

# Implementing a Social Justice Model: How One University is Making the Transition

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## Agenda

- ▶ Introduction
- ▶ Social Justice
- ▶ Awareness
- ▶ Examination
- ▶ Implementation
- ▶ Future

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## Your ideas....

What does a closed environment based on a medical model of disability look like?



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## What is Social Justice?

- ▶ Activity
  - Portrayals in the Media
  
- From "The Cost of Living", year 2004, by the DV8 Physical Theatre


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## Social Justice

- ▶ What is social justice?
  - "Thus, we define impairment as lacking part of or all of a limb, or having a defective limb, organ or mechanism of the body; and disability as the disadvantage or restriction of activity caused by a contemporary social organization which takes no or little account of people who have physical impairments and thus excludes them from participation in the mainstream of social activities. Physical disability is therefore a particular form of social oppression" (UPAIS, 1976, p. 14).

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## Defining Social Justice

- ▶ Social Justice is the pursuit of equity for populations who are currently and historically, marginalized, exploited, disempowered, or violated based on their social group membership. These manifestations of oppression are the pervasive existence of social inequality woven through social institutions as well as embedded within individual consciousness.

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### Defining Social Justice (cont.)

- ▶ Rooted in civil rights movements of the past century this includes the rights of the following: people of color; people with diverse religions; women, people with disabilities; homosexuals, bisexuals, and transgender people; the poor and working class; and younger and older adults.
- ▶ The term social justice, at its core, strives for social change through problem solving in human relationships for the liberation and empowerment of all people. In other words, social justice is the pursuit of a social change in the cultural milieu that embraces equality for every human being.

- Social Justice Center, 2010

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### Timeline of Integration

- ▶ 1954 -The U.S. Supreme Court in Brown v. Board of Education of Topeka
- ▶ 1962 - Edward B. Roberts
- ▶ 1964 - The Civil Rights Act is passed
- ▶ 1973 - Section 504 of the Rehabilitation Act
- ▶ 1975 - PL 94-142
- ▶ 1983 - American Disabled for Accessible Public Transit (ADAPT)
- ▶ 1988 - Gallaudet University - Deaf President Now

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### Timeline of Integration

- ▶ 1990 - The Wheels of Justice campaign in Washington, D.C
- ▶ 1990 - Americans with Disabilities Act
- ▶ 1990 - The Education for All Handicapped Children Act is amended and renamed the Individuals with Disabilities; Education Act (IDEA)
- ▶ 2008 - Americans with Disabilities Amendment Act

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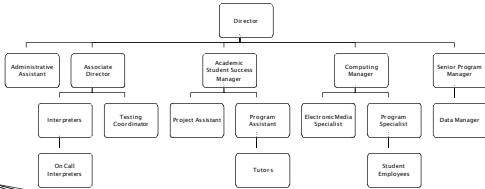
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## Introductions

- Who are we
- What does our office look like now



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## The Student Voice

- The student's experience
- Climate, policies, and philosophies that reflect the student
- Including student voice in the thought process when setting-up policies and procedures, i.e. testing services
- If students feel heard it fosters a colloquial relationship

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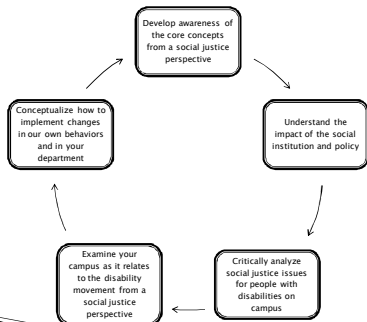
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## Our Social Justice Model



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**Develop Awareness:  
The Starting Line**

- ▶ Philosophy of hands-off approach
  - Requests for services
  - Picking-up materials
- ▶ Physical barriers
  - Closed doors
- ▶ One size fits all - no individualized solutions considered

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**Understanding the Impact:  
A New Vision**

- ▶ Step backwards to move forward
- ▶ Reorganization of staff
- ▶ Opening doors
- ▶ Personal contact with students
  - No more mailboxes
  - No more on-line requests
- ▶ Reintegrating DHHS with the main office
- ▶ ACCESS - Assessment of Campus Climate

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**Critically Analyze:  
Evolution of Department**

- ▶ Analysis of social justice model
  - University of Arkansas
- ▶ Name change
  - Accessibility Services
  - Accessibility Resource Center
- ▶ Integration of social justice model
  - Annual goals
  - Staff performance goals

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**Examine Your Campus:  
Staff Retreats**

- ▶ **Goals of the retreat**
  - Group building activities
  - Developing our mission statement
  - Getting everyone on the same page
- ▶ **Brief examples of agendas**
  - 2006
    - ADA/Section 504/University Policy 2310, Departmental Issues/Roles/Norms, Problem Solving, Brainstorm Projects
  - 2008
    - Diversity within Accessibility Services, Pop Culture in Higher Education, Reframing Disability
  - 2010
    - Working with Professors, DVR Presentation, Lower Ropes Course,

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**Examine Your Campus:  
Our Mission Statements**

- ▶ 2000
  - The mission of Accessibility Services is to provide classroom and academic supportive services to UNM students with disabilities and to assist the University in compliance activities as defined for post-secondary institutions in Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

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**Examine Your Campus:  
Mission Statements**

- ▶ 2006
  - Accessibility Services is committed to providing quality services for individuals with disabilities and ensuring equal access to the university environment while promoting self advocacy.

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### Examine Your Campus: Mission Statements

- ▶ 2008
  - Accessibility Resource Center (ARC) recognizes individuals with disabilities as an integral part of a diverse community and is committed to the provision of comprehensive resources to the University community (faculty, staff, and student) in order to create equitable, inclusive, practical learning environments.

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### Implementation: Programs

- ▶ Associated Students for Empowerment
  - Fall & Spring Disability Awareness Days
- ▶ Ticket to Work
- ▶ Delta Alpha Pi
- ▶ Southwest Conference on Disability
- ▶ Achievement Coach
- ▶ Pull out Orientation sessions
- ▶ Notetaking Services

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### What the Future Holds

- ▶ Recreational Sports
- ▶ Faculty trainings
- ▶ Yearly Assessment Plan
- ▶ Employment goals for students with disabilities
- ▶ Mentorships
  - Students with disabilities
  - Student employees

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**Your Ideas for Implementation**

▸ What can you do at your campus?

▸ Where do we all go from here?

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