Empowering All Through Mentoring: Use of Mentoring For Disability Inclusion

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Preparation

When developing the mentoring circles, we had many things in mind. We wanted to create a space to learn about and improve disability inclusion. We wanted to involve multiple departments from across the campus to develop a campus-wide initiative. We turned to social media to reach faculty and staff, releasing a call to join the mentoring program. This proved to be an incredible success! Each mentoring circle eventually consisted of 12 members. These circles were further divided into subgroups of three, and each subgroup was responsible for creating short projects to help improve various environments on campus. Each subgroup was also assigned two mentors who were responsible for providing guidance and feedback. Each mentor was paired with a mentee from the subgroup to help them plan and execute their projects.

Feedback

When the program was complete, we asked participants to complete a survey and they provided us with feedback that we needed to adjust the program for the next year. Some of the feedback we received included:

- The need for more training on how to effectively use the principles of disability inclusion.
- The need for more opportunities for participants to share their experiences and ideas.
- The need for more resources to help participants create successful projects.

Due to this feedback, we made adjustments for the next year and are now looking forward to another successful program. We have already received several requests to join the program and we are excited about the possibilities.

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