

verbit^y **webinar**

Driving Inclusion with Key Partner Institutions Solving Shared Challenges

Featuring: **TCS Education System**





Our Speakers



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In The News

Monumental agreement reached between Harvard University & the National Association of the Deaf



Agenda

1. **Addressing Accessibility & Inclusion Barriers in Higher Education**
2. **The Four Higher Education Maturity Model Stages**
3. **Crafting an Inclusion Plan: Garnering Support & Necessary Budgets**
4. **Executing & Adjusting an Effective Inclusion Plan**
5. **Learnings from TCS Education System's Relationships with Key Inclusion Partners**
6. **Speaker Q&A**



Addressing Accessibility & Inclusion Barriers: Affecting All Students



The Impact of Accessibility for ALL Students

Key Study:

- User engagement with more accessible website content

Schmutz et al. (2017)

Findings:

- Improved information retention
 - Faster task completion
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Creating an Inclusive Environment

The Challenges

- Addressing existing barriers at scale
 - Supporting & training time-pressed faculty
 - Providing personalized learning at scale
 - Cultural shift
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Reactive Accessibility vs. Proactive Inclusion

Diverse needs of 21st century digital learners





Four Stage Higher Education Maturity Model

Universities are moving from a 'reactive' approach that addresses accessibility to comply with the ADA and student requests to a proactive approach where all courses and events on campus are designed to accommodate all needs and improve the overall student experience.



Four Stage Higher Education Maturity Model

We've designed a [Four Stage Higher Education Maturity Model](#) to help university leaders identify what stage their institution is at currently. Leadership can then get a better understanding of what changes can be made to move closer toward the fourth stage.

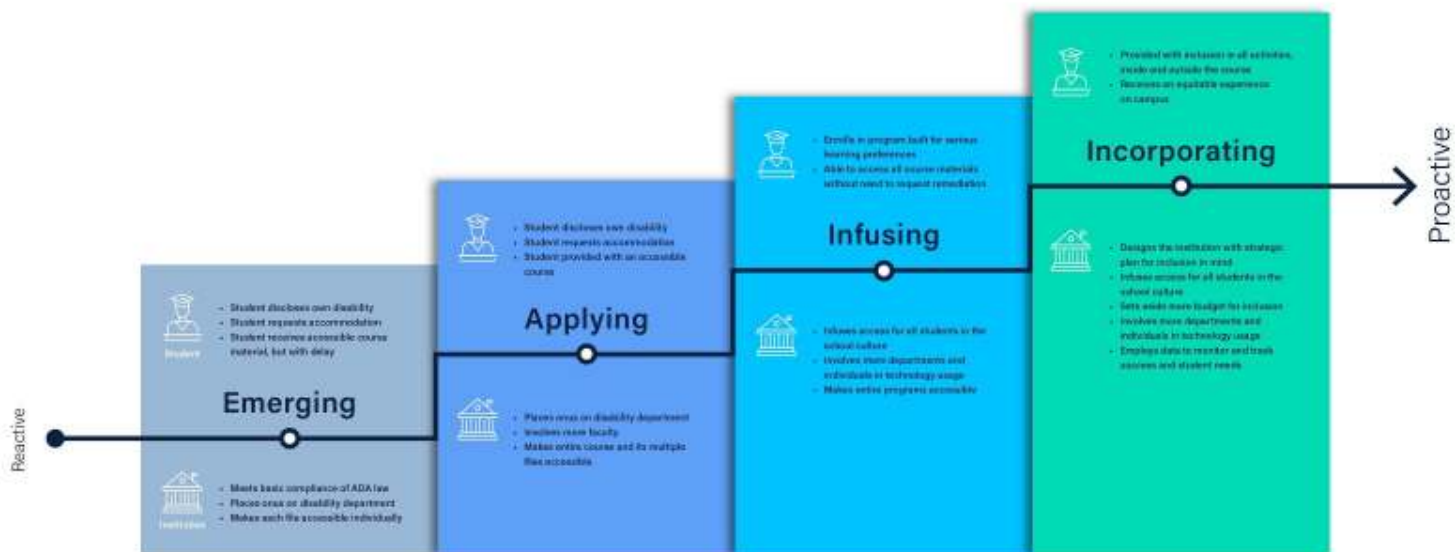


The Higher Education Maturity Model: 4 Stages



The Maturity Model for Higher Education™

Harnessing technology to benefit all student experiences





The Proven Benefits of Inclusion Efforts

Research done by universities in California, Florida and Oregon has shown that implementing captioning and transcription solutions **benefits all students, not just those with learning differences or disabilities.**

When universities adopt assistive technologies, they not only create **inclusive environments**, but account for more **personalized student learning.**



The Proven Benefits of Inclusion Efforts

This inclusive approach, known as **Universal Design for Learning (UDL)** benefits all students and has the potential to greatly **increase university retention and graduation rates.**



Crafting an Inclusion Plan: Garnering Support & Necessary Budgets



TCS: Garnering Inclusion Support

Key Stakeholders

- Leadership from partner institutions and from TCS
 - Thinktank with select leaders
 - Sponsorship by academic leadership
 - Focusing on bigger picture, beyond accessibility
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TCS: Garnering Inclusion Support

Meeting: Instructional Design & TCSP Academic leaders

- Addressed: Digital & Web Accessibility, Training & Development

Change Management Process

- Cost-savings, going beyond accommodations and ongoing support & training
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TCS: Garnering Necessary Budgets

Budgets: Ongoing negotiation processes

- Emphasize prioritization based on level of impact
 - Each partner has its own budgetary plans and requirements
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TCS: Garnering Necessary Budgets

At the system level:

- Created a specific role for managing digital accessibility
 - Hired additional support to focus on accessibility
 - Ongoing efforts to work with a Thinktank with representatives from across the system to brainstorm and make recommendations
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The background of the slide features a blurred image of hands interacting with a tablet and a laptop, overlaid with a semi-transparent blue filter.

Executing & Adjusting an Effective Inclusion Plan



TCS Inclusion Efforts: Execution & Adjustments

TCS's 3 Phases of Remediation:

- **Phase 1:** Navigation, structure, accessible design
 - **Phase 2:** Multimedia (i.e., captions and transcription)
 - **Phase 3:** Content accessibility
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TCS Inclusion Efforts: Execution & Adjustments

TCS's Proactive Plan:

- New courses must meet universal design and accessibility principles
 - On-going training across the board
 - Dedicated digital Accessibility website (resource toolbox)
 - Researching and purchasing needed digital accessibility resources
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Learnings from TCS: Building Relationships with Key Inclusion Partners



TCS + Key Inclusion Partners

TCS has successfully duplicated
its inclusion efforts with key
partner institutions.





TCS + Key Inclusion Partners

Key learnings include:

- Have a specific point person for digital accessibility
 - Leadership support is crucial
 - Phased approach and prioritization are very important and effective
 - Ongoing training and professional development
 - Stakeholder approach is recommended
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Q&A

Any Questions?



Thank You.

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