

# Beyond Reasonable Accommodations: Working Toward a Neuroinclusive Community College Campus

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# Learning Goals

- Identify key stakeholders or champions who can assist a community college in developing a neuroinclusive campus.
- Discuss the practical implications and barriers to developing a neuroinclusive campus.

# Introductions

## Dominique Dial

- Director for the Center for Access & Accommodative Services (CAAS)
- Prior transition specialist for a high school and state vocational rehabilitation counselor
- Certified Rehabilitation Counselor and Certified Vocational Evaluation
- Currently finishing my dissertation with the goal of defending by March 2026

## Danielle Flores

- Coordinator for the Center for Access & Accommodative Services (CAAS)
- Prior Special Education Teacher, lifelong Academic Coach
- Also identify as mother of a neurodivergent 8-year old
- Born & raised in the Chicagoland suburbs, love to read, and enjoying the peace and quiet of a lonely hotel room

# Terminology

- Neuroinclusive: To take a proactive approach by utilizing an inclusive framework to create an accessible classroom experience for ALL students (Hogan et al., 2024)

## Check-In

- What are you hoping to gain from today?

# About Triton College

- Public, 2-year college located in River Grove, IL serving 25 diverse townships and villages in the western suburbs of Chicago
- MISSION STATEMENT: Valuing the individual, educating and serving the community.
- VISION STATEMENT: A community with equitable opportunity for growth and success.

# Institutional Demographics

- Degrees and Certificates
  - Associate in Applied Science
  - Associate in Arts
  - Associate in General Studies
  - Associate in Science
  - Career/Advanced Career Certificates
- Faculty
  - 107 full time
  - 676 part time
- Average Age of Students for SP 25
  - Full time students: 21.6 years
  - Part time students: 28 years
- Spring 2025 Enrollment: 12,501
  - Full time: 2,242 (18%)
  - Part time: 10,259 (82%)
- Hispanic Service Institution
  - 43% students identify as Hispanic
  - 36% students identify as White
  - 10% of students identify as black or African American

Sources: Triton College. (Fall 2024) Fact Book 2024 and 10th Day Report.

# Center for Access and Accommodative Services (CAAS) Demographics

- 360 students connected to CAAS (2.9% of enrolled students) but only 178 (1.4%) reported using accommodations in courses
- Office staff
  - Full time Director
  - Full time CAAS Coordinator
  - Full time SEED Coordinator
  - Full time program assistant
  - Part time assistive technology specialist
  - Part time testing supervisor
  - Work study students
- Breakdown of disabilities (students could have more than 1 diagnosis)
  - Mental Health: 190
  - Specific Learning Disabilities: 149
  - ADHD: 123
  - Medical Conditions: 83
  - Autism Spectrum Disorder: 56
  - Cognitive Disabilities: 29
  - Deaf or Hard of Hearing: 10
  - Vision Impairments: 2
  - Unconfirmed Disabilities: 2

Source: Data from Spring 2025 10th day report (2/4/25)



# Employability Skills Program

- Project Achieve
- SEED
- “Competency-based” SEED
- Where we’re going

# Champions

- Students
- Departments supporting on-campus job experiences
- Administration, Faculty and Staff
  - Those who identify as neurodivergent
  - Education Department
  - Library
  - Transfer Center
- Library Forum Participants
  - Triton employees, students, and community members come together on a topic related to supporting those who are neurodiverse
- Neurodiversity Committee
  - Making events neuroinclusive, not making “neurospecific” events
  - Universal Design for Learning (UDL)
  - Programming Checklist

(Dwyer et al., 2022)

## Check-In

- Considering your institution, what students and/or staff could be your stakeholders?

# 2024-2025 Events & Supports

- Events
  - Transfer Center Workshop
  - CAAS Open House for Feeder High Schools
  - Aramark Hiring Event
- Supports
  - Kurzweil and Otter.ai: text-to-speech & speech-to-text technology available to all students, faculty, staff, and administrators (Horlin et al., 2024)
  - Academic Coaching: executive function coaching available to all students

# Barriers

- Campus Culture and UDL
- Challenging Mindsets
- Language and Terminology
- Funding
- Staff

## Plans for 2025-2026

- Restructured office staff & responsibilities
- Transfer Center event in October
- Library and CAAS Forum in October
- 2nd Annual CAAS Open House for feeder high schools
- Continuous Faculty Engagement through the "Center for Teaching Excellence"
- Potential Name Change
- Reorganizing of office layout

# Resources

- AHEAD
- College Autism Network (CAN)
- Center for Applied Special Technology (CAST)
- Job Accommodation Network (JAN)

# Check-In & Reflect

- What is one thing you can try? Or something else you thought of? What is your takeaway?



# Last Thoughts & Wrap Up

- Contact information
  - Dominique Dial – [dominiquedial@triton.edu](mailto:dominiquedial@triton.edu)
  - Danielle Flores – [danielleflores@triton.edu](mailto:danielleflores@triton.edu)

# Thank you!

# References

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Tricon College. (February 2025). 10th day report.

# Session Evaluation



[tinyurl.com/AHEADFeedback](https://tinyurl.com/AHEADFeedback)

Your feedback helps shape future programming.

Thank you for attending!