OHSU Physical Access Committee

2014 Annual Report

Creating a Community of Inclusion
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COMMITTEE MEMBERSHIP

Executive Sponsors
Jeanette Mladenovic, MD, MBA, MACP
Executive Vice President and Provost

Leslie Garcia
Interim Chief Diversity Officer

Co-Chairs
Kyle Majchrowski
Design & Construction

Michael Tom, JD
Affirmative Action & Equal Opportunity

Members
Kalen Beck
Interpreter Services

Shelby Acteson
Biomedical Informatics Program

Verian Wedeking
Family Medicine

Wendy Walker
Environmental Health and Radiation Safety

Michelle Gaylord
Transportation and Parking

Debbie Lamberger, MPA
Ambulatory Services Administration

Chad Sorber
Facilities and Logistics

Ian Jaquiss
Affirmative Action & Equal Opportunity

Greg Morlock
Facilities Operations

Amy Skinner
School of Medicine
PHYSICAL ACCESS COMMITTEE

History and Purpose

Launched in August 2006, the Physical Access Committee (PAC) is a state statute required committee that reports to its executive sponsors: the OHSU Provost and Chief Administrative Officer. The PAC focuses on issues that affect people with disabilities, such as the accessibility of campus facilities and related enhancements to foster OHSU’s culture of inclusion. The committee meets bimonthly and is currently comprised of 13 members from diverse areas of OHSU. The PAC provides consultation, conducts focus groups, identifies and works to solve campus accessibility barriers, develops training and other programs.

Identifying and Resolving Barriers

With its unique ability to bring together diverse perspectives and engage in collaborative, holistic problem-solving, the PAC owns and manages an evolving “triage list.” The list, reviewed at each committee meeting, allows the committee to evaluate, track and prioritize campus accessibility issues.

Disability Awareness Training

Disability Awareness Training, presented by the Affirmative Action and Equal Opportunity (AAEO) department, is now a regular offering for all OHSU staff. The idea for these trainings came from a PAC subcommittee.

In 2012, PAC subcommittee members recognized that disability awareness training represented a tremendous opportunity to support OHSU’s mission to create an environment of respect and inclusion for all people who visit, study, work and receive care at OHSU.

In 2014, AAEO successfully recruited Ian Jaquiss as its new Disability Awareness Trainer and Outreach Coordinator. Ian fosters a welcoming, low-pressure environment in which sensitive topics can be explored freely and comfortably in an effort to create more awareness and inclusiveness in alignment with OHSU’s Diversity Strategy Plan.

New Construction

The PAC collaborates and advises on new construction projects at OHSU to ensure the inclusion of universally accessible features. Renovation of OHSU’s Auditorium/Old Library has been a top priority on the PAC triage list in recent years. The building hosts lectures, grand rounds, conferences and other events, but has lacked key features for visitors with disabilities such as accessible restrooms, reasonable universal access to the upstairs lobby and classrooms. Providing consultation to Design & Construction and other stakeholders, the PAC has been involved with the project over the past four years.

The Power of Difference

Embracing diversity gives us the power to be better at what we do and to demonstrate integrity, compassion and leadership in healing, teaching, research and community service.

Image: OHSU’s fifth annual Night for Networking event, October 2014
EXECUTIVE SUMMARY

Charge

The Physical Access Committee (PAC) is charged with identifying barriers that interfere with the ability of individuals with disabilities to access OHSU. Findings and recommendations by the PAC shall be used to improve accessibility and facilitate meaningful use of campus facilities related to patient care, instruction, academic support and assembly.

Business Case

Federal and State Legislation Trends

Amendments to the Americans with Disabilities Act (ADA) became effective on January 1, 2009, clarifying and reiterating who is covered by the law’s civil rights protections. The ADA Amendment Act of 2008 revised the definition of “disability” by broadening the scope of who is considered a person with a disability. With the changes to the ADA, a larger number of people who have disabilities access OHSU for employment, education, services and community interactions. In March of 2014, the Office of Federal Contract Compliance Programs (OFCCP) began enforcing rules that require new affirmative action and reporting obligations for federal contractors in regard to recruitment and employment of individuals with disabilities, including a hiring benchmark/placement goal of 7 percent of workers with disabilities. Additionally, there are separate goals for protected veterans with disabilities.

Accommodation Trends:

Students: Over the past six years (2008-2014), the number of OHSU students with disability accommodations has increased 200 percent from 28 to 84 students, nearly 3 percent of the total student population. Of students with disabilities enrolled during the 2013-2014 academic year, 41 were in School of Nursing programs (across five campuses – Portland, Ashland, Klamath Falls, La Grande and Monmouth), 40 were in School of Medicine programs (at undergraduate and graduate levels), and the remainder were in School of Dentistry programs. 22 percent of these students were accommodated for multiple disabilities.1

Employees: Over the past four years (2010-2014), employees requesting reasonable accommodation have increased by 147 percent, from 66 to 163 requests.1

Accessibility Improvement Benefits:

A welcoming, inclusive and universally accessible campus provides meaningful use of and universally accessible facilities for individuals with disabilities, that includes students, workforce, customers, community partners and visitors. Universal access also benefits parents with strollers, elderly individuals with mobility challenges, and even those who use or visit OHSU who have temporary medical conditions that limit their physical abilities. Accessing health and personal care facilities, navigating barriers with ease, and interacting with staff that appropriately accommodate individual and cultural needs fosters customer loyalty through improved experiences.

60 percent of employers who hired an employee with a disability reported that the average cost of adapting their office to meet the employee’s needs was $500 or less.1 Improved accessibility to OHSU’s services encourages increased revenue through customer base expansion.ii

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1 Student Access and Affirmative Action & Equal Opportunity (AAEO) tabulate reasonable accommodation requests at the end of each fiscal year.
Customer, Workforce and Student Realities:

- The 2010 Census indicates that there are 54 million Americans living with a disability, an eight percent increase from 2000.iii As the baby boomer population ages and more veterans return from conflict, this number is expected to double in the next 20 years.iv

- Six out of 10 baby boomers are expected to be managing more than one chronic condition by 2030.v

- People with disabilities constitute the largest minority group in the United States, an estimated 20 percent of the total population.v

- Eleven percent of undergraduates in 2007-08 reported having a disability. Of those, 43 percent were male and 57 percent were female, the same percentages as for undergraduates without disabilities.vi

- Nearly 26.8 percent of adult Oregonians were obese in 2010. Obesity is linked to chronic health conditions like coronary heart disease, stroke, diabetes, and some cancers (NIH Clinical Guidelines, 1998), mobility limitations, and high blood pressure. Obesity often leads to disabling health conditions.vii

- The number of American workers collecting federal disability payments has climbed every month for the past 16 years and has increased 53 percent in the past 10 years.viii

Identified Priorities for 2015 - 2016

1. OHSU Auditorium – addressing accessibility barriers
2. Collaborative Life Sciences Building – ongoing ADA consultation
3. CHH South and Knight Cancer Research buildings – ongoing ADA consultation
4. Accessible door actuator improvements/installation
5. Visual-signal fire alarm installation in the Hearing Research Center
6. Additional accessible restrooms
7. Elevator accessibility improvements

OHSU Vision 2020 Strategic Plan
Goal 1: Be a great organization, diverse in people and ideas.
OHSU is dedicated to improving the health and quality of life for all Oregonians through excellence, innovation and leadership in healthcare, education, research and community outreach. We recognize that diversity of people and ideas are essential to succeed and thrive.

OHSU Diversity Action Plan Vision
OHSU will successfully use the abilities of all OHSU community members to increase innovation, productivity, satisfaction, communication, inclusion and coordination in delivering effective organizational strategies for diversity and inclusion.
<table>
<thead>
<tr>
<th>INITIATIVE</th>
<th>DESCRIPTION</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditorium/Old Library, Phase II</td>
<td>Begin construction to create all-floors elevator, new accessible bathrooms.</td>
<td>Planning completed</td>
<td>Construction Phase</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Accessible Entries</td>
<td>Improvements to facility accessibility: door actuator installation</td>
<td>Facility-wide assessment</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Access Barrier Triage List</td>
<td>Maintain and update PAC triage list of reported physical access barriers</td>
<td>Ongoing</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Accessible Parking</td>
<td>Identify and ensure adequate accessible parking is available on OHSU campus</td>
<td>Ongoing</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>ADA Consultant</td>
<td>Retain a consultant to guide OHSU in updating the ADA transition plan</td>
<td>Ongoing</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Collaborative Life Sciences Building</td>
<td>Collaborate with Design &amp; Construction project managers, architects to enhance accessibility features to the CLSB</td>
<td>Ongoing Consultation</td>
<td>Advocacy for Punch-list Items</td>
<td>Advocacy for Punch-list Items</td>
</tr>
<tr>
<td>Accessibility in New Facilities</td>
<td>Collaborate with project managers, architects on accessibility features to CHH South and Knight Cancer Research buildings</td>
<td>Ongoing Consultation</td>
<td>Advocacy for Upgrades</td>
<td>Monitoring &amp; Consulting</td>
</tr>
<tr>
<td>Employing Individuals with Disabilities</td>
<td>Determine cost, recruitment strategies, and create partnerships to develop pipelines</td>
<td>Ongoing</td>
<td>Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>External Partnerships</td>
<td>Develop and maintain partnerships with community stakeholders</td>
<td>Ongoing Outreach</td>
<td>Ongoing Outreach</td>
<td>Ongoing Outreach</td>
</tr>
<tr>
<td>Internal Partnerships</td>
<td>Collaborate with OHSU partners and Ability Resource Group on strategic initiatives and increase ADA projects, consult in design and construction phases, gain institutional leverage.</td>
<td>Ongoing</td>
<td>Ongoing</td>
<td>Outreach</td>
</tr>
<tr>
<td>Night For Networking</td>
<td>Annual networking event for businesses and individuals with disabilities</td>
<td>Increase Impact</td>
<td>Increase Impact</td>
<td>Increase Impact</td>
</tr>
<tr>
<td>OHSU Accessibility Standards and Guidelines</td>
<td>Gain support for OHSU Accessible Design Standards and Guiding Principles to supplement ADA and Oregon Structural Specialty Code requirements</td>
<td>Consultation/Implementation</td>
<td>Consultation/Implementation</td>
<td>Consultation/Implementation</td>
</tr>
<tr>
<td>Way-finding</td>
<td>Consult with the way-finding initiative to improve accessible way-finding</td>
<td>Consultation/Implementation</td>
<td>Consultation/Implementation</td>
<td>Consultation/Implementation</td>
</tr>
</tbody>
</table>

**Commitment to Inclusion**

To fully leverage the richness of our diversity at OHSU, we must create, maintain and promote a community of inclusion. Inclusion means we honor, respect, embrace and value the unique contributions and perspectives of all employees, patients, students, volunteers and our local and global communities. It also includes removing barriers to individual success.

*Image: OHSU’s fifth annual Night for Networking event, October 2014*
### PAC ACCOMPLISHMENTS

#### 2014 Projects Completed

<table>
<thead>
<tr>
<th>INITIATIVE</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accessible Parking</td>
<td>Develop a map of accessible parking for OHSU community and visitors. Map</td>
</tr>
<tr>
<td></td>
<td>completed and published online.</td>
</tr>
<tr>
<td>Auditorium/Old Library, Phase I</td>
<td>Planning phase of project completed; construction began early 2015.</td>
</tr>
</tbody>
</table>

#### 2013 Projects Completed

<table>
<thead>
<tr>
<th>INITIATIVE</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marquam Plaza Accessible Restroom</td>
<td>Accessible unisex restroom and shower in Marquam Plaza completed.</td>
</tr>
<tr>
<td>Mackenzie Hall Grip-Strip Repair</td>
<td>Replacing the grips strips located near the research store for better traction.</td>
</tr>
<tr>
<td>ADA Maintenance Improvements</td>
<td>Ongoing improvements being made to address accessibility needs (e.g.</td>
</tr>
<tr>
<td></td>
<td>automatic door actuators, replacing &quot;heavy&quot; doors, adding hooks/shelves,</td>
</tr>
<tr>
<td></td>
<td>lowering paper towel dispenser, etc.)</td>
</tr>
<tr>
<td>Sam Jackson Hall Accessible Pathway</td>
<td>Enhancing the external safety and universal accessibility of Sam Jackson</td>
</tr>
<tr>
<td></td>
<td>Hall and the accessible route between Physicians Pavilion and the main hospital.</td>
</tr>
</tbody>
</table>

#### 2011-2012 Projects Completed

<table>
<thead>
<tr>
<th>INITIATIVE</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>CDRC Accessibility Improvement Project</td>
<td>Identified accessibility barrier and consulted on the design and construction of an accessible ramp, parking lot route and parking spaces to improve accessibility to CDRC and other nearby facilities.</td>
</tr>
<tr>
<td>Disability Culture and Etiquette Training</td>
<td>Affirmative Action &amp; Equal Opportunity hired a Disability Trainer &amp; Community Outreach Specialist to implement a disability awareness training module for OHSU employees and volunteers. The training is available to all OHSU departments.</td>
</tr>
<tr>
<td>Mackenzie Hall Door Actuator Upgrades</td>
<td>Installed door actuators to the exterior doors of Mac Hall Café, the Marquam Room (Mac 1116) and the accessible restroom on the first floor.</td>
</tr>
<tr>
<td>Physical Access Committee Access Barrier Triage List Ranking Procedure</td>
<td>Created measurement and ranking process for the PAC's access barrier triage list to guide OHSU project recommendations and advocacy efforts.</td>
</tr>
<tr>
<td>Live Resume</td>
<td>OHSU Hosted Incight’s Live Resume networking event.</td>
</tr>
<tr>
<td>Disability Etiquette Training Module</td>
<td>Developed disability etiquette training module with subject matter expert constituents (CDRC, CAT and others). Pilot training implemented in 2012.</td>
</tr>
<tr>
<td>Physicians Pavilion and Sam Jackson Hall Drop-Off</td>
<td>Participated in the relocation of accessible patient drop-off/pick-up area from the street level to the Sam Jackson Hall and Physician’s Pavilion main level.</td>
</tr>
</tbody>
</table>
## 2008-2010 Projects Completed

<table>
<thead>
<tr>
<th>INITIATIVE</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disability Etiquette Training Module</td>
<td>Developed disability etiquette training module with subject matter expert constituents (CDRC, CAT and others). Pilot training implemented in 2012.</td>
</tr>
<tr>
<td>Physicians Pavilion and Sam Jackson Hall Drop-Off</td>
<td>Participated in the relocation of accessible patient drop-off/pick-up area from the street level to the Sam Jackson Hall and Physician’s Pavilion main level.</td>
</tr>
<tr>
<td>Hospital Entrance Accessibility Upgrade</td>
<td>Identified accessibility barrier that led to upgraded accessibility features at the OHSU’s main hospital entry.</td>
</tr>
<tr>
<td>Temporary Accessibility Signage/Routes</td>
<td>Temporary signage for accessible routes to, between and within priority buildings is visibly indicated throughout the OHSU campus.</td>
</tr>
<tr>
<td>Physical Maps</td>
<td>Included accessibility features in maps in order to meet patient and visitor needs in priority buildings.</td>
</tr>
<tr>
<td>Center for Health &amp; Healing Consultation</td>
<td>Consulted with the Center for Health &amp; Healing to improve accessible automatic entrance features and external signage.</td>
</tr>
<tr>
<td>Night For Networking</td>
<td>Established an annual networking event for business community and individuals with disabilities to create community and business relationships.</td>
</tr>
<tr>
<td>Facilities Request System</td>
<td>Developed a process for identifying and reporting access barriers in collaboration with the Facilities and Real Estate department.</td>
</tr>
<tr>
<td>Physicians Pavilion TriMet Lift Stop Location</td>
<td>Consulted with Facilities and other stakeholders to make accessibility improvements and add curb cuts by TriMet’s lift stop at Physicians Pavilion.</td>
</tr>
<tr>
<td>BIC Center Barrier Removal</td>
<td>Worked with Facilities to correct uneven surface “lip” at the BICC street level entrance.</td>
</tr>
<tr>
<td>People First Language</td>
<td>OHSU integrates People First Language, guidelines for improving policy language and etiquette related to individuals with disabilities.</td>
</tr>
<tr>
<td>Focus Groups</td>
<td>Conducted focus groups to develop a list of access concerns and suggestions.</td>
</tr>
<tr>
<td>Sam Jackson Hall Turnaround Improvement Project</td>
<td>Led efforts that resulted in the accessibility and safety improvements made to the walkway and turnaround between Sam Jackson Hall and the OHSU 9th floor entrance.</td>
</tr>
</tbody>
</table>

### The Cost of Reasonable Accommodation

In 2014 the Job Accommodation Network (a service of the U.S. Department of Labor) reported that 57 percent of workplace accommodations have no associated cost. Among accommodations that do have a cost, the average price tag is $500. The report also noted that accommodations reduced workers’ compensation, training costs and improved company diversity.
OHSU POLICY MANUAL - CHAPTER 8 - COMMUNICATIONS
Physical Access Committee: No. 08-01-006
Effective Date: August 9, 2006

1. Generally
   The Physical Access Committee is charged with identifying barriers to access by people with disabilities at OHSU and to present findings and recommendations to OHSU’s administration concerning access needs and priorities for meeting those needs.

2. Committee Composition and Appointment Authority
   The Provost and Chief Administrative Officer shall appoint the following representatives to the committee:
   A. One or more students who experience a disability, or if there are no students with a disability willing to participate, a person who experiences a disability and uses OHSU’s facilities;
   B. One or more members of the faculty or staff who experience a disability;
   C. The coordinator of Disability Services for OHSU;
   D. One or more administrators of OHSU including at least the Director or designee of Affirmative Action & Equal Opportunity (AAEO);
   E. One or more members of Facilities Management and Real Estate; and
   F. Such other persons from OHSU programs or units that the Provost and Chief Administrative Officer deem appropriate to secure a balance of representation on the committee so as to secure representation of diverse disciplines, units, and departments.

   Committee members shall serve at the pleasure of the Provost and Chief Administrative Officer. The Provost and Chief Administrative Officer shall consult with the Directors of the Office for Student Access (OSA) and AAEO regarding appointments to this committee.

   The Provost and Chief Administrative Officer shall identify appropriate administrative staff to support the Committee’s activities.

3. Committee Responsibilities
   The committee’s primary responsibility is to identify barriers that interfere with the ability of disabled people to access OHSU. The committee shall present its findings and recommendations to the Provost and Chief Administrative Officer, identifying access needs and priorities for meeting those needs. Findings and recommendations shall identify the barriers to access that prevent disabled people from meaningfully using campus facilities related to instruction, academic support, assembly and residence.

4. Fiscal Responsibility
   When preparing OHSU's budget request to the OHSU Board each year, the Provost and Chief Administrative Officer shall consult with the committee and review its findings and recommendations concerning barriers to access to allocate funds for improvements that will be applied to the substantial reduction and eventual elimination of barriers to access by disabled people at OHSU.

   Background: ORS 353.210
   Responsible Office: Affirmative Action & Equal Opportunity and the Office of Academic Affairs
OHSU DIVERSITY DEFINITION

At OHSU, we embrace the full spectrum of diversity, including age, color, culture, disability, ethnicity, gender identity or expression, marital status, national origin, race, religion, sex, sexual orientation, and socioeconomic status. We respect and support diversity of thought, ideas and more.

To fully leverage the richness of our diversity at OHSU, we must create, maintain and promote a community of inclusion. Inclusion means we honor, respect, embrace and value the unique contributions and perspectives of all employees, patients, students, volunteers and our local and global communities. It also includes removing barriers to individual success.

Diversity and inclusion maximize our true business potential, creativity, innovation, quality patient care, educational excellence and outstanding service. [OHSU Policy No. 03-05-030](#)

DIVERSITY ACTION PLAN 2013 GOALS

**Goal 1: Increase Recruitment**
Increase recruitment and representation of diverse students, residents, fellows, faculty and the workforce throughout OHSU.

**Goal 2: Strengthen Retention**
Strengthen retention of diverse students, residents, fellows, faculty and workforce.

**Goal 3: Improve the Climate of Inclusion**
Improve the climate of inclusion throughout OHSU to support and advance diversity.

**Goal 4: Build Community Partnerships**
Build and enhance community, academic and business partnerships to engage diverse communities in achieving OHSU missions.

**Goal 5: Benchmark for Excellence**
Develop and implement diversity and inclusion benchmarks to ensure responsibility and accountability.

OHSU DIVERSITY CLIMATE SURVEY

University-wide Diversity Climate Surveys provide critical insight into the experiences of students and employees by gathering quantitative and qualitative data on how diverse groups experience OHSU as a place to work and study. OHSU conducted its second campus-wide survey in 2014. More than 6,850 faculty, students and employees participated, providing input that will guide OHSU’s efforts to become an ever more welcoming and universally accessible organization.

Employee Resource Groups
OHSU seeks to attract, retain, and develop the best talent available, which makes diversity and inclusion key organizational goals. To help foster an environment rich in diversity, OHSU supports the formation of Employee Resource Groups (ERGs).

ERG members are people from underrepresented backgrounds and their allies. ERGs provide opportunities for cultural awareness, career development, social support, networking and mentoring, as well as community participation and employee engagement.

*Image: OHSU’s fifth annual Night for Networking event, October 2014*
FOCUS GROUP FINDINGS ON ACCESSIBILITY AT OHSU

In an effort to assess accessibility barriers at OHSU, and to develop a list of concerns and suggestions prioritized according to user experience, the PAC coordinated four focus groups in 2008. The results:

General Findings
- Frustration with accessibility recommendations not yet addressed
- Some participants expressed a preference for facilities other than OHSU when given the choice, due to accessibility barriers
- Individuals with vision impairments and bariatric conditions requiring the use of large automated wheelchairs experienced difficulties due to what they perceived as little or no consideration of their needs
- Concern about OHSU employees’ lack of skill and sensitivity when working with people with disabilities

Specific Examples
- Poor signage and way-finding resources specific to persons with disabilities
- Barriers for wheelchair users and/or large individuals: (a) restrooms, furniture arrangements, some exam rooms, exam table height; (b) elevators too small for multiple wheelchairs; (c) lack of accessible restrooms in high-traffic buildings; (d) heavy doors without automatic openers; (e) certain ramps too steep, long or narrow for comfortable wheelchair access; (f) accessibility barriers at the Center for Health and Healing
- Poor coordination between OHSU and the TriMet lift system
- Lack of curb-cuts and their visual indicators
- Lack of accessible parking spots and identifiers
- Lack of assistive equipment such as assistive listening devices, Braille, assistive software
- Delays in facility improvements to address bunching of carpets, tread on ramps, uneven sidewalks
- Lack of communication about rights and resources for individuals with disabilities
- Lack of visual indicators on stair edges
- Extra equipment often stored in hallways or entryways, making navigation difficult

OHSU’s Response
- Launched a long-term project to provide Disability Awareness Trainings to all OHSU staff
- CDRC accessibility improvement project addressed access barriers to CDRC and nearby facilities
- Sam Jackson Hall Turnaround Improvement Project enhanced universal accessibility and safety
- Physician’s Pavilion and Sam Jackson Hall Drop-Off Project relocated accessible patient drop-off/pick-up area from street level to the main level
- Hospital Entrance Accessibility Upgrade project added accessibility features to the main hospital entrance
- Added accessibility features to campus maps; developed and published online an accessible parking map
- Physicians Pavilion TriMet Lift Stop Location project addressed specific focus group findings, improving accessibility, adding curb cuts
- Enhanced accessibility features to the Collaborative Life Sciences Building
- Annual Night for Networking event launched, connecting job recruiters with job-seekers with disabilities
- Collaboration between the PAC and Design & Construction project managers to ensure inclusion of accessibility features in new construction, e.g. Center for Health and Healing and Knight Cancer Research buildings
- Multiple projects to make campus-wide improvements to signage and other way-finding features
"Be a great organization, diverse in people and ideas" is the first goal of OHSU’s Vision 2020 Strategic Plan. OHSU prides itself on being an organization that values diversity and inclusion in every aspect of its campus. Students, employees, patients and visitors should have universal access to OHSU’s campus and services as an important piece of OHSU’s business and inclusion model. As the number of persons with disabilities continues to grow, the importance of striving to understand how OHSU can better accommodate and serve this population becomes increasingly vital.

Since its inception in 2006, the Physical Access Committee has increased the number of initiatives and accomplishments working toward this goal each year, as well as discovering users with disabilities’ perspectives regarding accessibility on campus through focus group findings. Through outreach events like Night for Networking, and positions like the Disability Awareness Trainer, the Physical Access Committee has improved OHSU’s outreach and increased awareness about disability. Each initiative, project and outreach effort by the Physical Access Committee is done to ensure that OHSU is striving to be an inclusive and accessible environment for all, and one that continues to embrace and increase diversity.

REFERENCES

i Diversity Inc., 2009
iii http://www.census.gov/newsroom/releases/pdf/cb10ff-13.pdf. This is 19 percent of the civilian non-institutionalized population.
iv Disability Funders Network, 2009
vi National Center for Education Statistics (the primary federal entity for collecting and analyzing national and international data related to education). https://nces.ed.gov/fastfacts/display.asp?id=60
viii Social Security Administration, 2013. http://www.socialsecurity.gov/OACT/ProgData/icp.html

Rising Unemployment Rates
Since the enactment of the Americans with Disabilities Act (ADA) in 1990, the unemployment rate for people with disabilities has increased nationally from 10 percent to 13 percent.

Affirmative Action
As a federal contractor, OHSU strives to meet or exceed federal affirmative action regulations, with its 7.0 percent placement goal for employment of individuals with disabilities.
RESOURCES ● OHSU

Academic and Student Affairs | www.ohsu.edu/student-services | 503-494-7878
Affirmative Action and Equal Opportunity (AAEO) | www.ohsu.edu/aaeo | 503-494-5148
Center for Diversity and Inclusion | www.ohsu.edu/diversity | 503-494-5657
Disability Awareness Training | Contact Ian Jaquiss | jaquiss@ohsu.edu | 503-494-8675
Employee Resource Groups | https://o2.ohsu.edu/diversity-and-inclusion/employee-resource-groups.cfm
Global Health Center | www.ohsu.edu/globalhealth | 503-494-0387
Human Resources | www.ohsu.edu/hr | 503-494-0060
Student Access | www.ohsu.edu/xd/education/student-services/education-diversity/student-access | 503-494-0082
Transportation & Parking | www.ohsu.edu/xd/about/services/transportation-and-parking | 503-494-8283
Language Services | www.ohsu.edu/xd/health/for-patients-visitors/patient-services/interpreter-services.cfm | 503-494-2800
Office of International Affairs | www.ohsu.edu/oia | 503-418-0825

RESOURCES ● EXTERNAL

Americans with Disabilities Act (ADA) | www.ada.gov
City of Portland Office of Equity and Human Rights | www.portlandoregon.gov/oehr | 503-823-4433
Disability Rights Oregon | www.droregon.org | 503-243-2081
Incight | www.incight.org | 971-244-0305
Job Accommodation Network (JAN) | http://askjan.org | 800-526-7234 (voice) 877-781-9403 (TTY)
Multnomah County Aging and Disability Services | https://web.multco.us/ads | 503-988-3646
Northwest ADA Center | http://nwadacenter.org | 425-248-8913 (voice/TTY) 800-949-4232 (toll free)
Office of Vocational Rehabilitation Services | http://www.oregon.gov/dhs/employment/VR | 503-945-5880
Oregon Disability Sports | http://www.oregonidisabilitysports.net | 503-241-0850
United Cerebral Palsy of Oregon & SW Washington | http://www.ucpaorwa.org | 503-777-4166