Hello. Thank you, President Yao, for the opportunity to serve as the 2022-2023 President's faculty fellow. The focus of my fellowship was to examine CSUCI's current understanding and knowledge of disability and disability accommodations. I specifically wanted to understand the university's current practices and systems of accountability. To do this, I interviewed 68 individuals across the CSUCI campus, including MPPs, deans, staff, program chairs, faculty, student employees, and students, I am incredibly grateful to the people who volunteered their time to share their honest experiences with me.

The interviews yielded about 60 hours of verbatim transcription, so there is no way for me to fully unpack the findings in my allotted "3-5 minutes remarks". So, let's touch on one salient theme.

Compliance is not culture.

Members of the CSUCI community are very aware that individuals with disabilities are protected by the Americans with Disabilities Act and that access to reasonable accommodation is a civil right.

But, compliance is not culture.

Compliance, while important, is not equal to understanding how different disabilities impact a person's access to the learning or work environment. Compliance does not teach us why a person with dyslexia might benefit from speech to text technology, or why certain high leverage practices, like collaborative grouping, may make instruction less accessible for an individual with a hearing impairment. We know we must follow rules to be compliant; we know less about the human experience of having a disability.

We have, perhaps, become so focused on compliance, that we, as a community, are afraid of making mistakes. We are afraid to admit what we do not know. We may even be afraid to ask questions. And so, our reluctance to talk about disability interferes with our ability to expand our own knowledge and interfere with our ability to cultivate a community invested in bringing disability into our campus's culture of inclusion.

So, compliance is not culture.

In the 2023-2024 school year, I propose we continue our compliance efforts, and we commit to including disability into our campus culture. The PACIE disability subcommittee is working with CSUCI communication and public relations to launch a disability awareness campaign. Each month we will send out bite-size pieces of information about specific disabilities or services via social media, email, or even on screens across campus. Please take a moment to learn something new about a disability, and about useful strategies and accommodations.

I encourage each of you to think about one small shift you can make to contribute to the disability culture on our campus. Could you ensure that captions are used in all Zoom and Teams meetings? Could you make an announcement to your students about DASS and disability

accommodations at the start of each semester (students were clear that just having this statement in the syllabus wasn't enough)?

Let's work together one small shift at a time, to create a campus culture of inclusion that includes disability.