DISABILITY STRATEGIC PLAN FOR INCLUSION AND ACCESSIBILITY: FALL 2016 UPDATES

This is our second year of implementing the Ohio University Disability Strategic Plan for Inclusion and Accessibility, which was approved by President Roderick McDavis and presented to Board of Trustees in 2014. On October 21, 2016 we provided an update to the Board of Trustees during the University highlights. Many members of PACDAP, the implementation teams, and the Accessibility Liaisons were present to be recognized for the work we are doing. Our visible presence demonstrated the strong commitment across our campuses, for working toward making our community more inclusive and accessible.

1. PACDAP
   Dianne Bouvier, chair

Charge: To oversee the forward movement of the Disability Strategic Plan, including:

• Determining the approach for addressing priorities
• Ensuring compliance and accountability
• Coordinating information on the Plan
• Communicating actions and information
• Making revisions or updates to the Plan

Fall 2016
The Presidentially Appointed Committee on Disability and Accessibility Planning (PACDAP) serves as the steering committee, setting priorities for the upcoming year, guiding the implementation work based on the initiatives described in the strategic plan, as well as current circumstances. This past summer, PACDAP outlined charges and tasks for four implementation teams, focusing on: Leadership, Information Technology Accessibility Policy Implementation, Communication, and Universal Design for Facilities. In late September, we launched an additional new group, the Accessibility Liaisons. In forming this newest group, care was given to find a cross representation of voices from those who live with various disabilities, those who work with people with disabilities as well as family members for those who live with disabilities.

For our decision-making and recommendations to be meaningful, PACDAP is committed to assuring our processes and recommendations are vetted by people who understand disability impact within our university. One significant change from last year is that PACDAP regularly meets with either the co-
chairs or the Accessibility Liaisons to learn more directly what progress is taking place and offer guidance. PACDAP members also directly serve on one implementation team.

Spring 2017
PACDAP will continue to monitor progress for all implementation teams and offer support as needed.

2. Leadership Implementation Team
   *Dianne Bouvier and Kendall Brown-Clovis, co-chairs*

**Charge:** For a deep commitment to the plan, OHIO needs a structure that will persist through changes in leadership personnel within units.

- To create implementation strategies that leaders will use to integrate accessibility and inclusion into all functions.
- To develop and enact processes for moving forward the Disability Strategic Plan for Inclusion and Accessibility.
- To promote the concept of the University valuing accessibility, therefore, it must be absorbed into what units do (including funding both institutionally and within units).
- To 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.
- To think broader than their own individual units when considering processes.

**Fall 2016**
Spring semester 2016, the Leadership Team drafted a Departmental Self-Assessment tool designed to allow leaders to assess departmental readiness for inclusion and accessibility related to five key areas: training, policy and procedures, accessible and inclusive communication, service, and physical space. The Qualtrics instrument was piloted twice and the self-assessment and pilot feedback have been incorporated into the process.

Communication targeted to intended survey recipients (deans, directors and department heads) are occurring across the university and with regional campus leadership so they can schedule time now to complete the self-assessment beginning January 24, 2017. This fall Dianne Bouvier, Kendall Brown-Clovis, Brad Cohen and Mark Ferguson are presenting overall Disability Strategic Plan Updates, including details about the upcoming assessment to College chairs and directors, HRE Deans Leadership, Intercollegiate Athletics, Human Resource Hiring Managers (HRMG), RC Strategy Group and Student Affairs.

**Spring 2017**
In-person presentations as well as other communication strategies outlined by the Communication Implementation Team will inform the campus about this project. and the campus-wide launch date is January 24, 2017. Patton College of Education doctoral students in Dr. Kris Machtmes’ Research and
Design class will be applying class concepts to oversee the dissemination, analysis and reporting on major findings for the planning units. Their data will identify university-wide priorities for investing resources.

3. Information Technology Accessibility Policy Implementation Team (ITAP)
   Toni Marinucci and Chris Ament, co-chairs

Charge: To review the proposed Information Technology Accessibility policy and assess what is currently in place to support the policy requirements and identify what will be needed to fully implement the policy so that the University experience using information technology is seamless and comparable for persons of all abilities.

Tasks (revised):
1. Review and revise the IT accessibility policy. Ensure the scope and purpose are clear.
2. Identify what resources and processes are available and what is needed to support the successful implementation of the policy
3. Develop a timeline for phasing in policy implementation and recommended next step

Fall 2016
The Information Technology Accessibility Policy Implementation Team (ITAP) began this fall reviewing the policy draft created by last year’s Universal Design and Assistive Technology Team (UDAT). The new ITAP made recommendations to clarify language and narrow the Information Technology Accessibility (“IT Accessibility”) policy’s scope to focus on ensuring a digital infrastructure that would be accessible, including for those who use assistive technology. Following best practices at other universities, the policy employs a “from here forward” orientation and describes rationale and processes for requesting exceptions to the policy.

Spring 2017
ITAP is assembling data to prepare a report on what infrastructure is currently in place for Information Technology, web services, instructional innovation and University Libraries. ITAP is beginning conversations with Procurement to define procedures for implementing the IT Accessibility policy. ITAP is drafting recommendations for next steps beyond the policy implementation that are expected to include a focus on digital content (in contrast to the infrastructure & services), training, and personnel needs for successful implementation in a timely manner.

Progress on Information Technology Accessibility Policy
UDAT chair Matt Dingo, Judy Piercy and Dianne Bouvier began vetting the policy draft last spring with Craig Bantz, Chief Information Officer; Faculty Senate committee, Educational Policy and Student Advisory (EPSA). Craig Bantz and Dianne Bouvier, ADA/504 Coordinator, vetted the policy during Fall 2016 to: Classified Senate, Administrative Senate, Student Senate, Procurement, Information Technology Governing Council (ITGC), Faculty Senate sub-committee Faculty Technology Advisory Council (FTAG) and Legal Affairs. The IT Accessibility Policy will be forwarded to the Executive Staff Policy
Committee (ESPC) and will return to EPSA to present in Faculty Senate, to continue the policy approval process.

4. Universal Design – Facilities Implementation Team (UD-Facilities)
   Sam Crowl and Dick Planisek, co-chairs

Charge: To review the Design & Construction standards and make recommendations on how we could incorporate universal design principles into the standards so that the University experience is seamless and comparable for persons of all abilities.

Tasks:
1. To review design & construction standards, provide ADA/504 updates where needed and site the related regulations.
2. To develop universal design recommendations and provide an explanation for why it would make sense for our community and provide recommendations to Architecture, Design & Construction.
3. To review overall design & construction process and make recommendations to maximize the likelihood that we will meet our ADA/504 and universal design standards, for both internal spaces and overall construction.

Fall 2016
This fall the Universal Design - Facilities Team (UD-Facilities) began with brief training on the four standards within the Americans with Disabilities Act (ADA), obligations under the Section 504 of the Rehabilitation Act and an introduction to Universal Design. The group was divided into four subgroups who each researched and presented on one of the four ADA Standards. They were asked to decide on one item within the standard to focus on, learn as much as they could and consider voices from persons living with disabilities.

• ADA Priority One: Entrances and Pathways. The first group chose to focus on doors within the standards. An Accessibility Liaison who understands barriers for persons with mobility limitations and an academic interest in this area joined this subgroup.
• ADA Priority Two: The second group was given “access to programs and services.” Because this is an area with a lot of current research and interest in incorporating universal design concepts into learning environments, they are first focusing on “classrooms” with the intention to develop a process that can be followed for residential housing and major event spaces. This group has sent out a questionnaire to the Accessibility Liaisons seeking input on classroom experiences and will be conducting a focus group with them Spring Semester.
• ADA Priority Three: The third group is finalizing the work done by the Restroom Committee and incorporating ideas around accessible multi-user restrooms.
• ADA Priority Four: The fourth group is focusing on emergency preparedness devices. An Accessibility Liaison who understands issues for the Deaf community around this topic, has consulted with this group.
Spring 2017
During the spring semester, subgroups will draft written recommendations and vet them through the Accessibility Liaison group for feedback before submitting as recommendations for the Design Standards committee. In addition, they will review the current processes for ensuring attention to universal design and ADA requirements are adhered to throughout the design and construction process.

5. Communication Implementation Team
   Megan Drapcho and Kerri Griffin, co-chairs

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.

Tasks:

1. To update the Communication Strategic Plan with consideration to broadening the concept of communication to include various audiences and what messages we need to convey to these audiences/purposes, create a regular timeframe for providing messaging, identify method for measuring impact of Strategic Communication Plan.
   • Incorporate work on ppt on Regional campuses and Accessibility Improvements into strategic communication plan

2. To focus on communication initiatives related to communicating about support services from strategic plan.
   • Incorporate plan to educate Ohio University about support services for persons living with disabilities.
     o Convey clear procedures for students, faculty, staff and community to request and access accommodations
     o Deliver on-going communication regarding grievance and complaint procedures

Fall 2016
The Communication Implementation team created a 2016-2017 Comprehensive Communication Plan to notify the campus and community of events and initiatives that support the Disability Strategic Plan for Inclusion and Accessibility. The plan includes e-mail, print, articles, social media, and videos targeted to various audiences. This fall, the team has covered special events such as the grand re-opening of Class Gateway and the Puppy Panel: Working Dogs @ OHIO, an educational event about service-puppies-in-training and the other working dogs on the Athens campus.

Spring 2017
The Communication Implementation Team will continue following its 2016-2017 Comprehensive Communication Plan, including:
• The team will release information in collaboration with PACDAP on McCracken Hall’s renovations while incorporating key messages on efforts to consider inclusion and accessibility.
• The committee also created and will be instrumental in delivering a Communication Plan for the upcoming Departmental Self-assessment for Inclusion and Accessibility to be sent to deans, directors, and department heads across the university in January. The communications within this plan will take place over the next few months, informing both participants and community members of the goals and results of the assessment.

6. Accessibility Liaisons (AL)

Eileen Theodore-Shusta and Chris Linscott, co-chairs

Charge: Provide diverse voices and expertise of persons living with a broad range of disabilities, those who work in positions that directly serve individuals living with disabilities or promoting accessibility, and those who understand the world of disability (parents, faculty, colleagues, advocates, family members, etc.) to assist Ohio University in making meaningful decisions around inclusion and accessibility within our educational, public, and work environments. This core group would fulfill both an internal and external role.

Tasks:
• Internal role: PACDAP would communicate regularly with the Accessibility Liaisons so that the liaisons may provide guidance needed for university projects.
• External role: Ohio University and the City of Athens have a Memorandum of Understanding to work together to make our community more inclusive and accessible. The intent is that the entities would be intentional about seeking advice and input from this group on accessibility and inclusion within our programs, services and facilities.

Fall 2016

The Accessibility Liaisons (AL) Group met for the first time September 29th, 2016. The AL group currently consists of 15 members, representing Ohio students, faculty, and staff, each serving a term of one year. At the initial meeting, group members shared their connection to Ohio University, and, why they are passionate about increasing Accessibility at Ohio.

The following are some activities from this fall:
• ALs served as resources and representatives in various venues:
  o Kim Dominguez represented the AL’s at the ribbon cutting at the new Class Gateway dedication held Homecoming Weekend, Saturday, October 8th, 2016.
  o John Mollica served as a resource for the University Planning and Space Management wayfinding and signage project
  o President’s University Spotlight highlighted ALs Kim Dominguez and John Mollica at the October Board of Trustee meeting.
  o The AL group met with Alden Library subject librarian Dr. Christopher Guder to hear about the accessible technology at Alden Library, as well as discuss how accessibility at Alden might be improved.
Spring 2017

- Accessibility Liaison members are currently collaborating and consulting with PACDAP Implementation Teams to:
  - Identify barriers to accessibility related to Pathways and Entrances (John Mollica, a member of the ALs, is working with UD-Facilities and this subgroup)
  - Review questions for UD-Facilities subgroup on universal design for accessible programs and services
  - Kirsten Pribula, an AL member, presented to the PACDAP Steering Committee on accessibility for members of the Deaf community at Ohio University and provided information on the Deaf community’s needs to the UD-Facilities subgroup researching emergency communication devices.

- In addition, the Accessibility Liaisons Group plans to visit the recently remodeled McCracken Hall to discuss accessibility improvements, and, to continue to work with the Athens City Commission and the various PACDAP subgroups to improve access and inclusivity throughout the Ohio University community.

- With a newly updated and signed Memorandum of Understanding between the City and University, the AL co-chairs and University Equity and Civil Rights Compliance staff have connected with the City Commission to begin this renewed partnership.
  - The AL group and the City Commission have begun discussions on training members of both groups to conduct accessibility audits of local businesses.

Strategic Plan Implementation Membership

**PACDAP Steering Committee Members**

Dianne Bouvier, Director for Equal Opportunity and Accessibility, ADA/504 Coordinator, Office of University Equity and Civil Rights Compliance, chair
LuAnn Bowman, Chief Financial & Administrative Officer, College of Engineering
Carey Busch, Assistant Dean, Student Accessibility
Brad Cohen, Senior Vice Provost for Instructional Innovation
Lisa Koch, Instructor, American Sign Language, College of Health Sciences and Professions
Carolyn Lewis, Instructor, School of Communication Studies; Director and General Manager Emerita, WOUB Center for Public Media, Scripps College of Communication
Greg Robertson, Architecture, Design & Construction
JW Smith, Associate Professor, School of Communication Studies, Scripps College of Communication

**Leadership Team Members**

Dianne Bouvier, Director & ADA/504 Coordinator, Equal Opportunity & Accessibility, co-chair
Saira Brown, Student Senate
Kendall Brown-Clovis, Director of Administration, College of Arts & Sciences; co-chair
Alicia Chavira-Prado, Special Assistant to the Vice Provost for Diversity and Inclusion
Brad Cohen, Senior Vice Provost for Instructional Innovation
Howard Dewald, Prof., Assoc. Provost for Faculty & Academic Planning, Office of the Provost
Mark Ferguson, Executive Director of Campus Recreation, Division of Student Affairs
Sherrie Gradin, Professor and Department Chair, English; Faculty Senate
Dennis Irwin, Dean, College of Engineering
Joe Lalley, Senior Associate VP of Technology & Administrative Services, Finance and Admin.
Krisanna Machtmes, Associate Professor and Dept. Chair, Educational Studies, Faculty Senate
Christine Sheets, Assistant VP for Capital and Facilities Planning

**ITAP Implementation Team Members**

Chris Ament, Assistant Chief Information Officer for Academic Technology and Customer Support Services; co-chair
Toni Marinucci, Web Services Manager, OIT, co-chair
Jill Bateman, Web Administrator, Engineering & Technology
Dianne Bouvier (in advisory capacity)
Matt Dingo, Instructional Technologist, Instructional Innovation
Chris Guder, Reference & Instruction Librarian, Alden Library
Alex Eckert, Accessibility Coordinator, Student Accessibility Services
Audra Hilterbran, Instructional Technologist, Instructional Innovation
Greg Kessler, Faculty, Arts & Sciences, Faculty Senate
Lisa Koch, Instructor, American Sign Language; PACDAP
Mary Lou Malone, IT, Southern Campus
John McCarthy, Faculty, Communication Sciences & Disorders
Robert Pleasant, Resource Commons, Southern Campus
Sara Trower, Executive Director, University Equity and Civil Rights Compliance

**Universal Design – Facilities Members**

Dick Planisek, Architecture, Design and Construction; co-chair
SamCrowl, Sustainability Project Coordinator, Facilities Management, co-chair
Dianne Bouvier (in advisory capacity)
Luanne Bowman, Chief Financial & Admin. Officer, College of Engineering; PACDAP
Lynnette Clouse, Director for Interior Layout & Design, Architecture, Design & Construction
Marty Dagostino, Professional Ergonomist, Facilities & Safety
Jason Farmer, Associate Athletic Director, Facilities & Operations, ICA
Dusty Kilgour, Executive Director of Event Services
Steve Mack, Director of Facilities Management
Randy Nogrady - Senior Manager, Information Technology Field Support
Greg Robertson, Associate VP for ADC; PACDAP Steering Committee
Tim Ryan, Lieutenant, Ohio University Police Department
Thom Stevenson, Adjunct Instructor, Human and Consumer Science Education
Pete Trentacoste, Executive Director of Residential Housing
Dana Wright, Administrative Specialist, Residential Housing
Communication Team Members
Lori Bauer, Director of Communication, College of Arts & Sciences
Josh Bodnar, Director for Access, Transaction and Video Services
Dianne Bouvier (in advisory capacity)
Joan Butcher, Director of Program Services, WOUB Center for Public Media
Meghan Drapcho, Enrollment Services, co-chair
Kerri Griffin, Assistant Director for Equal Opportunity and Accessibility; co-chair
Jill Harris, Facilities & Safety
Simone Hicks, Graduate Student
Sarah Lack, Communications Specialist III, University Communications and Marketing
Lacey Martin, Project Approval Facilitation Manager, Finance & Administration
Teresa McKenzie, Student Accessibility Services, Southern Campus
Jamie Patton, Assistant Dean of Students, Dean of Students
JW Smith, Associate Professor, School of Communication Studies, Scripps College of Communication, PACDAP

Accessibility Liaison Members
Dianne Bouvier, employee, University Equity and Civil Rights Compliance, ADA/504 Coordinator
Barry Brady, employee, Counseling and Psychological Services
Kimberly Dominguez, undergraduate student, College of Arts & Sciences
Nicole Eugene, graduate student, Scripps College of Communication
Janice Haynes, employee, Student Affairs
Chris Linscott, employee, Student Accessibility Services; co-chair
Shelly Lowery-Rowan, employee, Innovation Center
John Mollica, undergraduate student, College of Engineering
Hope Moore, employee, Instructional Innovation
Zach Myers, high school student, coming to OU next year
Kirsten Pribula, undergraduate student, College of Fine Arts
Eileen Theodore-Shusta, employee, Admin Senate, University Libraries; co-chair
Stephanie Tikkanen, employee, Scripps College of Communication
Noah Trembly, employee, Health Sciences and Professions
Adah Ward-Randolph – employee, Patton College of Education