A Blueprint for Transformation: Creating a Future that Welcomes Inclusion and Accessibility
Introductions

Dr. Dianne Bouvier
Dr. Carolyn Bailey Lewis
Carey Busch
Darrell Purdy
Raymond Rood
Dr. Steve Patterson
HISTORY AND OVERVIEW OF INSTITUTIONAL PLANNING

Dr. Carolyn Bailey Lewis, Co-Chair for the Presidential Advisory Council on Disability and Accessibility Planning
May 12, 2010

Ohio University President Roderick J. McDavis signed a proclamation of recommitment to the full implementation of the American Disabilities Act (ADA)
“On the occasion of the 20th anniversary of the Americans with Disabilities Act, it is fitting that we recognize the progress we have made over the last two decades, while acknowledging that we have much work left to do. We take this opportunity to recommit ourselves to the goals and requirements of the Americans with Disabilities Act as part of our overall efforts to create and sustain a University community that is welcoming to all.”
Purpose and Scope of PACDAP

- Provide input for continuous improvement toward OU’s compliance with the Rehabilitation Act of 1973 and the ADA Planning Act of 1990 (as amended)
- Help guide OU’s compliance with federal and state disability law to remove barriers to access to educational and employment opportunities
• Academic Access
• Program and Web Access
• Architectural Access
• Campus Climate
Presidential Advisory Council on Disability and Accessibility Planning
SERVICES FOR STUDENTS WITH DISABILITIES

Carey Busch, Assistant Dean for Student Accessibility
Placement of the Office

• Originally added under the supervision of the Office of Institutional Equity

• In July 2007 began as a direct report to Diversity Access and Equity

• July 2011 office reports to Associate Dean of University College

• July 2013 office reports to Dean of University College
Staffing Structure

- Before July 2007: F/T Director along with shared Assistant Directors of OIE
  - AD’s worked part-time I/E and part-time ODS

- July 2007 a F/T Assistant Director was added
  - Director, Assistant Director, Office Assistant

- July 2011 positions were reorganized to add a 4th staff and also create a new position in OIE

- July 2013 added 2.5 positions to serve regional campuses
Strengths of Model

- Accessibility Coordinators with specialized training
- Increased ability to support specialized services such as assistive technology and alternate format textbooks
- Consistency of services across campuses
- Uniform language and vision
- Office is 100% student focused
- Director does not have significant numbers of student caseload
- Decreased administrative responsibilities for Accessibility Coordinators
Future Possibilities

- Increased outreach on all campuses
- Support for Transition
- Increased support for students
- Facilitate relocation to Athens and support better outcomes for relocated students
- Resources for faculty
- Potential for external grants for specialized programs
DEVELOPING THE BLUEPRINT AT OHIO UNIVERSITY

Darrell Purdy, Assistant Director for Employee Accommodation and Campus Accessibility; Founder and President of Life Dream International Foundation
October 20, 2011

“Do Not Go Gentle Into That Good Night”: My Invitation To Join The Dream of Inclusion and Accessibility For People Living with Disabilities


The Bad News-Good News Formula for Effectively Initiating The Work of Inclusion and Accessibility
April 13, 2012
Day of Visioning at Ohio University: “All Things Are Possible….Nothing Has To Be

John Kennedy, 75 People

Disability Impact Put On Notice (The Importance of Symbolism)
May 25, 2012
Planning Day at Ohio University “If Not Now, When? If Not Us, Who?”

Six Change Directed Goals
Transformational Leadership, Communication, Inclusion, Universal Design and Assistive Technology, Funding, and Assessment

Change Team and Snippets of Vision-Based Momentum
Learnings

Engaging in the work of Inclusion and Accessibility can be incredibly complex and often uncomfortably messy and as such will require:

- Great Courage
- Psychological hardiness
- Political Acumen
- Competence
- Confidence
- Qualified Patience

Create a Support Team of At Least Three People Who You Like and Trust, Share Core Values With and Believe Them To Be Smarter Than You

Assessment of Readiness

Identification and Acquisition of Support Needed
TRANSFORMATIONAL LEADERSHIP AND SUPPORTING THE VISION

Ray Rood, Founder and Senior Consultant, The Genysys Group
Mission: Genysys comes along-side individuals and organizational leaders to initiate, sustain, and safe-guard vision-driven serious change.
Strategic Planning Assumptions

Strategic Planning is a dynamic on-going process:

• of envisioning the future and engineering a way to get there;
• where the plan is never perfect or complete;
• that is not an end in itself, but a means to move towards identified goals and an articulated vision;
• that is dependent upon leaders who are able to mobilize and coordinate human efforts and
• that will need support sufficient to sustain its ongoing development.
Do enough people in your organization have the understanding of and ability to lead change until the desired reality becomes the cultural norm?

- **Sets Vision As Reference** - throughout the organization
- **Aligns Vision with Performance** - vision aligns with mission, values, operations
- **Embeds Vision in Strategy** – vision drives goals and objectives
- **Vision Driven Culture** – creates a culture that supports and executes strategy as it becomes reality
Vision Day

Vision Statement

We see Inclusion and Accessibility at Ohio University becoming the guiding framework for educational approaches throughout the university and a foundational consideration for all physical planning, fundraising and service delivery.
“The future belongs to those who dare to envision the future, treat their vision as fact, and take responsibility for translating their vision into reality.”

Ray Rood, Founder & Senior Consultant
The Genysys Group
UNIVERSITY AND CITY PARTNERSHIP

Dr. Steve Patterson, Member Athens City Council and Chair of the Athens City Commission on Disability
Disability and ACCESSIBILITY
Memorandum of understanding

Designed to promote communication, cooperation, and collaboration in addressing issues of mutual concern to community members who are living with a disability

Memorandum of Understanding (MOU) is between the City of Athens Commission on Disabilities and Ohio University’s Presidential Advisory Council on Disability and Accessibility Planning (PACDAP).

This MOU cooperatively acknowledge the relevance and value of these two entities and call upon the members of the commission and council to work together to address issues of mutual concern to our community members who are living with a disability.
Brief history and scope of the Athens Commission on Disabilities

The City of Athens Commission on Disabilities was established in 2004 via Athens City Council action (Ordinance No. 0-07-04). 70% of the Commission representatives live with a disability.

The Commission on Disabilities is an agency of the city government and its membership, mission, and charge are determined by cite code.

The Commission is tasked with:

- Reviewing and making recommendations to Athens City government on policies and procedures related to the needs of persons with disabilities
- Act as a liaison between members of the community and local government
- Consult with city officials, council and citizens of Athens in implementing special projects.
Description of the MOU approval process

Feb, 2013: Initial draft of Disability and Accessibility MOU

Mar, 2013: Began vetting process through Commission and the Ohio University Office of Institutional Equity

May, 2013: Began vetting process through PACDAP

June, 2013: Final approval by both the Commission and PACDAP

Sept, 2013: Presented to the MOU Work Group

Jan 14, 2014: Approved by the MOU Work Group

Jan 27, 2014: Signed by Athens Mayor Paul Wiehl and Ohio University President Roderick J. McDavis
Description of the MOU approval process

Memorandum of Understanding Work Group: The MOU Work Group continues to develop and formalize additional areas of partnership and collaboration between the City of Athens and Ohio University

- City of Athens representatives: City Service-Safety Director, City Council President, a City Council Member, City Engineer, and City Planner

- Ohio University representatives: Vice President for Student Affairs, Associate Vice President for Facilities, Director of Engagement and Real Estate Management, Interim Chief of Staff in the Provost’s Office, Interim Executive Director of Institutional Equity, and Chief of Staff and Special Assistant to the President
Scope and initiatives of the Disability and Accessibility MOU

1) Consultative resource on accessibility aspects of all new building and renovation projects as requested by the University and City planners.

2) Partner with County Emergency Services and Ohio University’s Risk Management and Safety Department to develop a comprehensive disaster preparedness plan for community members with disabilities,

3) Identify mechanisms for communicating new or existing accommodation or access barriers to appropriate Ohio University or City of Athens officials,

4) Identify collaborative opportunities to raise awareness and eliminate barriers, obstacles, and limitations experienced by persons with disabilities, and

5) Synchronize annual reports to ensure documentation of joint activities in the groups’ individual reports to the President of Ohio University and to the City of Athens Mayor.
QUESTIONS AND DISCUSSION

Dr. Dianne Bouvier, Moderator
Interim Executive Director for Institutional Equity
Co-Chair for the Presidential Advisory Council on
Disabilities and Accessibility Planning
Contact Us

Dr. Dianne Bouvier
bouvier@ohio.edu or
740.593.9132
Dr. Carolyn Bailey Lewis
lewisc3@ohio.edu
Carey Busch
buschc@ohio.edu or
740.593.2620

Darrell Purdy
purdyd@ohio.edu or
740.593.9132
Raymond Rood
raymondrood@gmail.com or
626.923.9379
Dr. Steve Patterson
patterss@ohio.edu