Initiative Title:	**PACIE – Disability Subcommittee**
Initiative:	**Improving disability access into DEIA initiatives**
Lead:	**Alex Padilla/Michelle Dean**
Date:	**2/5/2024**

A. OVERVIEW: Respond briefly (about 50-75 words per answer) to each of the following questions.

1. **Purpose:** What is the problem being addressed through this initiative?
    a. The subcommittee aim is to identify and make recommendations to mitigate a systemic barrier on campus that makes access to disability accommodations challenging for individuals with disabilities.

2. **Goals:** What are participants trying to achieve? (Feel free to include objectives – i.e., smaller, measurable steps along the way toward achieving larger goals.)
    a. The subcommittee is working to identify barriers, or to use President Yao's turn of phrase, "Sand in Gears", that interfere with the engagement of individuals with disabilities into campus activities, including learning experiences, events, and extra-curricular activities.
    b. **Specific Goals and Aims**
        i. Improve forward facing information about disability accommodations at CSUCI and implement an infrastructure to **support streamlining of disability accommodations.**
        ii. **Aim 1:** Create and use a streamlined disability accommodations webpage (see appendices (See CSUSF, CSULB, and Cal Poly Humboldt for example).
        iii. **Aim 2:** Ensure that information about disability accommodations (link to the page mentioned in Aim 1) is available and easily searchable to find on all campus web pages. Specifically, the main page of departments, advising, registrar, faculty affairs, human resources, visiting campus page etc.)
        iv. **Aim 3:** Make recommendation to president to assign an employee and administrative support provider who will serve as subject matter expert, who will coordinate with key stakeholders within and across the various entities that provide disability accommodations (i.e., DASS, HR, Events etc.), and to advocate for the campus community with disabilities. This person should receive formal training and receive certification to assess ADA compliance.

     v. **Aim 4:** CSUCI should implement better data collection methods. For students with disabilities, collect data and include students with disabilities who are not formally registered with DASS. There used to be a variable in PeopleSoft where students could self-identify as having a disability. For employees, include data collection that assesses disability support and access to accommodations on the Climate Survey.

3. **Metrics/Data for Evaluation:**
   a. What metrics will you use to evaluate achievement of this initiative's goals?
      i. Identification of a concrete systemic barrier to the inclusion of individuals with disabilities.
         1. Website
         2. Campus constituent and support staff to serve as a disability liaison, who is in charge of fostering and maintaining effective communication, collaboration, and advocacy across departments responsible for implementing disability accommodations.

   b. What data will be necessary for determining impact?
      i. Qualitative data collected from Michelle Dean's president's faculty fellowship project have indicated that information about disability accommodations is difficult to access and confusing (for individuals with disabilities as well as for campus constituents who want to comply with campus policies and use best practices to support these individuals).
      ii. Are there campus data that indicate the extent to which disability accommodations require campus collaborations? For example, does the university specifically examine the implementation of accommodations that require cross campus collaboration (e.g., student employees, graduation, students with housing accommodations etc.)
      iii. Does the campus climate survey provide disability related data? Do we, as a campus, ask employees about the quality of their experiences requesting and gaining access to workplace accommodations.
      iv. Are we, as a campus, able to access the CSUCI portion of the CSU AHEAD survey data? Do we use these data to inform program improvement?

   c. How and when are these data being collected?
      i. Qualitative data were collected during the 2022-2023 academic year.
      ii. The CSU system implemented an AHEAD survey to examine the data of students with disabilities across the CSU campuses. Their last administration of the survey was in 2022. Could we find out the survey schedule (annually or every other year for example)?

(Feel free to connect with [Matt Zivot](), Director of Institutional Research, for assistance in thinking through how to convert your initiative's goals into measurable outcomes.)

B. **STATUS: Again, please respond briefly to each of the following.**

1. **Progress:** Has progress been made on this initiative this semester? If so, please describe.

    a. Analysis of CSUCI disability programs website, and of other CSU disability programs. Team has developed prototypes of pages and has identified other CSU campuses that have high quality disability pages.

2. **Evaluation:** What have you learned thus far? How do you know what you have learned?
    a. CSU campus website messaging about disability accommodations is not always clear, and often requires the user to hunt from department to department to try to figure out how to navigate disability accommodations.
    b. Other CSU campuses have streamlined messaging about disability services for students, employees, and visitors. Information is very easy to navigate.
    c. By comparing and contrasting CSUCI disability website-messaging to other campuses, we are able to identify areas on the CSUCI website that need improvement. Further, we are able to make recommendations about specific webpages and departments.

3. **Continuation:** Should this initiative continue beyond 2023-24, in your view? Why or why not?
    a. The initiative should continue until the websites more clearly provide disability information in a streamlined way.
    b. Inconsistent and/or difficult to navigate messaging about disability sends an inadvertent exclusionary message to individuals with disabilities. Presenting information in a clear and streamlined way helps to make clear the services and systems our university has in place to support the allocation and provision of disability accommodation on this campus. I
    c. Clear messaging about disability is helpful to the campus community, in which many stakeholders are not clear about our procedures), as well as the individuals with disabilities on our campus.

4. **Future Needs:** If your answer to #3 was yes, are ongoing funding or other resource needs required for this initiative beyond 2023-24?
    a. There would need to be someone appointed to do the actual website/web page revisions.
    b. Notes of disability and disability accommodations are evident across the university website. So, it would be useful to continue to conduct a disability-related assessment of each department and page to ensure that disability is included when constituents are addressing other minoritized groups.

5. **Other:** Is there anything else about this initiative that you would like to add? (e.g., Have new questions or opportunities come up through your experience in leading this initiative?)
    a. We are not sure who would be the actual person/personnel to implement and maintain this change.