coordinating information on the Plan
4. Communicating actions and information
5. Making revisions or updates to the Plan

**Steering Committee Members**

Dianne Bouvier, Director Equal Opportunity and Accessibility, ADA/504 Coordinator Carey Busch, Assistant Dean, Student Accessibility
The steering committee determined that four priorities should be addressed first; three will have a team assigned to each priority - **Universal Design and Assistive Technology, Communication, and Leadership.** The fourth selected priority, **Assessment**, will be addressed by the steering committee.

**Universal Design and Assistive Technology Team**

**Charge:** To incorporate universal design principles and assistive technology resources as fundamental components of all planning and delivery aspects associated with the operations of Ohio University so that the University experience is seamless and comparable for persons of all abilities.

**Progress to date**

- Meeting since October 13, 2015
- Drafting a policy for Information Technology accessibility across campus
- Working with Procurement to incorporate accessibility review in digital purchases

**Next steps**

- Vetting the Policy on Information Technology Accessibility
- Begin work with Facilities on universal design implementation

**Team Members**

Jill Bateman, College of Engineering
Marty Dagostino, Equal Opportunity and Access
Matt Dingo (Co-Convener), Academic Technology
Simone Hicks, Graduate Student
Christine Jenkins, Student Accessibility Services
Greg Kessler, Faculty, Linguistics
Toni Marinucci, Office of Information Technology
John McCarthy, Faculty, Communications Sciences and Disorders
Marty Paulins, Transportation Services
Judy Piercy (Co-Convener), University Ombudsperson
Christine Sheets, Student Affairs
Richard Shultz, Design and Construction
Noah Trembly, Rehabilitation and Communication Sciences

**Communications Team**

**Charge:** Develop and implement an ongoing communication strategy that encourages, engages, educates and empowers all Ohio University community members to embrace the emerging paradigm for the work of inclusion and accessibility.
Progress to date

Meeting since October 23, 2015

- Developing a Strategic Communication Plan with the assistance of University Communications and Marketing
- Development of a concept design (e.g., logo)

Next steps

- Finalize communication plan and concept design in February.
- Begin implementation of the communication plan.

Team Members

Josh Bodnar, Access, Transaction, and Video Services
Joan Butcher, WOUB
Meghan Drapcho, Enrollment Services
Kerri Griffin (Co-Convener), Equal Opportunity and Accessibility
Sarah Lack, University Communications and Marketing
Erin McAloon, Student
Teresa McKenzie, Student Accessibility Services, Southern Campus
Amy Taylor-Bianco, COB
Jamie Patton, Dean of Students Office
Judy Piercy (Co-Convener), University Ombudsperson
Danielle Valaitis (Co-Convener), Student Senate

Leadership Team Charge

1. Create implementation strategies that leaders will use to integrate accessibility and inclusion into all functions.
2. Develop and enact processes for moving forward the Disability Strategic Plan for Inclusion and Accessibility.
3. Promote the concept of the University valuing accessibility, therefore, it must be absorbed into what units do (including funding both institutionally and within units).
4. Accept responsibility as leaders across campus to advance this initiative which includes discussing with leaders in their unit how accessibility will be considered and integrated into facilities, functions, programs, and services.
5. Think broader than their own individual units when considering processes.

Progress to date

- Meeting since January 12, 2016
- Developing a self-assessment framework/dash board to be used across all campuses

Team Members

Dianne Bouvier (Co-Convener), Equal Opportunity and Accessibility
Saira Brown, Student Senate
Kendall Brown-Clovis, Human Resources
Alicia Chavira-Prado, Diversity and Inclusion
Howard Dewald, Office of the Provost
Mark Ferguson, Division of Student Affairs
Sherrie Gradin, Faculty, Department Chair
Dennis Irwin, Dean, College of Engineering
Joe Lalley, Finance and Administration
Krisanna Machtmes, Faculty
Senate
Serena McCollum, Classified Senate
Nicole Pennington, Dean, Southern Campus
Judy Piercy (Co-Convener), University Ombudsperson
Jim Taylor, Faculty Senate, Zanesville Campus

**Inclusion Team**
**Charge:** To foster campus cultures that are inclusive and responsive to the concerns of employees, students and visitors living with disabilities by 1) developing a strategy to provide on-going training to campus constituents and 2) developing a systemic way of including and mobilizing the voice of persons living with disabilities.

**Progress to Date:** This team will begin during Spring 2016.