

Subject: Office of Diversity, Equity, and Inclusion | July Newsletter
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EMORY
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Office of Diversity, Equity, and Inclusion

The Office of Diversity, Equity, and Inclusion celebrates the rich tapestry of human experiences at Emory University. This month, July 2021, we recognize the American Disabilities Act. In collaboration with campus partners, we have curated resources that highlight, educate, and encourage a sense of community.

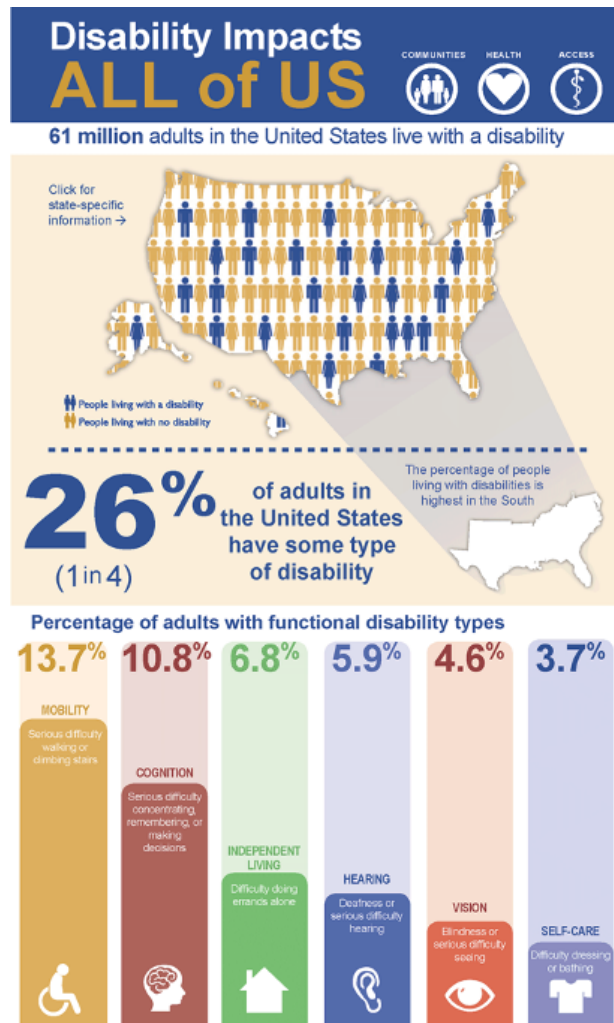
31st Anniversary of the Americans with Disabilities Act



Americans with Disabilities Act

ACCESS & INCLUSION ARE UNIVERSAL NEEDS

Fostering a culture of diversity benefits all of us. To truly embrace diversity, each of us must have the capacity to appreciate and value the infinite range of individuals' unique attributes, experiences, and abilities. Although the term "diversity" is often used to refer to differences such as ethnicity, gender, age and religion, one of the key trends in the disability rights movement has been the shift towards viewing disability as part of human diversity as well. Getting beyond dominant narratives of pity, tragedy, and/or redemption has been and continues to be critical to inclusion of people with disabilities. By embracing disability as a natural part of diversity, we enhance our own self-awareness and knowledge of the world around us. Furthermore, inclusion of disability in the diversity conversation invites us to accept and celebrate the infinite dimensions of diversity inherent in all of us.



Disability is a common, frequently occurring part of the human experience. Over 1 in 4 American adults has a disability that affects a major part of life, making people with disabilities the largest minority group in the U.S. Despite this staggering fact, disability has seemingly been an afterthought amongst civil rights movements occurring in prior decades.

The [Americans with Disabilities Act](#) (ADA) was signed into law on June 26, 1990, decades following other significant legislation expanding the rights of women and African Americans. Just now reaching its 31st anniversary, the ADA is considered a *young* law and although it included many components to support the inclusion of people with disabilities in employment, public and private spaces and communications, the work is ongoing.

Inclusion of people with disabilities into everyday activities involves practices and policies designed to identify and remove barriers that hinder individuals' ability to have full participation in society, the same as people without disabilities. Making this change should not be a chore. It is an *opportunity*. Examples include:

- Promoting and implementing measures to ensure fair treatment from others (nondiscrimination)
- Making products, communications, and digital and physical environments more usable by as many people as possible ([universal design](#))
- Modifying items, procedures, or systems to enable a person with a disability to use them to the maximum extent possible ([reasonable accommodations](#))

- Eliminating the belief that people with disabilities are unhealthy or less capable of doing things (stigma, stereotypes)

It is critical that, as we evaluate the extent to which the Emory community is inclusive to people with disabilities, we are involving input from people with disabilities in the conversations, the planning of new structural design, acquiring new technologies, the implementation of new practices, as well as the monitoring and evaluation of the effectiveness of inclusion efforts. Increasing our accountability to this mission has no downside and is an essential step toward a transformative future for all people.

In alignment with the Office of Diversity, Equity and Inclusion (ODEI)'s mission and the fulfillment of requirements under the ADA, we are proud to share that in October 2020, Emory's Campus Planning and Physical Access Committee (CPPA) was formed. CPPA advises and assists ODEI, Campus Services, and partnering schools and units regarding their leadership role and involvement in promoting and achieving an accessible university environment. CPPA is charged with supporting the advancement of an accessible and "barrier-free" environment by monitoring and supporting University facilities, programs, policies, plans, and activities to assure the identification, prevention, and elimination of physical and/or programmatic barriers that interfere with faculty, staff and student access to and benefit from University programs, facilities and resources. To better execute our multi-campus needs, this committee is striving to establish a shared commitment to addressing campus accessibility issues; to make accessibility awareness part of the collective conscience and thereby ensuring that regard for accessibility becomes an inherent component of all daily operations and planning initiatives across the university.



Accessibility Services
Office of Diversity, Equity,
and Inclusion

New Policy Announcement: Animals on Campus

DAS is pleased to announce a new Service Animal and Emotional Support Animal policy. Under Section 504 of the Rehabilitation Act and Title III of the Americans with Disabilities Act, a postsecondary educational institution may not exclude an otherwise qualified student with a disability from any part of its programs or services, or otherwise discriminate against an applicant or student with a disability.

Under the Fair Housing Act, persons with disabilities may request a reasonable accommodation of an emotional support animal in housing when its use is necessary to afford a person with a disability an equal opportunity to use and enjoy a dwelling and/or the common areas of a dwelling.

For more information on animals at Emory University, please review the [Service Animal & Support Animal policy](#).

COVID Considerations: We encourage all animal handlers to be aware of information on COVID-

19 and Animals by reviewing reliable information sources. One resource available is [Centers for Disease Control and Prevention COVID-19 and Animals](#).



Improve Disability Inclusion at Emory

By clicking this [link](#), anyone can make *anonymous* comments or suggestions for ways that Emory can improve disability inclusion and enhance accessibility for students, employees and visitors. The Department of Accessibility Services will review the suggestions and engage with our campus partners to develop an action plan to address identified access or inclusion opportunities.



Ways to Celebrate the ADA Anniversary Live Events in July

[ADA Jeopardy: Learn, Connect and Celebrate 30 Years of the ADA National Network](#) – July 7, 2021 – 2:00-3:30pm EST. (*Click the link to register*) Tune-in to this fun-filled, accessible virtual game of jeopardy to help you learn more about the Americans with Disabilities Act (ADA). Connect and engage with the ten regional ADA centers in the ADA National Network as they answer ADA related questions! Attendees will have a chance to get in on the game by suggesting questions for the bonus round. If you have a question to suggest please submit it when you register and it may be selected as the "Bonus Round" question.

[Celebrate the ADA Anniversary with Emory's Department of Accessibility Services](#) – July 14, 2021 – 3:00-4:00pm EST (*Click the link to register*) Join DAS for this introductory webinar, where we will explore:

What and Why: ADA overview, history and connecting to the spirit of the ADA

Who: Orientation on who is protected under the ADA, including an overview of disability categories and incidence of occurrence

When and Where: Applicability of the ADA to the Emory campus and its constituents

How: How the Department of Accessibility Services serves Emory

Q&A

[ADA Anniversary Update](#) with the Great Lakes ADA Center – July 20, 2021 – 2:00-3:30pm EST (*Click the link to register*) Mark the 31st Anniversary of the ADA by joining this session as we hear from representatives of the U.S. Equal Employment Opportunity Commission (EEOC) and U.S. Department of Justice (DOJ) provide an update on their litigation, technical assistance, and enforcement efforts. Participants will have an opportunity to pose questions to the presenters

regarding issues in their own workplace or community.



Enhancing Disability Inclusion Every Day!

- **Ask About Accommodation Needs Before Every Team Meeting:** When scheduling team meetings with new members or guests joining, ask to connect prior to the meeting if they need an accommodation. Different meeting formats may prompt different needs, so don't assume because no one asked last time one is not needed. It also will help convey your intent to always be inclusive.
- **Promote inclusion within your programs, services, and activities at Emory by including these [Accessibility Statements](#)**
- **Turn on captions on virtual meetings and provide options for methods of attendance that enhance employees' accessibility to the meeting**
 - [How to Enable Captions for Zoom Meetings](#)
- **Ensure digital documents (especially PDFs) are accessible**
 - [Create and Verify PDF Accessibility \(Adobe Acrobat Pro\)](#)
- **Explore Microsoft's imbedded accessibility features and share them with your team**
 - [Microsoft's Accessibility Products and Services](#)
- **Take a Disability Inclusion Webinar:** View a recorded webinar on disability inclusion. Ask your team members to join you in learning something new to increase opportunities for educating others about disability inclusion.
 - [CDICD Webinar: Creating a Culture of Disability Inclusion and Equity](#)
 - [RespectAbility | Disability 101](#)
 - [Disability Rights Fund | Inclusion 101: The How-To of Inclusive and Accessible Communications](#)
 - [Job Accommodation Network | Archived Webinars and Webcasts](#)
 - [Coalition for Disability Access in Healthcare Education | Archived Webinars](#)
- **View these [Ted Talks on Disability](#)**
 - Added selection: [Navigating deafness in a hearing world](#) with Dr. Rachel Kolb, Alumni of Emory's Laney Graduate School.
- **Watch [Crip Camp](#) on Netflix** to learn more about the unique history of people with disabilities. Crip Camp had its world premiere at the Sundance Film Festival on January 23, 2020, where it won the Audience Award. It was released on March 25, 2020, by Netflix and received acclaim from critics. Crip Camp brought the 'inclusion revolution' to the Oscars, when the film received an Academy Award nomination for Best Documentary Feature and sparked a much-needed conversation regarding the accessibility of the stage for wheelchair users. Read more about the impact of the film's Oscar nomination [here](#).

- **Read a Disability Inclusion Book:**
 - [Best Sellers in Biographies of People with Disabilities](#)
 - ["Being Heumann: An Unrepentant Memoir of a Disability Rights Activist" by Judy Heumann](#), the powerful and compelling story of one of the most recognized disability inclusion leaders in the United States.
 - ["Unleash Different" by Rich Donovan](#), a book that clearly demonstrates the business benefits and imperatives of disability inclusion.
 - **Train for Better Disability Conversations:** Let's admit it. Disability conversations can be awkward. Train all employees (not just managers) on how to have productive disability inclusion conversations especially when a co-worker decides to disclose disability status. Know what to say and what not to say.
 - [The Art of Conversation: Tips to Get the Disability Conversation Started](#)
 - [Etiquette: Interacting with People with Disabilities](#)
 - **Visit these Disability Museum and Project Sites**
 - [The Disability History Museum](#)
 - [Disability Social History Project](#)
 - [The Disability Visibility Project](#)
 - [Accessible Icon Project](#)
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RESOURCES

Emory

[Department of Accessibility Services](#)
[Faculty Staff Assistance Program](#)
[Center for Faculty Development and Excellence](#)
[Accessibility in Emory Libraries](#)
[Academic Technology Services](#)

External

[Association for Higher Education and Disability](#)
[Accessing Higher Ground](#)
[Designing an Accessible Online Course](#)
[Disabilities, Opportunities, Internetworking, and Technology](#)
[Job Accommodation Network](#)
[The Partnership on Employment & Accessible Technology \(PEAT\)](#)
[SHRM: Developing Accessible Workspaces](#)

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