

Technology Accessibility Initiative

Academic and Student Affairs: Chad Harris, Lunden MacDonald (FYS)

Access Center: Greg Sullivan, Andy Swanson

Assessment Testing: Russell Reynolds

Education Technology Center: Alex McDaniel
(*Committee Chair*)

Equal Opportunity Office/Diversity Office:
Cynthia Hier, Myron Anderson

Faculty: April Hill (CHE, *Academic Subcommittee Chair*), Maria Akrabova (MDL), Lindsay Packer (MTH), Ford Lux (BIO)

Innovative and Lifelong Learning: Nancy Sayre, Matt Griswold

Information Technology: Kevin Taylor, Saima Reese

Marketing and Communications: Chris Mancuso
(*Web Subcommittee Chair*)

Accessibility Complaint Filed

- Office of Civil Rights, 04/25/2017
- All University online content must meet Web Content Accessibility Guidelines (WCAG) 2.0 AA standards
- Accessibility or accommodation?
 - Accommodation shifts burden to the person with the disability—reactive
 - Accessibility means that content is always, 100% of the time, welcoming to people with disabilities — proactive

Projected Resolution Requirements

- Resolution agreement – T+0 days
- Submit policies and procedures to OCR for review – T+30
- Self-reporting capability for all digital content – T+30
- Adopt and implement revised policies – T+60
- Begin accessible digital content training – T+60
- Proof of policy adoption, distribution, & implementation – T+75
- Submit identity and bona fides to auditing body – T+90

Projected Resolution Requirements

- Audit complete – T+180
- Submit Corrective Action Plan – T+180
- Implement Corrective Action Plan – T+225
- Iterative reporting (approximately every 180 days)
- Subject to requests, visits, and monitoring throughout

EITA Implementation Plan 2.0

- **Phase 1:** Submit policies, hire technology accessibility specialists, convert Initiative to standing Technology Accessibility Committee
- **Phase 2:** Audit existing information technology and update University policies regarding accessibility
- **Phase 3:** Assess improvements in technology accessibility, implement long-term accessibility plan

Proposed Positions

- **Instructional Technology Accessibility Specialist (existing line)**
 - Reporting to the Center for Faculty Excellence, the Instructional Technology Accessibility Specialist helps to ensure traditional, hybrid, and online courses have accessible technologies and instructional practices.
- **Digital Accessibility Specialist (new line)**
 - Reporting to the Center for Faculty Excellence, the Digital Accessibility Specialist helps to ensure the accessibility of all core University products, software, and third-party products.
- **Web Accessibility Project Specialist (new line)**
 - Under the supervision of the Equal Opportunity Office, the Web Accessibility Project Specialist is responsible for ensuring the University website meets WCAG 2.0 level AA accessibility standards.

Comparison to Peer Institution

CU Boulder

- Four Teams
 - Policy
 - Remediation
 - Support
 - Communications
- Overall, 13 new and/or repurposed positions
- They also hired external evaluator (Paciello Group)

MSU Denver

- Three Accessibility Specialists
 - Remediate existing content
 - Build and disseminate procedures
 - Implement training, support resources
 - Implement culture change
- Can be supplemented with students workers, such as testers with disabilities
- We estimate ~\$220K/year salaried positions (~\$160K new budget)

Colorado Accessibility Cooperative Initiative

- Partnership with the CU system to pool accessibility resources
- Develop shared procurement and software standards rubric
- Share product/service accessibility testing results and solutions
- Share accessibility resources (captions, files, training resources, etc.)
- Coordinate combined efforts to improve publisher/3rd party accessibility

Impact On Students

- Part of our mission CADRE
- Increases impact of public-facing webpages (recruitment, general information)
- Accessible academic materials provide wider access to all students, regardless of disability
- Accessibility is a process, not a toggle



Questions?