

I. Vision

We envision UMD to be an equitable and inclusive learning environment in which disability is understood to be an aspect of diversity and individuals with disabilities are an integral part of the University community.

II. Values

Supportive. Engaged. Strengths-Focused. Equitable Access.

III. Mission

Disability Resources provides resources, support and services to facilitate equal access to all campus opportunities for disabled members of the UMD campus community.

IV. Goals

Disability Resources Goals Mapped to the UMD and Student Life Strategic Plans

Disability Resources Goal	Mapping to University Goals	Mapping to Student Life Goals
Goal Area 1: Learning		
Create learning experiences to help students know and understand of the impact of their disability condition.	1	1.1
Provide learning experiences so students will understand their rights and responsibilities under Americans with Disabilities Act and Section 504 of the Rehabilitation Act.	1	1.1
Provide learning experiences and resources to help students know how to use accommodations and services.	1	1.1

<p>Goal Area 2: Inclusive Excellence</p> <p>Provide information and educational opportunities to help the entire campus community understand how to create spaces, programs and experiences that ensure inclusive access for students with disabilities.</p>	<p>2, 1</p>	<p>2.1, 2.2., 2.3, 1.1</p>
<p>Goal Area 3: Wellness and Wellbeing</p> <p>Create learning experiences that assist students in considering the benefits and drawbacks, planning and disclosing their disability status to faculty, staff, peers, and potential employers.</p>	<p>1</p>	<p>3.1, 3.3</p>
<p>Goal Area 4: Great Experiences for Our Stakeholders</p> <p>Partner with other campus units to increase awareness of the importance of inclusive and accessible programs, services, and spaces, with a concerted emphasis on information technology and courseware.</p>	<p>2</p>	<p>4.1, 4.3, 2.1</p>
<p>Goal Area 5: Resources</p> <p>Apply a strategic, visionary, student-focused and sustainable approach in developing, managing, and continually assessing human, fiscal, physical, and technological resources.</p> <p>Utilize resources effectively, ethically, and efficiently through stewardship and collaboration.</p>	<p>6</p> <p>6</p>	<p>5.1</p> <p>5.3</p>

V. Objectives/Outcomes/Assessment

Objective/Outcome	Mapping to Department/Committee Goal	Assessment Strategy
Engage in analysis of the Disability Resources intake process and documentation requirements to	2	Report on findings of the DR intake and

<p>ensure both are anti-racist. To prepare and execute this analysis Disability Resources staff will:</p> <ul style="list-style-type: none"> • Complete the <i>Diversity, Equity, and Inclusion</i> and <i>Managing Bias</i> online modules. • Select and complete one personal growth activity (eg: video, conference, book, presentation) that advances competency in anti-racism. • Participate in staff retreat that applies anti-racist knowledge and practices to evaluate DR intake and documentation procedures through an anti-racism lens. 		<p>documentation procedures through an anti-racist lens. Procedures will be updated as needed and reflected in DR practices, website content and print materials.</p>
<p>Contribute to continuous improvement in digital accessibility through skill building. DR staff will complete the digital accessibility badging program. All staff will complete these modules:</p> <ul style="list-style-type: none"> • Digital accessibility: Foundations • Digital accessibility: Web content • Digital accessibility: Slide presentations • Digital accessibility: Documents • Digital accessibility: PDFs • Digital accessibility: Videos 	<p>2, 4, 5</p>	<p>All DR staff will demonstrate completion of the digital accessibility badging modules by acquiring a badge for each required component.</p>
<p>Explore resources and evaluate feasibility of offering disclosure planning and support for students with disabilities who choose to implement accommodations.</p>	<p>3, 1, 2</p>	<p>Participation in AHEAD webinar on disclosure planning. Literature and resource review on disability disclosure planning. If feasible, development of a draft guide on disclosure planning.</p>

