

2022 Accommodation Assessment Summary

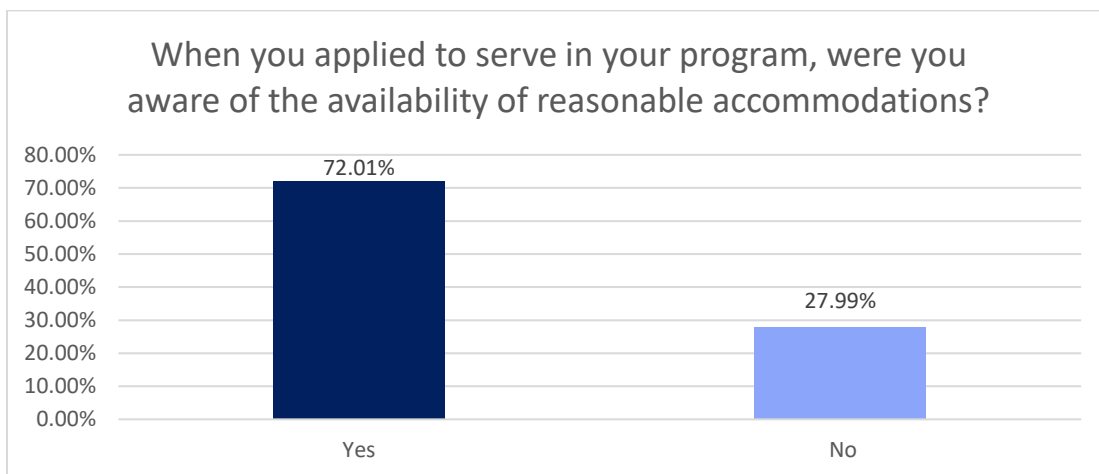
Context & Overview

As a part of an ongoing effort to provide reasonable accommodation for AmeriCorps members, an online assessment was sent to members to capture if they knew reasonable accommodation was available, disclosed a disability, requested an accommodation, and whether accommodation was provided if requested. Respondents had the option to self-disclose a disability or condition by choosing from a list. 2022 was the 14th year this assessment was implemented.

- January 18- May 23, 2022: 468 AmeriCorps members completed the survey.
 - 465 identified their stream of service: 269 (57.85%) National Direct members, 97 (20.86%) AmeriCorps State members, 59 (12.69%) AmeriCorps VISTA members, and 17 AmeriCorps Seniors volunteers. 23 (4.95%) identified themselves as Other: 20 specified AmeriCorps National Direct, 1 specified AmeriCorps State, 1 specified a program not operating in Montana, and 1 did not specify a program.
 - 465 identified their year of service: 394 were first year members, 45 were second year members, and 26 were third year/plus members. Three respondents skipped this question.

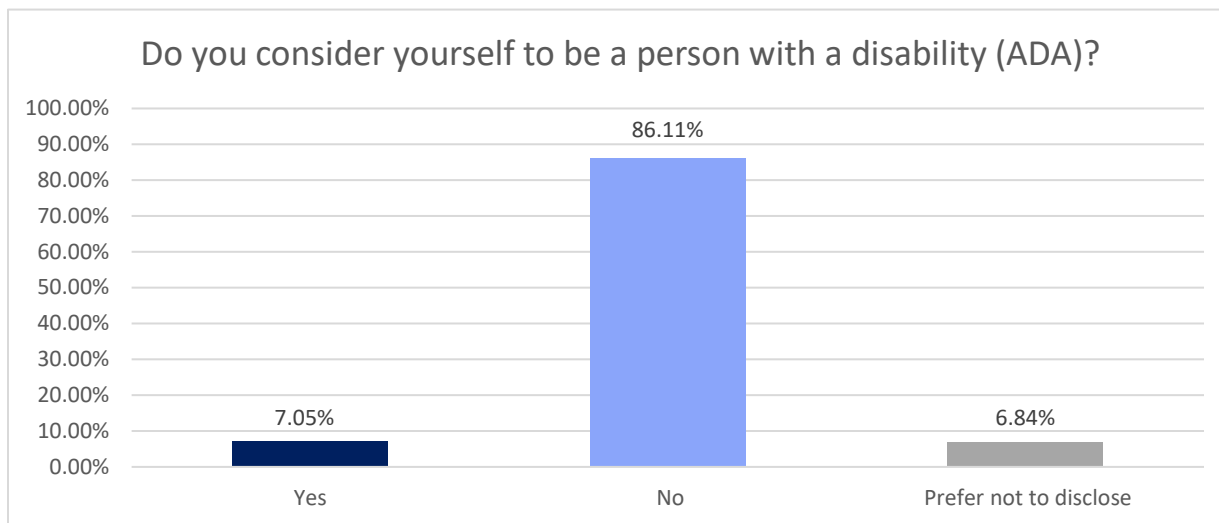
Results

Question #4: *When you applied to serve in your program were you aware of the availability of reasonable accommodations*? *Reasonable Accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities. A Reasonable accommodation must be feasible or plausible for the employer and must enable the individual to perform the essential functions of a position. Reasonable Accommodation examples include auxiliary aids/services, CCTV, an amplified audio listening device, a sign language interpreter, materials on audio tape, enlarged text documents, or adjusted work schedules.*



All respondents answered this question. 337 (72.01%) indicated Yes, when they applied, they were aware of the availability of reasonable accommodation, and 131 (27.99%) respondents indicated No, they were not aware.

Question #5: Do you consider yourself to be a person with a disability*? *The Americans with Disabilities Act defines disability as a physical or mental impairment that substantially limits one or more major life activities of an individual; a record of such an impairment; or being regarded as having such an impairment. For more definitions, visit: www.ada.gov.

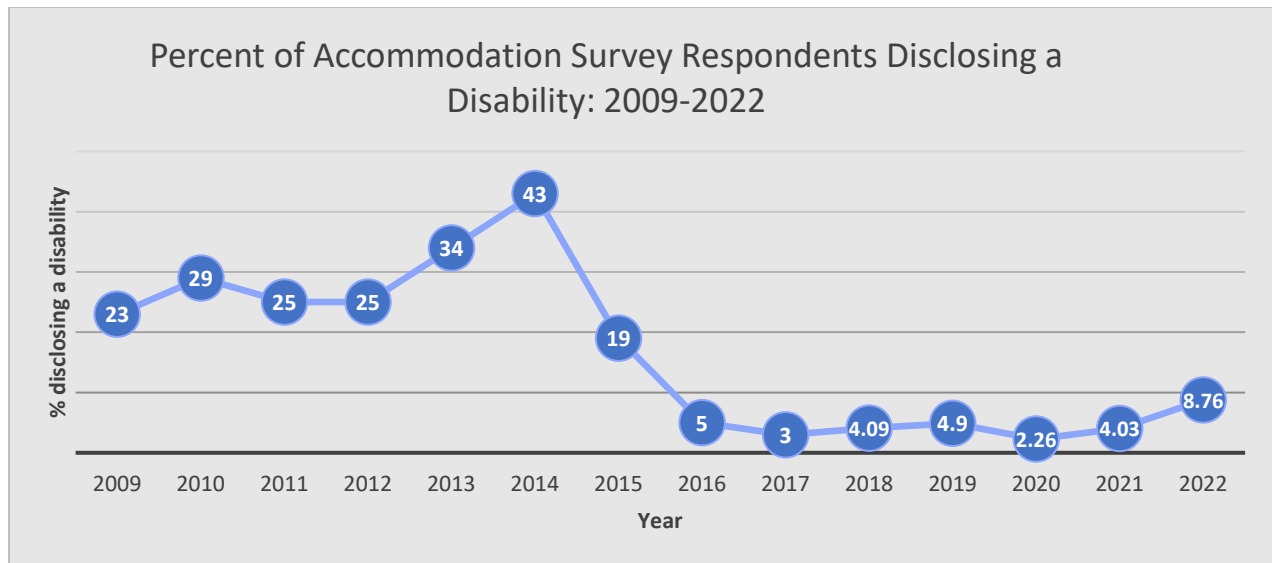


All respondents answered this question. 33 (7.05%) indicated Yes, 403 (86.11%) indicated No, and 32 (6.84%) indicated Prefer not to disclose.

Question #6: Please check any of the following conditions that substantially limit one or more of your major life activities, if you have a record of, or are regarded as having such impairment. Definitions at www.ssa.gov.

- 410 out of 468 respondents answered this question, and 58 skipped this question. Of the 410 respondents, 289 (70.49%) selected None or Prefer not to Report. Of the remaining 121 respondents, some of which selected more than one condition:
 - 64 (15.61%) indicated Anxiety Disorder
 - 58 (14.15%) indicated Depression
 - 37 (9.02%) indicated ADD or ADHD
 - 23 (5.61%) indicated Asthma
 - 11 (2.68%) indicated Environmental Sensitivity
 - 38 (9.27%) indicated* Head injury, Pulmonary Disability, Blind/Visual impairment, Deaf/Hard of Hearing, Bipolar Disorder, Autism, Diabetes, Learning Disability, or Chemical or Alcohol Dependency.
 - *Less than 10 respondents selected each of these conditions
 - 17 (4.15%) selected Other, reporting chronic illness, nerve damage, hearing/visual impairments, autoimmune diseases, PTSD, IBS, frequent migraines, chronic pain, arthritis, poor balance requiring an aid, past surgeries, and fibromyalgia.

Question # 7: Have you disclosed* a disability to any staff persons in your organization? *Disclosure can happen in a number of ways, from an informal conversation to a formal, written request for an accommodation. It can happen at any time during the term of service, but it should occur as soon as a person realizes they may need an accommodation.



Two respondents skipped this question. Of 468 respondents, 41 (8.76%) indicated Yes, they disclosed a disability to a staff person in their organization, 195 (41.67%) indicated No, and 232 (49.57%) indicated N/A.

Questions #8: *If you have a disability, have you requested a reasonable accommodation for your term of service?*

- Of 463 respondents, 344 (74.30%) indicated N/A, 8 (1.73%) indicated yes, they requested a reasonable accommodation for their term of service, and 111 (23.97%) indicated no.
 - When asked question #8, many respondents answered No, when they may have meant to answer N/A. This has been an issue each year of the assessment. This year, the N/A answer choice was listed first to address this, but 111 question respondents still answered No.

Questions #9: *If you requested a reasonable accommodation, was it provided by the program?*

- Of 461 respondents, 447 (96.96%) indicated N/A, 7 (1.52%) indicated yes, requested reasonable accommodation was provided by the program, and 7 (1.52%) indicated no.

Conclusions

A greater percentage of respondents (72.01% in 2022 vs 58.02% in 2021) indicated they were aware of the availability of reasonable accommodations for a disability. When asked whether they requested reasonable accommodation, 8 respondents indicated yes. 7 respondents then indicated the requested accommodation was provided, followed by 8 respondents indicating the provided accommodation allowed them to fully participate in the program. Based on these responses, it appears suitable accommodation was provided to all members who requested it.

Compared to 2021, the percentage of respondents disclosing a disability more than doubled. This could be attributed to the increase in number of respondents selecting a disability in question #6 (121 in 2022 vs. 90 in 2021). The most notable increases in selected conditions were in Anxiety Disorders and Depression, with ~9% of respondents selecting these conditions in 2021, compared with ~14-15% of respondents selecting them in 2022. This could be attributed to increased stressors brought about by the COVID-19 pandemic.

125 respondents (27.06%) were interested in learning more about Disability Rights and Laws, Reasonable Accommodation, Disability Etiquette and Communication, and Disability Awareness. Of those who responded to the question, 5 wanted more specific information, or information on all listed topics.

OCS will discuss results with program directors, and work to make resources available around disability awareness and inclusion. As of May 26, 2022, a total of 470 AmeriCorps members completed this survey, which will remain open until August 31, 2022. Supporting documentation is on file with ServeMontana.

Supplemental Data Trends of Interest

Question #2: Are you a first year, second year, or third year/plus AmeriCorps member?

- 26 respondents selected 3rd year/plus
 - 11 indicated affiliation with AmeriCorps Seniors programs
 - 3 indicated affiliation with AmeriCorps VISTA programs
 - 5 indicated affiliation with AmeriCorps State Programs
 - 6 indicated affiliation with AmeriCorps National Direct Programs

Question #8: If you have a disability, have you requested a reasonable accommodation for your term of service?

- 8 respondents selected Yes

Question #9: If you requested a reasonable accommodation was it provided by the program?

- Of the 8 respondents who selected Yes in Question 8:
 - 5 selected Yes
 - 3 selected N/A

Question #10: If provided, did the reasonable accommodation allow you to fully participate in the program?

- Of the 8 respondents who selected Yes in Question 8:
 - 6 selected Yes
 - 2 selected N/A

Resources

[2022 Accommodation Assessment Survey \(PDF\)](#)
[OCS DEI Statement](#)
[OCS Reasonable Accommodation Resources](#)

[AmeriCorps Disability and Accessibility](#)
[AmeriCorps Civil Rights/Equal Opportunity Requirements](#)