

Beyond the Drill

Building Campuswide Collaboration for Disability-Inclusive Emergency Planning

We ask you to join us in creating a culture that reflects...

Access and Inclusion

and

Civility and Respect

...this week and in all aspects of our organization.

Presenters



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Outline

**Part 1: Why Act
Now?**

**Part 2: How It
Started**

**Part 3: Building
the Team**

**Part 4: The
Framework**

**Part 5:
Implementation**

**Part 6: Lessons
Learned**

**Part 7:
Audience
Activity**

Part 8: Closing

Learning Outcomes

Learning Goal 1

- Participants will be able to identify effective strategies for developing and implementing equitable emergency preparedness plans that address the diverse needs of students with disabilities.

Learning Goal 2

- Participants will be able to apply practical approaches for fostering cross-campus collaboration, gaining stakeholder buy-in, and sustaining accessibility initiatives within emergency management systems.

What This Session Is—and Is Not

THIS SESSION IS

Building Cross Campus Partnerships

Identifying stakeholders

Moving From Concern to Action

Gaining buy-in

Creating momentum

THIS SESSION IS NOT

A technical emergency management training

A legal analysis

A step-by-step emergency plan template

A discussion of a single emergency scenario

All encompassing

Many excellent resources already exist to help institutions develop emergency plans.

Our focus today is on how to create the collaborative structure needed to successfully implement them.

Part 1: Why Act Now?

Why This Matters

<u>Risk</u>	<u>Equity</u>	<u>Responsibility</u>
OCR Complaints	Equal Access	Growing disability population
Litigation	Independence	Proactive planning
Safety Concerns	Dignity	Progression

National Landscape: Lawsuits

- DREDF: UCLA Lawsuit: Disabled Students Sue Over Widespread Campus Accessibility Failures, Discrimination
- Gustafson vs. Regents of the University of California
- Christine DiBella v. Board of Trustees of the California State University

National Landscape: OCR Complaints

- OCR Case Number 08-20-2235, Arizona State University
- OCR Case Number 08-24-2030, Colorado State University
- OCR Case Number 11-23-2058, North Carolina Central University

Part 2: How It Started

Campus Observations

Student Experience

- Reports navigating buildings
- Anxiety regarding evacuation

Infrastructure

- Evacuation chair concerns
- Technology outages

Process

- Delayed facility improvements
- Lack of coordinated planning

The Moment We Realized Something Needed to Change

There was no option or process for students with disabilities to express safety issues and concerns

Clear issues with emergency equipment and current emergency protocol.

No other department or team confronting this issue.

Part 3: Building the Team

From Housing Concern to Campus Initiative

- Housing identified evacuation concerns.
- DSS and ADA staff discussed common challenges.
- Additional partners were invited.
- Emergency Operations became engaged.
- Planning expanded into a campuswide initiative.

Who Needs A Seat at the Table?

Part 4: The Framework

Resources Exist. Collaboration is the Missing Piece

Most campuses already have:

- FEMA resources
- Risk, Compliance, and Emergency managers
- Accessibility Professionals
- Safety expertise

The challenge: *"How do we bring those resources together?"*

Collaboration Framework

Identify
concerns

Find allies

Build
relationships

Expand
stakeholders

Pilot
solutions

Sustain
momentum

Questions We Had to Answer

- What emergencies are we planning for?
- Who owns this work?
- What role does legal play?
- How do we balance safety and access?
- How do we sustain the effort?

Part 5: Implementation

Strategies

- Engage with student government
- Ask tons of questions
- Be relentless
- Strategic partnerships, volunteering, collaboration
- Form committees
- Community feedback
- Research research research!

From Housing Concern to Campus Initiative

- How to apply to non-housing
 - Academic colleges, Programs, and Services
- Learning other departmental processes
 - Facilities notification and requests
- Needs in one locations vs another
 - Departmental processes
- Gauge interest and engagement across campus

How We Built Buy-In



Housing Pilot

Housing Individual Emergency Plans

- Allow students who need specific consideration during emergency evacuations to opt. into developing additional supports for their emergency plan. Individually or in consultation.
- Have an option for individual walk through of current emergency process.
- Talk through needs with Accommodation Specialist and/or housing professional.
- Address concerns when accessibility technology is not in service.

Part 6: Lessons Learned

Challenges and Lessons Learned

Challenge	Lesson
Buy-in	Start with shared goals
Time	Progress over perfection
Funding	Pilot first
Ownership	Shared responsibility

What Has Worked

- Student voices
- Cross-campus collaboration
- Emergency Operations engagement
- Increased awareness

Successes

- Evac Chair Evaluation/Assessment
- Campus-wide consideration - Emergency Operations Committee
- CPFM how to get them to do stuff - saarab meeting
- Elevating student concerns

Part 7: Audience Activity

Reflection Activity

- What is one gap on your campus?
- Who needs to be involved?
- Who could be your first champion?

Part 8: Closing

Key Takeaways

- Emergency preparedness is an accessibility issue.
- Collaboration is the foundation.
- Start with relationships.
- Progress matters.
- Shared responsibility creates sustainable change.

**Most campuses do not need to start by
creating new resources.**

**They need to start by creating new
relationships.**

Questions?

Session Evaluation

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Thank you for attending!

Your feedback helps shape future programming.

