

# EARN

ADVANCING  
WORKFORCE  
DIVERSITY

Employer Assistance and Resource  
Network on Disability Inclusion



## HERC

Higher Education  
Recruitment Consortium



## ODEP

Office of Disability  
Employment Policy

# Disability Diversity in the Higher Education Workforce

October 13, 2016



AskEARN.org

# Disability Diversity in the Higher Education Workforce



## Brett Sheats

National Project Director  
Employer Assistance and Resource  
Network on Disability Inclusion (EARN)



# Disability Diversity in the Higher Education Workforce

***We Value You.***

*Your input, ideas, and comments are important to EARN!*

*We appreciate your completion of the customer satisfaction survey of this webinar that will be sent to you via email.*

*Thank you.*

# Employer Assistance and Resource Network (EARN)

## AskEARN.org

- Resource for employers seeking to recruit, hire, retain and advance people with disabilities
- Serves both public and private sectors
- Offers free tools, informational materials and trainings
- Funded by ODEP under a cooperative agreement with The Viscardi Center
- Collaborative of nine partners

# Housekeeping

- For audio call: **415-655-0045**
  - Access code: **663 765 749#**
- Download slides at [AskEARN.org](https://www.AskEARN.org)
- Submit questions via Q&A window or via @AskEARN
- Having trouble posting to the Q&A? Email [AskEARN@viscardicenter.org](mailto:AskEARN@viscardicenter.org)
- Tweet using #AskEARN
- Live captioning at the bottom right of screen
- Receive 1 HR General recertification credit hours through HRCI and SHRM (via email following the event)
- Archived recording to be posted to [AskEARN.org](https://www.AskEARN.org) within the week

# Audience Assessment Question #1

**How would you rate your understanding of the benefits of including disability in campus diversity plans?**

## Audience Assessment Question #2

**How would you rate your knowledge of effective strategies higher education institutions can use to effectively recruit, hire, retain and promote qualified people with disabilities?**

# Disability Diversity in the Higher Education Workforce



**Nancy Aebersold**  
Executive Director  
HERC



# Welcome & Presentation Overview

- Welcome
- Quick Poll
- Value of Disability Inclusion as part of HERC's Diversity, Equity, and Inclusion Initiatives
- Disability Inclusion Toolkit
- Campus Disability Inclusion Success Stories



## Who are you?

# Value of Disability Inclusion

## Value of Disability Inclusion as part of HERC's Diversity, Equity, and Inclusion Initiatives



# What is your role in your organization?

# HERC-ODEP Alliance Goals (2015-2018)

- Share expertise & disseminate information on hiring, advancing & retaining workers with disabilities, including veterans with disabilities in positions in higher ed.
- Promote & disseminate information on ODEP resources to HERC member universities & others.
- Develop & publicize resources on the value of hiring & retaining talented workers with disabilities in higher ed.

# HERC-ODEP Alliance Goals (cont.)

- Identify issues of specific concern to higher ed employers.
- Speak, exhibit &/or appear at mutually agreed upon ODEP & HERC events.
- Convene &/or participate in stakeholder meetings (as appropriate) focused on forging innovative strategies for recruiting, hiring, retaining & promoting candidates with disabilities.
- Provide TA to employers & employees re: replicable disability employment strategies, policies & effective practices.

# HERC-ODEP Alliance Goals (cont.)

- Participate in meetings &/or discussions with representatives from other ODEP Alliances to exchange information on various disability-employment issues & to explore opportunities for additional collaborative activities.
- Carry out other activities, as mutually agreed upon, that promote hiring, advancement & retention of individuals with disabilities in higher ed.
- Build awareness & increase use of the Workforce Recruitment Program as a pipeline for university recruiters & other HR professionals.

# Value of Disability Inclusion

- Federal Contractors – 503 of Rehab Act & VEVRAA
- HERC & ODEP Alliance helped create a disability inclusion toolkit designed specifically for higher education employers



# Introducing the Disability Inclusion Toolkit



## DISABILITY INCLUSION TOOLKIT A HERC MEMBER RESOURCE

[www.HERCjobs.org/DisabilityInclusionToolkit](http://www.HERCjobs.org/DisabilityInclusionToolkit)

# Introducing the Disability Inclusion Toolkit (cont.)

Member Resources

Webinars

OFCCP Compliance

Data

Dual-Career Resources

Discounts

HERC News

Job Posting Instructions

Subscribe to HERCs Leadership News

## Disability Inclusion Toolkit

In all employment settings, including higher education, a diverse workforce means more perspectives on how to confront challenges and achieve organizational success. Although the term “diversity” is typically used in reference to differences in race or ethnicity, it actually encompasses an infinite range of experiences—including disability.

When it comes to ensuring a workplace inclusive of the skills and talents of people with disabilities, however, not all HERC members may know where to start. *The HERC Disability Inclusion Toolkit* provides a path, addressing 8 important topics and outlining a range of effective strategies higher education institutions can use to effectively employ qualified people with disabilities and foster a disability-inclusive work culture across the organization.

The information in this toolkit will be updated periodically, and HERC members are highly encouraged to suggest additional resources to add, especially as they relate to disability inclusive policies and practices in action at their own institutions.

To get started, choose a topic:

- [Federal Disability Laws](#)
- [Disability Training & Technical Assistance](#)
- [Accessibility](#)
- [Internships & Mentoring](#)
- [Community Outreach](#)
- [Inclusion Across the Lifecycle](#)
- [Accommodations](#)
- [Accountability & Assessment](#)

The *HERC Disability Inclusion Toolkit* is an outcome of [HERC's Alliance with the U. S. Department of Labor's Office of Disability Employment Policy \(ODEP\)](#) 6.10.16. Through this Alliance, HERC works closely with ODEP to promote the recruitment, hiring, retention and advancement of individuals with disabilities, including veterans with disabilities, in higher education through outreach, education and technical assistance activities.

*The material and information contained in this toolkit is for general information purposes only and is not designed to take the place of HERC member legal counsel or guidance.*



**DISABILITY INCLUSION TOOLKIT**  
A HERC MEMBER RESOURCE

# Thank You & Contact Information

Nancy Aebersold

Executive Director, HERC

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# Disability Diversity in the Higher Education Workforce



**Carol Boyer**  
**Senior Policy Advisor**  
**Office of Disability Employment Policy (ODEP)**  
**U.S. Department of Labor**

# Office of Disability Employment Policy (ODEP)

- Authorized by Congress in Department of Labor's FY 2001 appropriation
- Recognized need for a national policy to ensure people with disabilities would be fully integrated into the 21<sup>st</sup> Century workforce
- Secretary of Labor delegated authority & assigned responsibility to the Assistant Secretary for Disability Employment Policy
- ODEP—a sub-cabinet level policy agency in the U.S. Department of Labor.

# ODEP Mission

- Develops & influences policies & practices that increase the number & quality of employment opportunities for people with disabilities.
- Promotes the adoption & implementation of ODEP policy strategies & effective practices.
- Driving Change; Creating Opportunities!

# Toolkit Overview

- Offers effective strategies higher ed institutions can use to employ qualified people with disabilities.
- Fosters a disability-inclusive work culture.
- Toolkit will be updated periodically.
- HERC members are encouraged to suggest additional resources in action at their own institutions.

# HERC's Disability Inclusion Toolkit

- Diversity includes Disability!
- Provides a “path” to HERC members on 8 Key Topics:
  - Federal Disability Laws
  - Disability Training & Technical Assistance
  - Accessibility
  - Internships & Mentoring
  - Community Outreach
  - Inclusion Across the Lifecycle
  - Accommodations
  - Accountability & Assessment



# Key Toolkit Highlights

- **Federal Disability Laws**
  - Americans with Disabilities Act (ADA)
  - ADA Amendments Act
  - Rehab Act with Sections 503 (federal contractors) & 504 (federally funded programs or activities)
  - Family & Medical Leave Act (FMLA)
  - Vietnam Era Veterans' Readjustment Act (VEVRAA)

# Key Toolkit Highlights (cont.)

- **Disability Training & Technical Assistance**
  - Employer Assistance & Resource Network on Disability Inclusion (EARN)
  - Job Accommodation Network (JAN)
  - Building an Inclusive Workforce: A Four-Step Reference Guide
  - Employer Toolkit (Syracuse University—HERC Member)
  - Disability Etiquette (University of Iowa—HERC Member)

# Key Toolkit Highlights (cont.)

- **Accessibility**
  - Partnership on Employment & Accessible Technology (PEAT) - TechCheck, TalentWorks, Accessible Technology Guide
  - Social Media Accessibility Tips
  - A Guide to Planning Accessible Meetings, Events & Conferences
  - How to Make Presentations Accessible for All
  - Equal Access Universal Design of Physical Spaces (Univ. of Washington—HERC Member)

# Key Toolkit Highlights (cont.)

- **Internships & Mentoring**
  - Inclusive Internship Guide
  - Workforce Recruitment Program (WRP)
  - Entry Point

# Key Toolkit Highlights (cont.)

- **Community Outreach**
  - American Job Centers
  - Centers for Independent Living Directory
  - Council of State Administrators of Vocational Rehabilitation/National Employment Team—The NET

# Key Toolkit Highlights

- **Inclusion Across the Lifecycle**
  - Hiring & Retention/Advancement
    - Do Ask, Do Tell
    - Workforce Recruitment Program (WRP)
    - Workplace Flexibility Toolkit
    - Stay-At-Work/Return-To-Work Toolkit
    - Toolkit for Establishing & Maintaining Successful Employee Resource Groups
    - Retaining Talent & Advancing Careers (University of Massachusetts—HERC Member)

# Key Toolkit Highlights (cont.)

- **Accommodations**
  - Job Accommodation Network (JAN)
  - Office of Federal Contract Compliance Programs (OFCCP) Pocket Card

# Key Toolkit Highlights

- **Accountability & Assessment**
  - Section 503 Self-Evaluation Compliance Tool
  - Disability Employment Tracker
  - Disability Employment Index
  - Monitoring Reasonable Accommodations



# Thank You

- Carol Boyer
- [boyer.carol@dol.gov](mailto:boyer.carol@dol.gov)

# Disability Diversity in the Higher Education Workforce



## Randy Boose

DIRECTOR OF HUMAN RESOURCES

Washington State University, Vancouver

Greater Oregon & Central HERC Advisory Board Member

# Value of HERC Disability Inclusion to our Accessibility Council

- Frame a disability mission
- Integrate disability with Universities Strategic Plan
- Keep the university in legal compliance
- Inform and guide our campus Accessibility Work Groups
  - Success Stories from our Work Groups

# Value of HERC Disability Inclusion to our Accessibility Council

- Improve accessibility with regard to physical, technical, curricular and co-curricular activities
- Provide awareness training for faculty, student and staff
- Create a campus culture to exceed legal and ADA requirements
- Be a resource for to our student Access Center, IT department, HR, Campus Diversity Officer and Facilities

# Disability Diversity in the Higher Education Workforce



## William N. Myhill

Project Director, Onondaga Pathways to Career

- Efforts at Onondaga Community College
  1. Accessible Signage
  2. Universal Design for Learning Academy
  3. Closed Captioning
  4. 2017 Inclusive Academy
  5. What's in It for Employers?

# 1. Accessible Signage

- Campus Accessible Route Assessment
- Identification of Needed Signage
- Cost
- Installation



## 2. Universal Design for Learning (UDL) Academy

- Faculty Recruitment
- Three-day, hands-on workshop
  - UDL principles and implementation
  - Disability Rights and Responsibilities
  - Assistive Technology
  - Disability Awareness



## 3. Closed Captioning

- Online video captioning service
  - Ensemble integrated
  - Quick turnaround
- Implemented Closed Captioning Policy

## 4. 2017 Inclusive Academy

- Focus Groups
- Preliminary Findings
- Survey
- Findings and Recommendations
- Summer 2107 Staff Inclusive Academy

## 5. For Employers

- Meeting and exceeding ADA Titles I, II, and III, and Rehabilitation Act requirements
- Implementing best pedagogical practices across multiple disciplines
- Raising Disability Awareness, and Campus Safety and Accessibility

# Thank You

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William is director of legal research & writing for the Burton Blatt Institute at Syracuse University and a life-long advocate and educator in the disability community. <http://bbi.syr.edu/>

# Audience Questions



# Audience Assessment Question #1

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*Thank you.*



# Additional Resources

- Office of Disability Employment Policy (ODEP)
  - [DOL.gov/ODEP](https://www.dol.gov/odep)
- Employer Assistance and Resource Network on Disability Inclusion (EARN)
  - [AskEARN.org](https://www.AskEARN.org)
- Job Accommodation Network (JAN)
  - [AskJAN.org](https://www.AskJAN.org)
- Partnership on Employment & Accessible Technology (PEAT)
  - [PEATworks.org](https://www.PEATworks.org)
- Campaign for Disability Employment (CDE)
  - [WhatCanYouDoCampaign.org](https://www.WhatCanYouDoCampaign.org)

# Disability Diversity in the Higher Education Workforce

