



*Shaping Inclusion through
Foundational Transformation*

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Session Overview

- What is Project ShIFT?
 - Years 1, 2 and 3
 - Models of Disability
 - Medical vs. Socio-Political (or Social Justice)
 - Why the Need for a Shift?
 - Current Practices in Disability Services
 - Small group discussion
 - Language/Practices, Policies & Procedures
 - What are we doing now? What about the future?
 - Questions and comments
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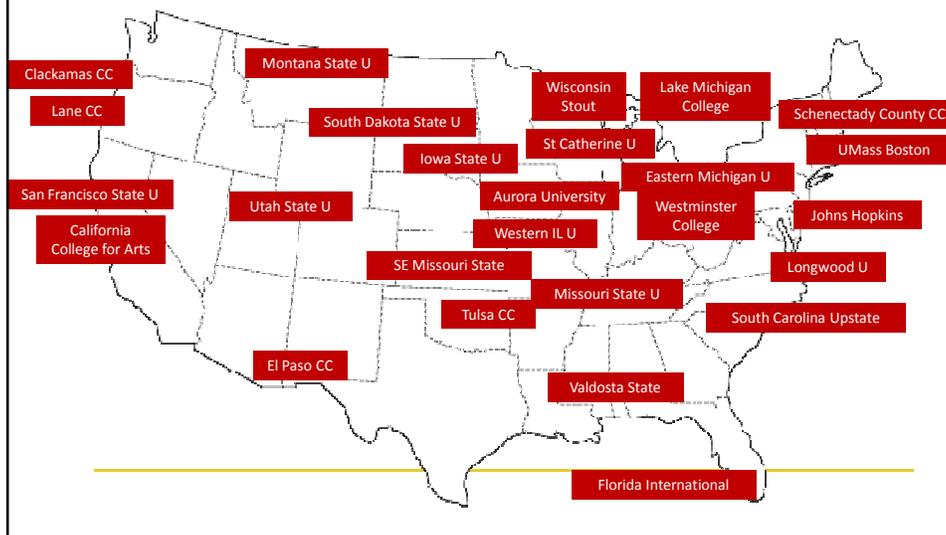


Project ShIFT....

- Federally funded three-year grant program
 - Works with selected colleges and universities across the country to:
 - Examine the policies and practices of the DS office
 - Integrate the values of a social construction of disability and universal design into each office
 - Work with selected faculty to integrate UD
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Project ShIFT Locations





Year 1

- Hired four trainers to work with our 26 participants:
 - Gladys Loewen (Vancouver-based consultant)
 - Sue Kroeger (University of Arizona)
 - Carol Funckes (University of Arizona)
 - Melanie Thornton (Arkansas – Little Rock)
 - Trainers hold office hours where they're available for 1-on-1 telephone support
 - Developed a wiki to facilitate communication
 - Monthly sessions using Adobe Connect to share information synchronously
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Year 1

- Focus on DS offices in year 1
 - (not the original intent when they started writing the grant)
 - A pre-test was completed on participants
 - Held a one-week summer institute in Denver
 - Work with DS staff to guide them in...
 - considering the meaning they make of disability
 - how it informs their office mission, vision, values, goals, policies, procedures, practices, and the image of disability
 - Transition from medical to social model
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Disability Reframed

Medical model	Socio-political model
Disability is a deficiency or abnormality	Disability is a difference
Being disabled is negative	Being disabled, in itself, is neutral
Disability resides in the individual	Disability derives from interaction between individual and society
The remedy for disability-related problems is cure or normalization of the individual	The remedy for disability-related problems is a change in the interaction between the individual and society
The agent of remedy is the professional who affects the arrangements between the individual and society	The agent of remedy can be the individual, an advocate, or anyone who affects the arrangements between individual and society

Source: Gill, C. (1994). *Two models of disability*. Chicago Institute of Disability. University of Chicago.



Institute Agenda

- Monday: *Privilege, Power, and Social Justice*
- Tuesday: *Disability Frames in Language, Media and Design*





Institute Agenda

(continued)

- Wednesday: *Disability Communities and Culture*
- Thursday: *Professionalism and the Service Industry*
- Friday: *The Final Judgment*



Core Beliefs

1. Human variation is natural and vital in the development of dynamic communities
2. Disability is a social/political category that includes people with a variety of conditions who are bound together by common experiences
3. Inclusion and full participation are a matter of social justice
4. Design is powerful and profoundly influences our daily lives
5. Good design is essential for achieving inclusion and full participation
6. Creating usable equitable, sustainable, and inclusive environments is a shared responsibility



Year 2 Activities

- Participants will select a faculty member at their campus to join their team
 - Criteria of faculty selected
 - Both people will travel to the second summer institute in Minneapolis
 - Faculty member will learn about universal design, and adjust curricula based on UD
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Year 3 Activities

- Participants return for third summer institute
 - Participants document their progress and share successes
 - We will build a resource website to document the process and disseminate lessons learned
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Post-Institute Activities

- Post-test to assess the change
 - Participants continue reviewing their practices and procedures in light of the social model
 - Participants continue working on action plans developed during years 1, 2 & 3 to guide their activities post-institute
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Why the need for a ShIFT?

DS is a system of well-established policies, practices, and procedures designed to protect the institution

DS intake interview questions are specifically designed for gate keeping

DSPs acts as middle managers of disabled students' access

DS legitimizes institutions' separate but equal practices



Disability Reframed

DESIGN VS. ACCOMMODATION

When shifts are made in the way disability is represented on our campuses, it becomes more clear that designing equitable, inclusive, and usable learning environments is a matter of social justice. The principles of Universal Design provide the framework for designing these environments.



Small Group Activity

What are some examples of language that DSPs use that may perpetuate the medical model at our institutions?

Discuss some of the practices, policies and procedures that may be perpetuating the medical model of disability.



Disability Reframed

LANGUAGE

Examples of words or phrases reflective of the medical model include the following:

special needs	verification
accommodation	eligibility
suffering with	allow/permit
wheelchair bound	unable
impaired	help
functional limitations	assistive



Disability Reframed

PRACTICES, POLICIES & PROCEDURES

Examples reflective of the medical model
include the following:

Intake Process/Registration

Documentation

Accommodation

Letters/notification

Textbooks



What are we doing now?

- Changing Language
 - In intakes and other interactions with students, faculty and staff
 - In written materials (Access Office, Admissions, Orientation, student planner, catalog, website)
 - Ex. Coordinator for Adaptive Technology
 - Policies and Procedures
 - Infiltrating...
 - NASPA, ACPA, AHEAD
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What about the future?

- Documentation criteria
 - Why do we maintain documentation?
- 80% vs. 20%
- Disability Studies
- Research
- Other Ideas?

Just because we inherited “it” does not mean that we have to keep “it”...



What are your questions or comments?

For more information on ShIFT:
<http://www.lanec.edu/disability/shiftgrant.htm>