GRCC College Action Project Update
September 16, 2013

Project Title: Creating an Accessible Campus for All
Champion Name: Kathy Keating

August 1 Update Questions

NOTE: All current CAP projects are scheduled to be completed by July, 2014.

The Champion’s responses should be direct and factual to provide a clear picture of its progress, accomplishments, and challenges.

1. Describe the past accomplishments and the current status of this Action Project since August of 2012. Describe any changes to your implementation plan that you have made this year.
   Describe concrete achievements: meetings, data gathered and analyzed, plans made or implemented, changes in processes, and measured results. If your team hasn't made expected progress, explain why things are moving slower than planned. If you implementation plan has changed, please describe why.

Achievements:
- Held monthly meetings of CAP team members during the academic year to develop action plans for each sub team: Technology, Capacity, Facilities and Culture.
- Advocated for and filled a new position “Director of Accessibility” (Dominic Dorsey, start date July 29, 2013)
- Used SLT funding to retain external auditor for GRCC websites to determine compliance with ADA regulations. Audit completed. Made corrections as necessary.
- Purchased software to provide continuous compliance audits of websites (“Compliance Sheriff”)
- Academic Policy approved by AGC: “Instructional Materials” requiring that instructional materials be ADA compliant.
- Administrative Policy adopted: “Web Accessibility”. The policy requires that GRCC’s web content conform to W3C WAI’s Web Content Accessibility Guidelines 2.0, Level AA conformance.
- Used SLT funding to support keynote speaker for Faculty Learning Day theme: Accessibly.
- ESP Learning Day theme: Accessibility.
- Ramp built for Mable Engle.
- Added exercise equipment that is wheelchair accessible to Ford Fieldhouse
- Professional development courses related to accessibility developed/offered through both Staff Development and Center for Teaching Excellence.
- Opening day meeting included a brief introduction of the CAP and the need for the campus community to embrace accessibility as a priority.
- Developed a brochure for distribution to students and staff entitled: Institutional Rights and Responsibilities

2. Describe the next steps for this Action Project for 2013-14
   Be specific about the next critical steps planned to move the Action Project ahead for next year. In many cases you will need to assemble your team and develop a Work Plan that you all agree on. This plan should be detailed as to guide your team’s activities for the next year.
Next Steps: Please see the list of planned activities for 2013-14.

3. **What challenges, if any, are you facing regarding this Action Project?**
This is an opportunity to get constructive, actionable feedback, advice, and help from the SLT Executive Team. In your response, specify blocks, gaps, sticking points, or problems.

- **Funding:** The Director of Accessibility has no budget to support the office or necessary institutional changes. Necessary changes may include facilities modifications (door openers, railings, signage, ramps, etc.) There may also be other unfunded needs related to continuing technology compliance, faculty professional development, adaptive resources such as interpreters, captioning, and other professional services to provide necessary accommodations.

- **Need for College Wide Support.** There seems to be inconsistent commitment to the goals of this CAP across campus. While the goal is to exceed the regulatory requirements and embrace accessibility as a value, there has been some reluctance to act beyond the minimum legal requirements to achieve this goal. **For 2012-13, The CAP team in partnership with IRP will conduct a campus wide survey of faculty and staff to assess perspectives on campus accessibility. When survey results are available, the team will analyze the responses to determine appropriate next steps.**

- **Lack of response from OCR related to Resolution Agreement:** We are still waiting to hear if the training plan for staff and faculty that we proposed and implemented is sufficient to meet the requirements of the Resolution Agreement with OCR. If not, we will need to provide additional training in 13-14.

4. **What are the measures (data) you are using to document success of your project? How are you performing on those measures?** Each project champion should be collecting data that demonstrates the progress they are making. Provide a table outlining this data. The SLT Exec Team will use this data to evaluate the success of your action project to date.

- **Compliance with legally mandated technology accessibility standards:**
  - In Process.
    - Compliance Sheriff purchased to monitor GRCCC websites for compliance.
    - Voluntary Product Accessibility Template (VPAT) self-certification required for all vendors of software used by the College.

- **AGC ADA policy adopted**
  - Academic Policy approved by AGC: “Instructional Materials policy” requires that instructional materials be ADA compliant.

- **Process measure:** Number of faculty and staff participating in professional development related to accessibility issues. (Unduplicated)
Faculty: 504 (232 full-time and 272 adjunct)
Staff: 81
Please see attached spreadsheet showing 2012-13 CTE sessions on accessibility with attendance. Also attached is a list of planned CTE offerings on accessibility for 2013-14.

- **Outcome measure:** Successful resolution of OCR oversight related to Resolution Agreement.

  - **Status:** Required periodic reports have been submitted to OCR. We are still waiting for OCR approval of our training plan.

5. *Do you anticipate that this CAP will NOT be completed by July, 2014? If yes, please discuss those components which you anticipate not being completed.*

- This Cap was adopted in September of 2012. While most caps have three year cycles, this Cap should be completed by July of 2014 with strong departmental supports in place to sustain the ongoing work of maintaining an accessible campus for all. The acceleration of this work came in response to investigation by the OCR. The new position of Director of Accessibility will provide leadership to this continued effort following retirement of the Cap.

6. *From your perspective as a CAP Champion, how could the strategic planning process be improved?*

- It would be helpful to have an orientation to the role and responsibilities of a cap champion.

- Templates for meeting minutes and consistent expectations for some processes would help. For example: All caps teams would be expected to post meeting minutes and create a web site for transparency for others to see the Cap charter and ongoing work of the teams.

- It would also be helpful to have a template for teams to fill out regarding activities related to the cap to capture and track this work consistently.