**ADA and Accessibility Advisory Committee Annual Report to the Chancellor**

**2017-2018**

The campus Americans with Disabilities Act committee was reestablished in fall of 2015 by co-chairs,

Aura Hirschman – Senior Counselor/Alternative Text Coordinator, Accessibility Resource Center

(ARC) and Beth Traylor - Media Librarian, UWM Libraries with guidance and collaboration from Phyllis King, Associate Vice Chancellor for Academic Affairs and Barbara Simon, Interim Director of the Accessibility Resource Center. The committee was renamed ADA and Accessibility Advisory Committee (ADAAAC) to reflect changing campus initiatives for accessibility and universal design, in addition to ADA compliance. In addition to the committee at large, the chairs set the goal of making ADAAAC a campus-wide focal point for the exchange of information regarding disability and accessibility initiatives throughout campus and in the larger community.

The following information summarizes the committee charge, membership, and activities for the 2017-2018 fiscal year. The ADAAAC co-chairs, Aura Hirschman and Beth Traylor respectfully submit this report, on February 15, 2019.

1. **COMMITTEE CHARGE:**

To assist the university:

* + To continue developing a campus that is universally accessible
  + To oversee ongoing compliance with the Americans with Disabilities Act, by acting as an advisory body to the Chancellor, Provost and the ADA Coordinator.

Functions:

* + To develop and recommend within the campus governance and administrative structures, policies pertaining to campus compliance with the Americans with Disabilities Act and other disability laws.
  + To lend influence and support campus education, outreach and programming regarding disabilities, universal design, accessibility and legal obligations pertaining to these.
  + To create a centralized accessibility and disability information website.

1. **MEMBERSHIP:**

Members represent the UWM faculty, staff (classified and academic staff), and student body and shall be appointed according to their expertise, interest, or experience with individuals and/or groups concerned with disabilities. In addition to those requirements, inclusion of people with disabilities is encouraged. All members have voting rights.

The committee is composed of members from the following groups:

Accessibility Resource Center (ARC)

Athletics

Alumni Association

Career Planning and Resource Center (CPaRC)

Center for Excellence in Teaching and Learning (CETL)

Community Based Organization (IndependenceFirst)

Equity and Diversity

Human Resources

LGBT Center

Legal Affairs

Library;

Military and Veterans Resource Center (MAVRC) and/or Veterans Affairs

Norris Health Center

PASS

Physical Plant/Facilities

Purchasing Office

Rehabilitation Research Design & Disability Center (R2D2 Center)

Safety and Assurances

School of Education

Student Affairs

Student Representatives (2) UITS

# SUMMARY OF COMMITTEE PROJECTS 2017 – 2018

Presented campus Accessibility Policy for Information Technology (Draft) to Chancellor

Created comparison report on oversight of campus wide accessibility

Updated campus Accessibility website. https://uwm.edu/accessibility/

# DISABILITY/ACCESSIBILITY INITIATIVES AND COLLABORATIONS ON CAMPUS

Grants:

A Community grant of $20,000 was awarded from Industries for the Blind, Inc. last Fall, as overseen by the Mathematics Department (Principal – Jeb Willenbring), in collaboration with ARC, which included accessibility tutoring and purchasing of some new AT devices.

2017-2018 the Accessibility Resource Center was able to renew the original grant (another $20,000) with accessibility tutoring and the addition of assistive technologies for students who are blind or visually impaired (B/VI). A portion of the funding was designated for presenting and highlighting the grant activities at the International AHEAD (Association for Higher Education & Disability) Conference, July 2018, in Albuquerque, New Mexico.

Industries for the Blind, Inc. further awarded the Accessibility Resource Center (ARC) more funding, in April 2018, (over $15,000) for new Assistive Technology (AT) purchases, including 2 new CCTV’s, one for the library Adaptive Technology Room and one for ARC lab, as well as more Magni-Links (CCTV) for class and for PASS office

Presentations o Access Illinois Mobile App

A video of this campus map app, which won first prize from a student competition at the University of Illinois. http://ow.ly/p1Cq30cn01M . App provides accessible map of a campus that has a focus on ease of use and user interface simplicity (for example, used with only one hand). Mark Jacobson will discuss this app with UWM App Brewery Project Manager Dustin Hahn.

* EMS Classroom Design Project – Mike Priem - Handout

Mike shared the EMS Classroom Design project details. The design is in the process of being completed, and the project is due for completion by Fall 2018. A faculty member mentioned the need for sturdy tables and Mike mentioned that they might possible use 20 inch tables to allow for movement/space between rows for wheelchairs. The design includes several accessible features. Kevin noted that these are the last 5 general assignment classrooms to get base level media.

* Inclusive Bathrooms Report: Karen Wolfert

Inclusive bathroom (IBR) policy includes annual report to ADAAAC. Policy (2014) was initially for new buildings & remodels, Chancellor more recently wanted it expanded to existing buildings. Current policy is to have one IBR on the first floor of each building. Buildings over a certain height get one on every other floor. Currently they are marked on campus maps, will be added to building directories, Karen thinks ADA bathrooms should also be added to building directories. Single bathrooms are easy to convert – add lock & sign. Current locks are thumb locks, newer locks are handle locks that say “occupied” or show a green panel. The existing old locks will be replaced with newer ones. Chancellor would like more IBRs added at the campus center, which is difficult because there are no existing single stall bathrooms in some of these buildings. Funds have been requested to create new ones. Some discussion about ADA and IBR being included in the Accessibility App. There was a short discussion regarding whether some bathrooms actually meet ADA. Karen noted that older ADA conversions met older ADA guidelines and when and if possible they are updated. It was mentioned that going a tad over and above (e.g. auto door buttons inside and outside) would make ADA bathrooms

more realistically usable. Suggestion was made for an independent ADA (and Universal/Inclusive) survey/review/audit of campus BR facilities.

* Canvas, UDOIT, and Accessibility Training – Dylan Barth, David Delgado

The campus is in the process of transitioning to the Canvas platform from D2L, and an implementation timeline was shared; Canvas will be available for all UWM courses starting in spring 2019. D2l will be completely phased out in 2020. David Delgado is the project manager. Canvas training begins in Summer 2018, with “pioneer” courses starting in Fall 2018 and the final D2L courses in fall 2019. The Universal Design Online Content Inspection Tool (UDOIT) is an accessibility package and David is looking into how to integrate the package with launch of Canvas. Faculty training will be part of the launch process.

New Developments and Resources o AIM/ARConnect

ARC is now using Accessible Information Management (AIM) software, a database to enable students to electronically set up accommodations. o Human Resources – The “ADA toolkit” was incorporated under HR Resources page.

Found at http://uwm.edu/hr/home/resources/toolkits/ada-toolkit/ . o The Accessibility Page is continuously updated - **http://uwm.edu/accessibility/** Includes link to report issues, Accessibility Policy progress, training links.

* ARC Survey on assistive technology

Approximately a year ago a dedicated computer lab for students with disabilities that provided assistive technologies was made a priority. This followed the findings from a student survey. ARC students now have a computer lab in MIT B22 with assistive technologies, computers, and group meeting space. A WEPA printer that is wheelchair accessible is located just outside the computer lab.

* ARC’s partnership with Classroom Services to deliver assistive technology

A collaboration with Classroom Services and ARC to deliver assistive technologies for students with vision impairments has been extremely successful. Students who in the past were unable to see whiteboards and projection screens were formerly accommodated by notetakers. The adaptive technology and the collaboration with Classroom Services provides students an opportunity to actually see the board and screen in real-time so they can participate in the class with their peers.

o Barrier Study Committee and wheelchair availability survey - Barb Simon

A community representative suggested that UWM have wheelchairs available in each building on campus. That comment led to conducting an informal survey of wheelchair availability among other WI colleges and universities. Results of the survey are widely varied. ARC learned that UWM has wheelchairs available at the Union Information Center and at the Visitor Center. Norris also has wheelchairs but they are for Norris. The library also had a wheelchair.

* Assistive Technologyand Accessible Design Graduate Certificate (ATAD) – New Advisory Committee

UWM has a certificate in Assistive Technology & Accessible Design (ATAD) at the post-

Bachelor level. This is a joint program with Exceptional Ed, Occupational Therapy, and Communication Sciences. UWM and the new ATAD Advisory Committee were working on getting the program accredited. The ATAD Graduate Certificate program, was 1 of only 2 universities to be accredited in the world through the Rehabilitation Engineering and Assistive Technology Education (RESNA) Committee on Accreditation (CoA RATE). (The Univ. of Pittsburgh is the other.)

* Women’s Resource Center (WRC)

WRC is looking to facilitate a support group for women with disabilities. Perhaps coffee or tea talk forum. The group wants to provide support in a holistic manner. There will be an announcement put out through ARC.

* Accessibility Training Modules for faculty

In a collaboration between CETL and ARC, there is now online accessibility module training offered for instructors, providing resources and on-line workshops that will lead to an Accessibility Certificate. The focus is in two main areas, accommodations and Universal

Design. CETL and ARC are releasing the Certificate on Accommodations and Accessibility Training modules for faculty. The Universal Design component will be open to outsiders, but the other Accommodation modules will be limited to use by UWM faculty, only. Completion of all of the modules and a follow up assessment activity (on a rubric with choices) will enable faculty to earn the certificate from Provost. Program will be updated, ongoing, and assessed on certain criteria on a regular basis.

* Workforce Recruitment Program (WRP)

The Workforce Recruitment Program (WRP) by US Dept. of Labor has an upcoming webinar. This federal internship and employment program for students with disabilities is via collaboration of ARC and CPARC, at UWM. This is 3rd year participating in this program. o Integrated coursework in computer coding -Roger Smith

A committee was formed, including IT faculty and Engineering to discuss the formalization of training for accessibility in computer coding, in particular courses to meet industry needs.

* Accessibility App - Dustin Hahn

There is currently not a lot of usage of the UWM accessibility app. Suggestions included:

* + Include accessible restrooms on the app
  + Survey student/staff to gauge awareness
  + Direct information about the app to everyone on campus
  + List the app on the UWM report or Provost Report
  + Use posters or small signs on walls across campus
  + Include updates on closed roads/parking/traffic issues on the app

Campus Eventso Deaf Awareness Week Wisconsin (DAWW)

Daily events at UWM from 9/25 - 9/28. Information was made available on the DAWW webpage. Event was well attended. ARC sponsored two events, Deaf Trivia and an International Panel of deaf adults from England, South Africa and Italy. Many accessible communication methods (and accommodations) were involved, including captioning, voicing and interpreting sign language from different countries/languages. A captioned video of the international panel is available on the ARC Facebook page, “UW-Milwaukee Accessibility Resource Center” o October is Disability Awareness month.

Independence First hosted an art exhibit showcasing art from artists with disabilities on October 20 from 5-9pm

* ARC Excellence Awards 20th Anniversary Celebration

Held on Friday, May 11, at 11:45 in the Golda Meir Library, 4th Floor Conference Room, for a special celebration, including a light lunch, presentation of awards to this year’s recipients and honoring of past winners. Over 110 people attended. Matt Glowacki’s comedy show “Diversity According to Family Guy & South Park”. Matt shared his unique sense of humor, perspective, and new common sense approach to tackling ignorance.

# CAMPUS COMMITTEE UPDATES

Assistive Technology/Instruction Technology Committee (AT/IT)

* Adding assistive technology software info to campus knowledge base.
* Suggestion of a specialist in accessibility be added in UITS.
* A UW system-wide info sharing group is being pursued.
* D2L to Canvas conversion - David Delgado reported on progress.
* There is an application for Canvas called UDOIT (“Universal Design Online Content Inspection Tool”) which was developed by the University of Central Florida, with the purpose of identifying accessibility issues in Canvas content. It’s available for free to UWM, and scans course content in Canvas, generates a report, and provides instructions on how to address accessibility issues. These issues can sometimes be corrected immediately with the UFIXIT button in the app. The email for more information is webcourses@ucf.edu. CETL filed an application for ED TECH funding for UDOIT to implement accessibility resources for Canvas. It is a free program by integration to UWM Canvas site needs funding. It should be ready in time for training over the Summer.
* There is a D2L accessibility HTML tool available on the D2L Home Page, as well as a program for checking webpage accessibility, called WAVE - wave.webaim.org/.
* Software issues: Zoom issues on Windows 7 & 10, migration to MAGic, 2-year campus integration. Discussion about configuring some PCs at ADA Compliant Workstations to load JAWS and Zoomtext at startup.
* The WEPA printers have been investigated for better accessibility. Some accessibility components are available, but accessibility is questionable in other areas. Improvements are sought with the company.
* A checklist for Accessibility on campus was recommended and discussed.
* AT-IT Committee was discussed at the University Business Technology conference on UWM classroom technology.

Safety and Assurances

* The Night Walk occurs on Nov. 8th, starting at 5:15 PM and takes about an hour to complete. The Night Walk is used to assess the adequacy of emergency telephones and exterior lighting; including building, area, walkway, mall, parking lot lighting, and other notable areas of concern posing a risk to the security and safety of those on campus.
* Reminder to everyone to be careful on the sidewalks and go slowly with the ice and snow. If you see a hazardous, icy area, call 4742. See their Facebook posts for more safety tips.
* Discussion of student complaints about slush damaging motorized wheelchairs, concerns about frostbite on hands for non-motorized wheelchairs and safety concerns with snow removal.
* Staff and students are encouraged to use iServiceDesk to make service requests known.

Physical Environment Committee (PEC)

* Active Shooter training his now in revision with a new group working to include attention to doors, with ADA Guidelines and safety guidelines being considered together, attention to lock down drills will include the most campus stakeholders possible.
* Green Fund Project update – Student Association is concerned with sustainability focus with a green roof on one campus building being pursued, a solar powered picnic table, being designed with engineering students with cell phone charging capacity, etc, and increased bike shelters for riders to campus.
* PEC is looking into including all of campus in a “Smoke and tobacco free” policy. This will be sent to faculty senate for approval. Consideration will be paid to cessation programs, and enforcement. Kerri Duce will involve the neighborhood association to ensure neighborhood relations with this change. There have been 3 smoking-related fires on campus for which fire department was called and 2 evacuations on campus with cancelling of classes.
* Policy for Abandoned Bikes on Campus was reviewed.

**V.**  LEARNING OPPORTUNITIES: CONFERENCES/WEBINARS/ARTICLES

Conferences

* Accessing Higher Ground - November 13-17, 2017 - http://accessinghigherground.org/
* “Designing Courses for All Students: Accessibility Tips and Resources” at CETL Conference.
* UW System Virtual Showcase- will be April 4 & 5, Shannon and Aura are presenting with CETL staff, Dylan and Amy on the Faculty Accessibility & Accommodations Training modules.
* Ahead Conference Poster-Aura and Jeb W. were accepted to present a poster at the

AHEAD conference, July 2018, in New Mexico this summer. Their poster is on the

Industries for the Blind grant and the accessibility tutoring services and assistive

technology used to support math/STEM access for students with visual impairments. https://www.ahead.org/conferences/future

Webinars

* Hearing Loss in the Workplace: Rights and Obligations:

This presentation addresses the legal rights of applicants and employees with hearing loss and the legal obligations of employers in dealing with these individuals in the workforce. Also presented are available resources for managing the employeremployee relationship. http://www.adainfo.org/training/Hearing-loss-in-the-workplace

* Don’t Fear the OCR: Digital Accessibility for Education Webinar: Common complaints that persons with disabilities may have about your website; Digital accessibility laws that pertain to educational institutions; What you should do when you get a complaint letter. http://info.levelaccess.com/Webinar-Dont-Fear- the-OCR-for-EDU.html
* )Evaluating your program/agency for ADA compliance. Webinar archived at https://www.accessibilityonline.org/ADA-Audio/archives/110630 . Great Lakes ADA webinar archives - http://www.adagreatlakes.org/
* Accessibility Comparison of Major Video Players https://www.3playmedia.com/resources/recorded-webinars/accessibility-comparison-ofmajor-video-platforms/ Gian Wild, CEO and Founder of AccessibilityOz, works in the area of web accessibility: making sure websites and mobile apps can be used by people with disabilities. At the forefront of her work is accessible video players. In this webinar, Gian Wild will talk about what makes a video player accessible, the testing she has done, and which players meet the criteria.
* More webinars available at Center of Technology and Disability:

http://www.ctdinstitute.org/

 Audio Description Webinars https://www.3playmedia.com/page/1/?s=Introduction+to+Audio+Description+



* Shepherd Express article "MATC Keeps Pace with Innovation” talks about ADAAAC efforts. https://shepherdexpress.com/news/features/matc-keepspace-with-innovation/#/questions
* Disability Compliance for Higher Education Newsletters - Link to UWM Libraries campus Newsletter subscription
* Academic Staff Connect newsletter has articles on accessibility every issue Spring 2018. “Campus Accessibility Webpage “
* Fall 2017 – “Essential Accessibility Considerations (& Resources) for Instructional Materials” https://uwm.edu/adaaac/wp-content/uploads/sites/374/2016/08/6-20-17-

Essential-Accessibility-Considerations-for-Instructional-Materials-1.pdf

* “One Activist Has Hundreds of Colleges under the Gun to Fix Their Websites.” www.chronicle.com/article/One-Activist-Has-Hundredsof/240551?key=72j1l1UUEyowYXfrsBrRAKlaHI\_m168w6gOtPAsUhV046JDO8e 7ODIVSTZykf4xUnM0VEZUeEo1UVRvUFVheEFnckt1SHlEb1N3SjYzX2I3MFhpT0pUOXZ IWQ

# FUTURE PROJECTS/RECOMMENDATIONS FOR 2018-2019

ADA/Accessibility Specialist

Discussion of a system wide effort AND a UWM Campus Accessibility Coordinator for such services (including purchasing), the best organizational placement for such a position, and various pros/cons and legal ramifications of specific placements within the current and/or future organizational structure, and a variety of other concerns, particularly with new structuring of purchasing efforts on campus.

Signage

Discuss lack of signage for available parking on campus and the lack of signage on the Downer side of Mitchell Hall indicating an accessible entrance. The Barrier Committee notified.

Review of Restroom Accessibility

Discuss a recommendation for independent review of campus ADA, Inclusive Bathrooms

(IBR), Universal BR facilities. Discuss a recommendation about number and placement of IBRs in campus buildings

Physical pathways/barriers Information Source

The concept was discussed of creating a “real time” updated informational source for members of UWM and campus visitors to obtain information about physical barriers, pathway obstructions, etc. that exist on campus. An example is a path closed due to construction. This information will be of value for accessibility purposes and for everybody on campus, including visitors. This information, if maintained in a single place, can be published out to appropriate destinations (e.g. particular areas of UWM.edu). The next action is to schedule a feasibility and needs discussion with members/representatives of University Relations (Mark Jacobson, Sarah Ruder), Transportation Services, Facilities Services, the Barrier Study Committee, and the ADAAAC.

IT Policy

Next step planning for training and marketing regarding IT Policies.

Merger

Assess Accessibility needs with merger of campuses.

Mental Health

Focus/Education on Mental Health concerns on campus

Classroom Access updates

Increase of Shared Services model to include a budget line for looking at all classrooms being updated equally, both General Assignment classes and Classrooms assigned to departments, including for ergonomics, IT/AT, faculty accommodations and instructional needs. Outline a mechanism for asking for the above.

Strategic planning for accessibility and Universal Design (UD) on campus

Review of grounds, buildings, etc. Opportunity for marketing of ADAAAC and what we do. Recommendation for a full time Accessibility Specialist on campus would be in line with assuring that reviews are done, etc.

UD/accessibility in relation the spaces outside of KIRC -A hazard assessment was performed of planter areas on south and west sides that had settled and created large drop-offs. Grounds, Campus Planning, ARC, Sustainability, and University Safety and Assurances all reviewed the area, possible solutions, and determined a pilot solution would be run to determine a permanent solution. Discussion that the ADAAAC should be involved with the Post Occupancy Review phase of new building construction at UWM.

**VII. END-OF-YEAR** COMMITTEE COMMENTS

Prior to going in to any Agenda, it is a custom of the committee to go around the table and have attendees introduce themselves and then indicate their position and department. At this meeting, the Chairs requested that participants also comment briefly about what kinds of changes, if any, they note in their department or area, since around 1990, with ADA legislation.

* Mary Knasinski, PASS, offered that ARC’s collaboration with PASS has increased for the PASS program, with staff from ARC meeting with the growing number of tutors, each semester, to provide an overview of ARC services and to talk about working with students with disabilities. PASS has hired deaf tutors, more recently, for ASL courses. The department is more concerned with how the physical environment is accessible to all students. It was noted that UWM is still more geared to the younger student and that we as a campus need to be more aware of the returning, non-traditional, or older students and their specific needs.
* Zach Steuerwald, Safety, referenced that safety training has grown in scope to include more awareness of people with disabilities. Inspections for safety around campus have grown in scope to include attention to ADA requirements. Web pages are now being updated with the WordPress software such that accessibility standards are easier to incorporate.
* Phyllis King, Provosts Office, offered that overall there is a broader view of design on campus, including attention to ADA standards, universal design and accessibility of new buildings. ARC has become more involved with providing resources for the student body, as well as for faculty to incorporate accessibility in teaching and classroom. New leadership is offering guidance for campus to move forward in becoming more accessible and compliant with accessibility.
* Aura Hirschman, ARC, highlighted how ARC has become more of a resource for campus, in addition to meeting the individual needs of students with disabilities on campus, with collaborations growing to work together with other departments and with helping faculty increase awareness of disability and accessibility, such as the recently launched modules for Accessible Teaching and Learning from CETL and ARC. ARC also has a full time Assistive Technology Specialist, who has enabled campus to improve AT/IT collaborations with classroom support staff and the AT/IT Committee, as well as in purchasing assistive technology for meeting the accommodation needs of students.
* Sean Zettel, UITS, talked about the fact that the “digital divide” is much less now in terms of students being equipped with IT and AT upon coming to campus, and the computer labs have grown to accommodate the IT needs of all students. UWM needs to stay mindful that not all students have laptops, cell phones or other devices.
* Kevin Jahnke, Classroom Technology Support, noted more access to tools for accessibility, including wireless technology. Staff have more experience to lend to increasing accessibility of the classrooms.
* Erin Wiggins, ASL, offered that she sees dramatic improvements in having centralized services for delivering accessibility services. There is more awareness of faculty needs. The physical environment of ASL classes (with interpreters, etc.) is in need of attention and remains a challenge.
* Brian Peters, ADAAAC community representative from IndependenceFirst, notes that there is now more attention for deaf students to have their specific personal preferences/accommodation needs met. When he went to college in Illinois, only interpreters were available, but now there are more options for captioning or interpreter services. Overall there is more awareness of accessibility on campuses.
* Natalie Benevides, Purchasing, notes that there are now many more regulations to follow in purchasing, insuring that business contracts include accessibility of new materials. She notes much more positive attention to the physical environment being accessible.
* Beth Traylor, Media and Reserve Library, notes that discussions on accessibility in the library had just started. A couple years later, the Library created Adaptive Technology Room to offer assistive technology and software outside of ARC. The early technology and software was rudimentary. It has come a long way from the early designs.
* Kim Pietsch, Registrar's Office, noted that her department is much more aware of universal design for accessibility on campus and has taken a much more proactive role toward their environment and meeting the needs of students and --staff vs. trying to go back and fix problems retroactively.