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# Accessibility: Moving from Compliance to Culture

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Accessibility Network at the University of Cincinnati

# Community Focused Approach

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- What are some ways you've been successful in building community and allies on your campus?



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# Compliance, Commitment and Culture

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- Compliance – the Letter of the Law
- Commitment – the Spirit of the Law
- Culture – Inclusion and Innovation



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# Accessibility Network at the University of Cincinnati



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# What is the Accessibility Network?

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The Accessibility Network at UC increases the university's capacity for electronic accessibility through education, resources, and direct support.



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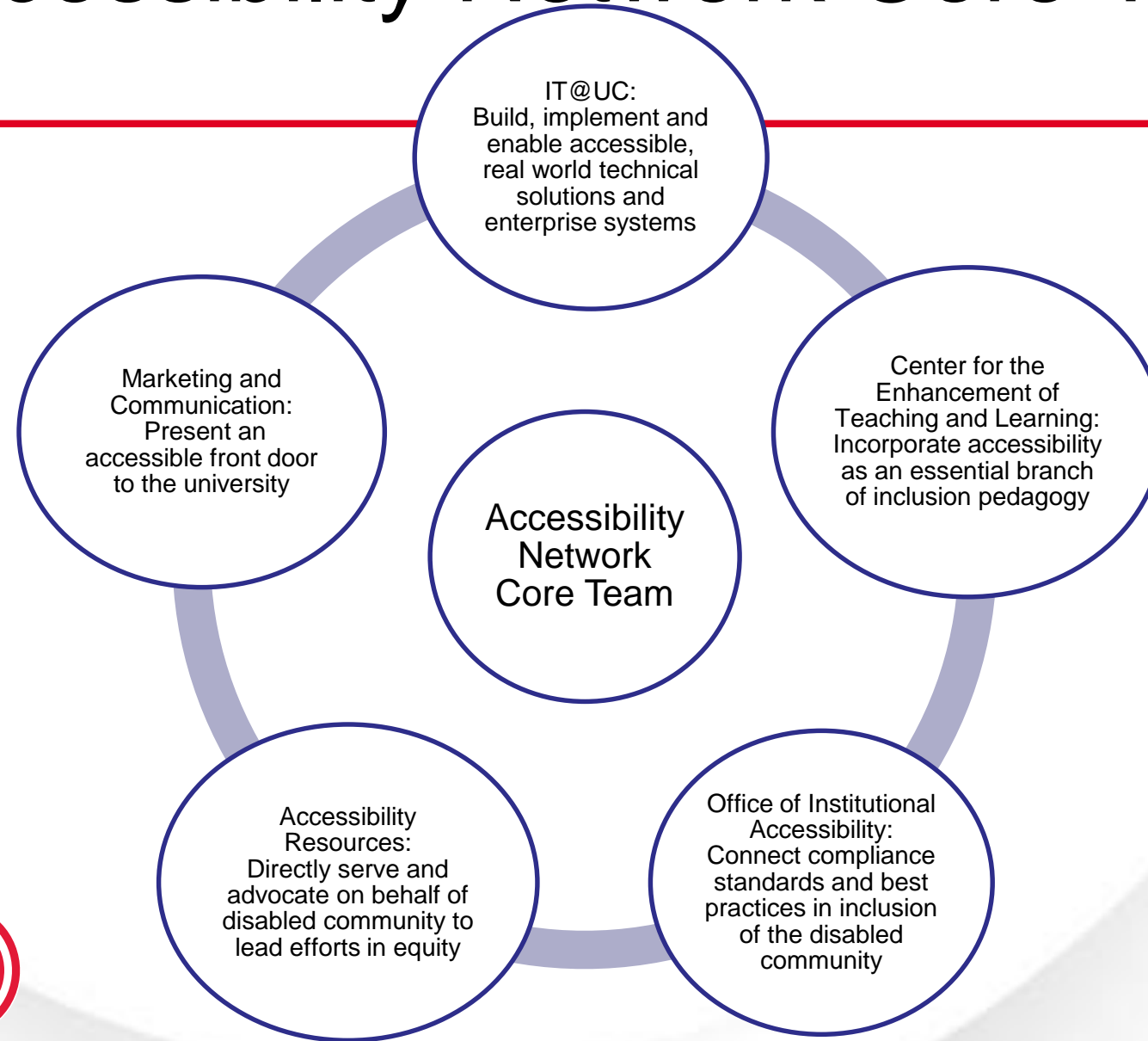
# Who is the Accessibility Network?

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The offices that are part of the Accessibility Network directly create, manage, or influence our electronic environment, as well as support inclusion for persons with disabilities in the UC community. It includes a core team, Steering Committee, Executive Sponsors, and university liaisons.



# Accessibility Network Core Team



# Accessibility Network Core Team (text)

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## Accessibility Network Core Team

- IT@UC: Build, implement and enable accessible, real world technical solutions and enterprise systems
- Center for the Enhancement of Teaching and Learning: Incorporate accessibility as an essential branch of inclusion pedagogy
- Office of Institutional Accessibility: Connect compliance standards and best practices in inclusion of the disabled community
- Accessibility Resources: Directly serve and advocate on behalf of disabled community to lead efforts in equity
- Marketing and Communication: Present an accessible front door to the university





# Members of the Accessibility Network at UC <sup>(1)</sup>

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## Steering Committee

IT@UC; Student Affairs; Undergraduate Academic Affairs; Human Resources; Central Purchasing; Risk Management; Finance; Equal Opportunity and Access; Office of the Provost; Digital Marketing and Communications; Faculty Senate

## Executive Sponsors

Exec Vice President for Academic Affairs and Provost; Sr. Vice President for Administration and Finance and CFO; VP for Equity, Inclusion and Community Impact and CDO; Chair of Faculty Senate; VP for Information Technology and CIO; VP for Student Affairs

## Accessibility Liaisons

Representatives from each college as well as UC Libraries, UC Online, and the Graduate School



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# UCBA Accessibility Advisory Board



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# Accessibility Advisory Board, UCBA

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Vision: The University of Cincinnati, Blue Ash College works to create accessible learning spaces, universally designed curriculum, and web/eLearning experiences that are accommodating to all.

The Accessibility Advisory Board will use this vision as the guide to our work.



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# Expectations of Work Group

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Respect variety of perspective

Freely Exchange Ideas

Research Best solutions

Be prepared to report on your area

Be timely



# Establish Goals<sup>(3)</sup>

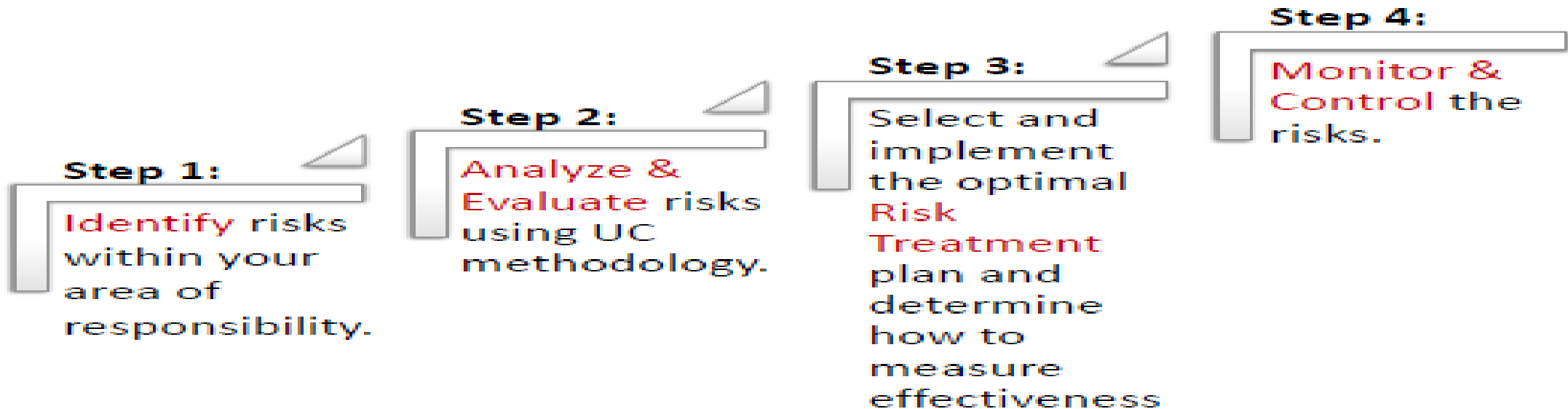
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- Each area complete barrier analysis
- Barrier areas assigned to work groups to complete
- Report updates to Accessibility Advisory Board
- Celebrate/Incentivize Change



# Identifying Access Opportunities

## ERM Process



# Identify Risk or Barriers

## **Activity: IDENTIFY RISK**

Share risks (uncertainties with + or - effect on objectives) you identified in the pre-work.



# Plan Goals for Three Years

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- Goal 1: To support meeting the University of Cincinnati's EIT Accessibility Corrective Action Strategy (Compliance)
- Goal 2: To strategize with departments around their planned priorities and initiatives to enable them to incorporate accessibility with as much ease as possible
- Goal 3: To increase efficiencies and advocate for resources across college in meeting accessibility goals/ by identifying gaps in resources





# Accessibility Plans

## UC 1 Year Implementation-

- Develop year one goals and roadmap
- Identify Risk
- Prioritize Risk
- Develop Risk Treatment Plans



# Goals for Fall/2019 Spring/2020

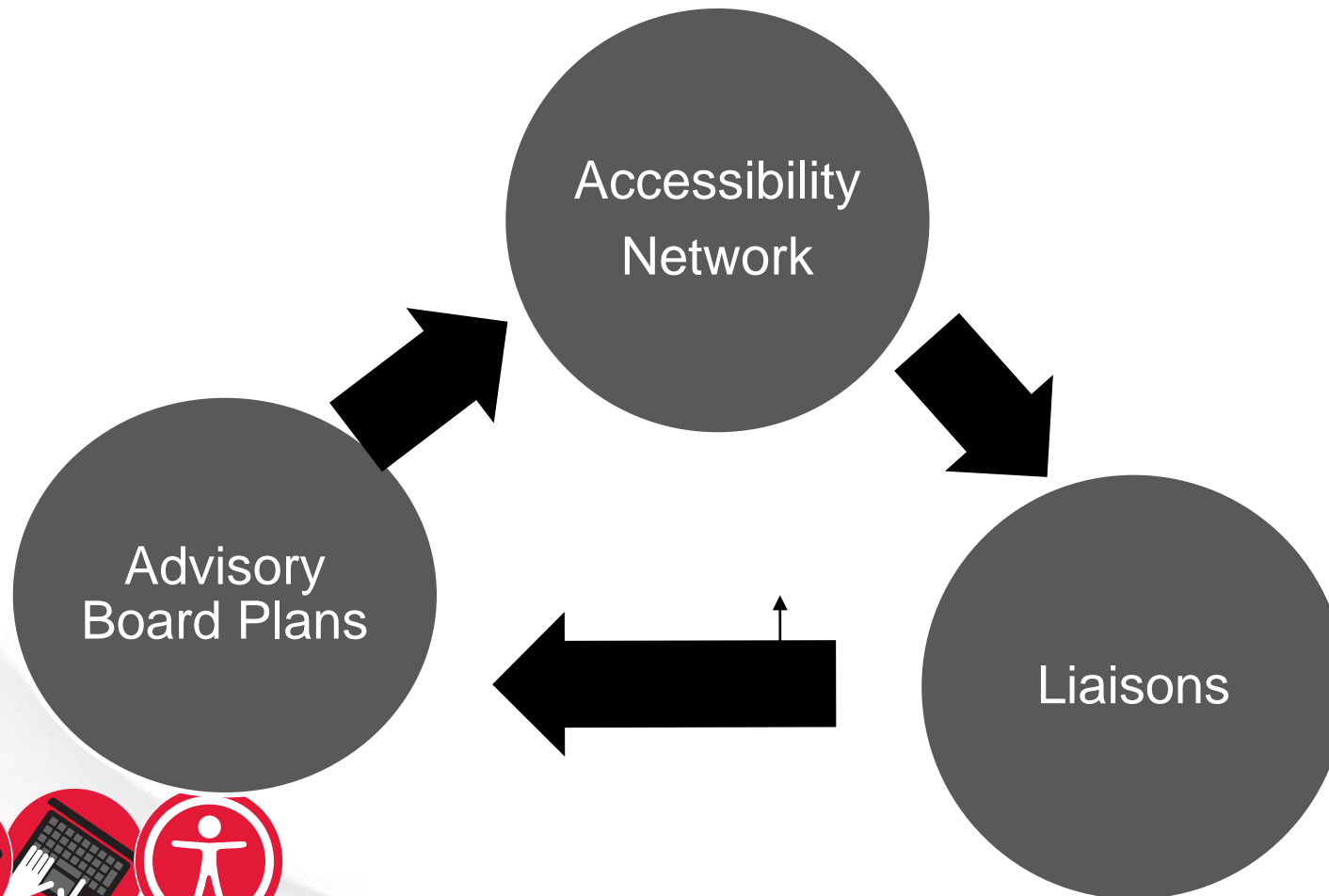
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- New Faculty Accessibility Tool Kit
- Make sure everyone is following the 4 common basic accessible tools addressed
- Submit Purchasing that is being purchased 6 months to a year
- Use a Template Syllabus
- Power Point Template



# Plan Progression

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# Three Strategies for Building Community <sup>(1)</sup>

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## Strategy One: Build Relationships

- Put in the time
- Get to know what they do
- Put a face/name to your initiative
  - Face to face talking is important when things get difficult
- Incorporate all of these strategies



# Three Strategies for Building Community <sup>(2)</sup>

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## Strategy Two: Be a Team Player AND a Team Leader

- Establish mutual respect
- Know you might get it wrong
- Find solutions together
- “Storming” is to be expected



# Three Strategies for Building Community <sup>(3)</sup>

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## Strategy Three: Have a Call to Action

- Educate on accessibility
- Establish a goals
  - Collect data
  - Survey
  - Do risk analysis
- Get leadership buy in
- Support the success of the team

