



DRC WORKS TO CREATE A MORE ACCESSIBLE CAMPUS

The University of Minnesota – Twin Cities' Disability Resource Center (DRC) recognizes the need for both reasonable accommodations and inclusive design strategies to create an accessible campus. Accommodations are often necessary to retrofit environments that were not designed with diverse users in mind. Inclusive design strategies endeavor to build access into the built, academic, and work environments from the beginning.

The DRC has strong campus partners, and we work in collaboration with these partners to facilitate access and inclusion for University students, faculty, staff, and guests.

What is the difference between accommodation and accessibility?

Accommodating people with disabilities is required by law. Providing accommodations can sometimes feel difficult, complex, and lengthy.

In contrast, accessibility involves inviting the University to think about designing classrooms, teaching and course design, digital spaces, and activities with everyone in mind.

(continued on page 2)

OUR MISSION

**ADVANCING
ACCESS FOR
EVERYONE**



OUR VISION

**Partnering
with the University
of Minnesota to
create access
by design.**



Partnering with the University

Because access is everyone's shared everyday responsibility.

Access...

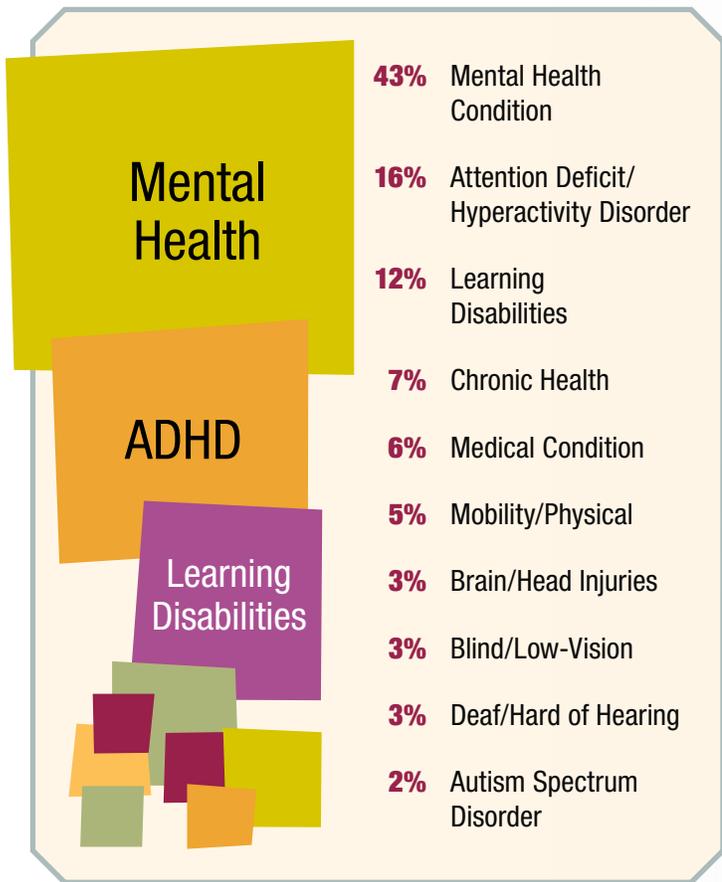
Because access is at the core of our work.

By Design...

Because access must be intentional from plan (beginning) to product (end).



UMTC Students with Disabilities–2018



By the Numbers

A team of access consultants assists faculty, staff and students to implement reasonable accommodations in the work, academic and co-curricular environments.

CONSULTATIONS

In the 2017-2018 academic year the DRC conducted 3,747 consultations with university administrators, parents, prospective students and others.

POPULATIONS

In 2018, 5,880 University of Minnesota students, faculty, staff, and guests with disabilities registered with the DRC.



Access is woven into all aspects of planning and implementation. Access is being thoughtful about inclusion and retention.

Although access may seem like an aspirational goal, it is worth working towards because the numbers of University students, faculty, and staff with disabilities is continuing to grow, the workforce is aging, and more people from diverse backgrounds are entering the University. Access means creating a campus environment that was designed for all of our community members. We believe the University is stronger when more people are included and feel like they belong here.

How has access improved at the University of Minnesota – Twin Cities?

The DRC has worked in partnership with several units to create an accessible campus for students,

faculty, staff, and guests. Here are some examples:

For students. As an initiative of the Provost's Council on Student Mental Health, the DRC, Boynton Health Services (BHS), Student Counseling Services, Office of Student Affairs, and the Office of Undergraduate Education coordinate the Mental Health Advocates. This is a network of instructors, advisors, and others who receive training and information on addressing students with mental health needs. The network is embedded into every college and provides staff with information on available resources and how to make a referral when students require support.

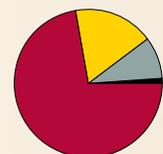
Proctorio, an online exam proctoring tool is being piloted for use with all students, and evaluated as a tool that can reduce Testing Center demand.

The DRC and BHS worked collaboratively to offer an accessible Gopher

A total of 3,736 students registered with the DRC in 2018. Students with non-apparent disabilities make up more than 84% of the students registered with the DRC.

UMTC Students Enrollment/Registered with the DRC

- 81%** undergraduate
- 16%** graduate/professional
- 2%** post-secondary options (high school)
- 1%** other



UMTC Faculty and Staff with Disabilities—2018

Back/Neck
Injuries

26% Back/Neck Injuries

Mental
Health

24% Mental Health Conditions

Other
Disabilities

15% Other Disabilities

Mobility/
Physical

14% Mobility/Physical
Disabilities

Upper
Extremity

9% Upper Extremity
Conditions

4% Brain/Head Injuries

3% Deaf/Hard of Hearing

3% Blind/Vision Loss

1% Learning Disabilities

1% Chemical Dependency



In 2018,
UReturn
served 2,144
faculty and
staff with
disabilities
and medical
conditions.

STUDENTS

- In 2018, 3,736 University of Minnesota students registered with the DRC.
- More than 81% of students served by the DRC are undergraduates.
- 16% of students are enrolled in graduate and professional school and 2% are enrolled in postsecondary-options.
- Students with disabilities are enrolled in every college at the University. The largest numbers are enrolled in the College of Liberal Arts.



EMPLOYEES

UReturn is the unit of the DRC that works with faculty and staff with disabilities and medical conditions. In 2018, UReturn served 2,144 employees. A team of UReturn professionals assists faculty and staff return to work, stay at work, and be productive. Helping staff return to work and stay on the job is not only good for the employee, but also beneficial for the University. UReturn also works with faculty and staff to explore preventative measures that will help them stay on the job and remain productive.

UReturn serves faculty and staff on the Twin Cities, Crookston, Duluth, Morris and Rochester campuses.

ACCOMMODATIONS

TESTING

In 2018, the DRC administered 11,769 accommodated exams as a service to instructors. Testing accommodations may be arranged in the DRC office or within the academic department with proctoring assistance from the DRC. Access assistants (student workers) provided 36,782 hours of classroom and other assists.

INTERPRETING AND CAPTIONING

The Interpreting/Captioning Unit provided 8,872 hours of American Sign Language interpreting, and 5,783 hours of real-time captioning to U students, faculty, staff, and guests.

DOCUMENT CONVERSION

In 2018, the Disability Resource Center converted 215,000 pages of text for students with print disabilities.

OUTREACH

Everyone at the DRC has a role in getting the word out about how to advance access at the University of Minnesota. In 2018, DRC staff gave dozens of local, regional and national presentations.

Chauffeur, a free, safe ride home for University students.

DRC staff are actively involved in the Critical Disability Studies Collective (CDSC). The CDSC works to cultivate community engagement and intellectual inquiry around the study of disability at the University. Past CDSC events include:

- “Interrogating Anti-Black Racism and Disablement: A Critical Disability Studies Symposium.”
- ”Imaging Cultures of Access: Race, Disability and Mental Health On Campus.”
- “Disability Liberated: Mourn the Dead and Fight Like Hell for the Living.”

For employees. The DRC’s UReturn offers transitional employment opportunities in the UM Dental School for occupationally injured workers. Transitional employment allows for the possibility that workers may return to their job of origin.

The DRC consults with instructors individually and provides training on how to redesign spaces to be as welcoming and inclusive as possible through the Office for Equity and

Diversity (OED) certificate training workshop entitled, Collective Access.

The DRC, Office of Information Technology (OIT), University Libraries, and the Center for Educational Innovation (CEI) jointly offer Teaching Support @UMN. With one request; instructors and staff get help for their college support, the University Libraries, the DRC, Academic Technology Support Services, and CEI.

For all. The DRC and OIT are working to establish digital accessibility work groups. The groups are working on strategies to implement and monitor accessibility of websites, course materials, and embed accessibility into purchasing and HR practices, as well as professional development.

As a unit of the Office for Equity and Diversity (OED), the DRC facilitates two workshops offered by the OED Certificate Training series: Ableism & Disability Justice, and Collective Access for All.

Capital Planning and Project Management and the DRC work together to ensure that all buildings and renovations comply with building accessibility standards.

All Gopher football home games are captioned.

The DRC and conference and extension services work together to provide meaningful, accessible experiences for the community.

What are some ways you can build access into your work?

Access is a mindset, a perspective, it is an attitudinal change. Here are some ways you can contribute to a more accessible campus:

- Consider multiple means of engagement and assessment when designing courses.
- Choose media that is captioned and audio described.
- Read information on white boards so that everyone has access to the information.
- Learn how to test your web site and course materials for accessibility using www.accessibility.umn.edu
- Hold events in spaces that allow for a variety of students to participate (e.g., provide a variety of seating and table options – table heights, styles, sizes, plan for wheelchair accessible seating and paths throughout the space).

FOR MORE INFORMATION, CONTACT THE DRC AT 612-626-1333.



Did you know?
DRC is a unit of the Office for Equity and Diversity.



Disability Resource Center
Office for Equity and Diversity

UNIVERSITY OF MINNESOTA
Driven to DiscoverSM

**FOR MORE INFORMATION
CONTACT
DRC 612-626-1333
UReturn Fax 612-625-5572
Student Access Fax
612-626-9654**

**McNamara Alumni Center
Suite 180
200 Oak Street S.E.
Minneapolis, MN 55455
diversity.umn.edu/disability
email: drc@umn.edu**