

# 2023 Accommodation Assessment Summary

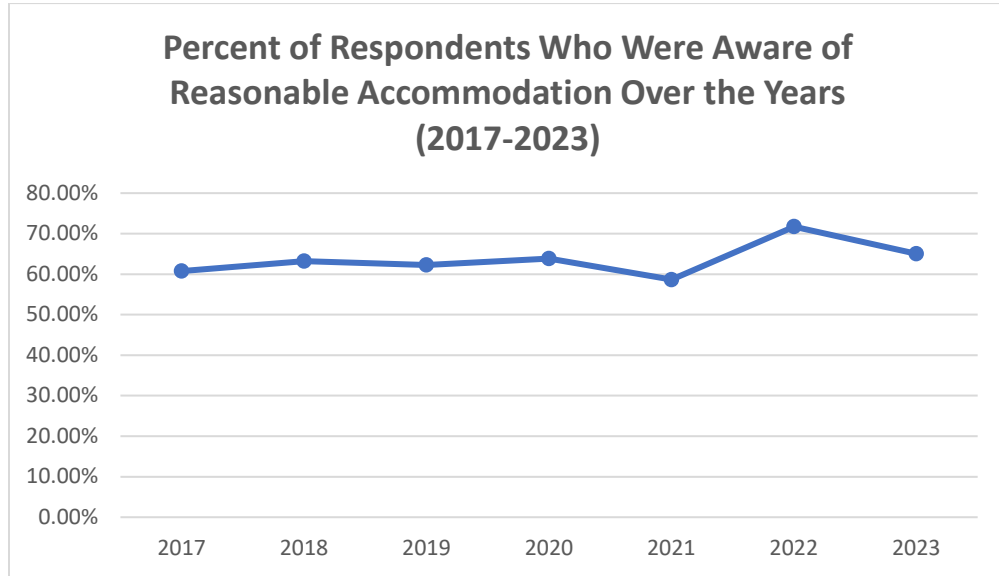
## Context & Overview

As 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. The survey is open from February to August, with 2023 being the 15<sup>th</sup> year this assessment was implemented. Data from the past seven years is referenced in this summary.

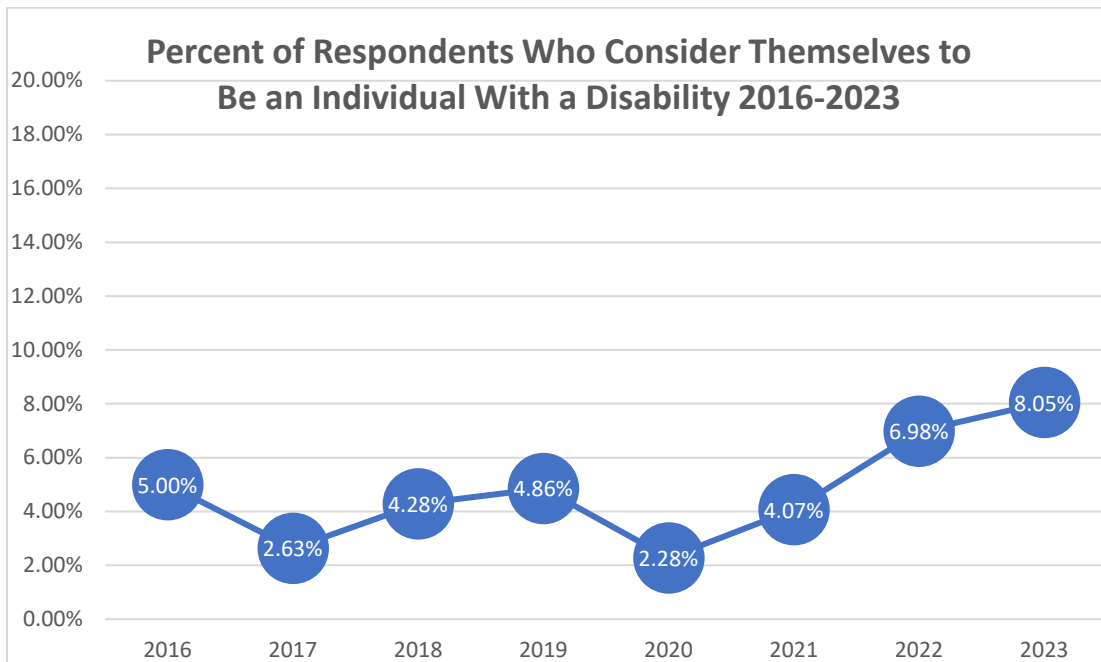
- January 17 – May 23, 2023: 435 AmeriCorps members completed the survey.
  - Of these, 432 identified their stream of service.
    - 70.60% (305) – National Direct
    - 11.11% (48) – AmeriCorps VISTA
    - 7.64% (33) – Big Sky Watershed Corps
    - 4.17% (18) – Other (all but two specified Big Sky Watershed Corps or a National Direct)
    - 2.55% (11) – Montana Campus Compact State
    - 2.31% (10) – Montana State Parks AmeriCorps/Resource Protection Corps
    - 1.62% (7) – Justice for Montanans
  - All 435 identified their year of service.
    - 88.28 (384) – First Year Member
    - 10.80% (47) – Second Year Member
    - 0.92% (4) – Third Year/Plus Member

## 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 enable an individual with a disability to enjoy equal employment opportunities. Reasonable accommodation examples include auxiliary aids/services, CCTV, an amplified audio listening device, a sign language interpreter, materials on audio tape, enlarges text documents, or adjusted work schedules.

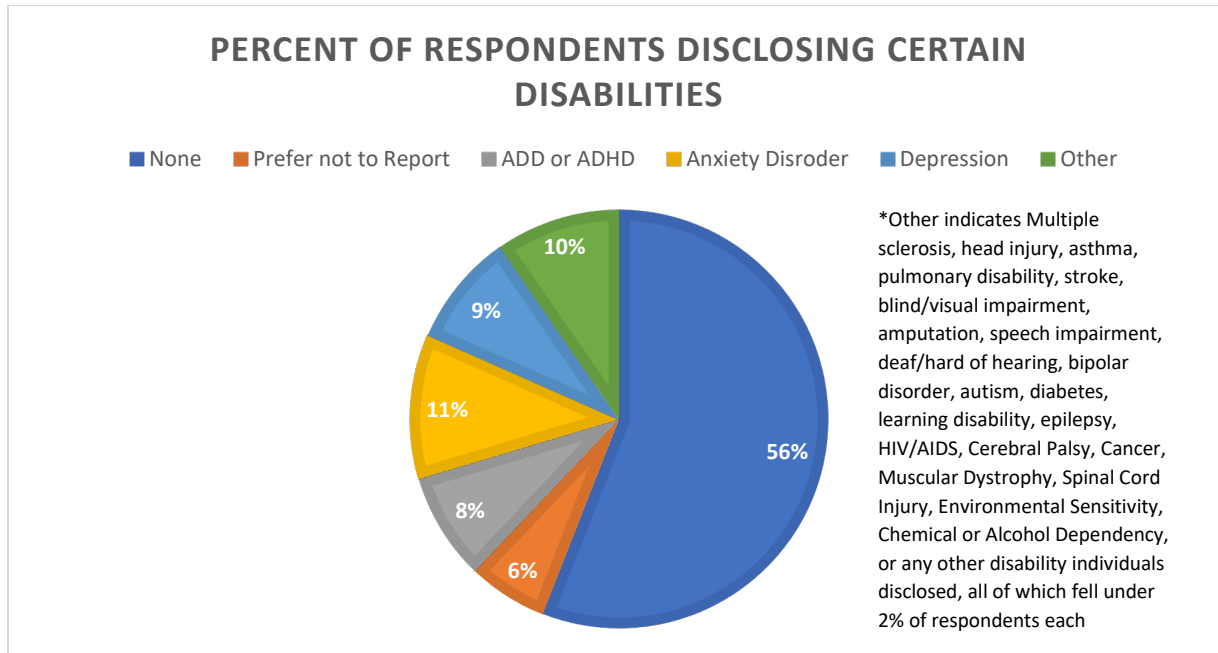


**Question #5:** Do you consider yourself to be a person with a disability\*? \*The Americans with Disabilities Act defines disability as a physical or mental impairment that substantially limits one or more life activities of an individual; a record of such impairment; or being regarded as having such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



All respondents answered this question. 8.05% (35) indicated Yes, 6.21% (27) preferred not to disclose, and 85.75% (373) indicated No.

**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](http://www.ssa.gov).

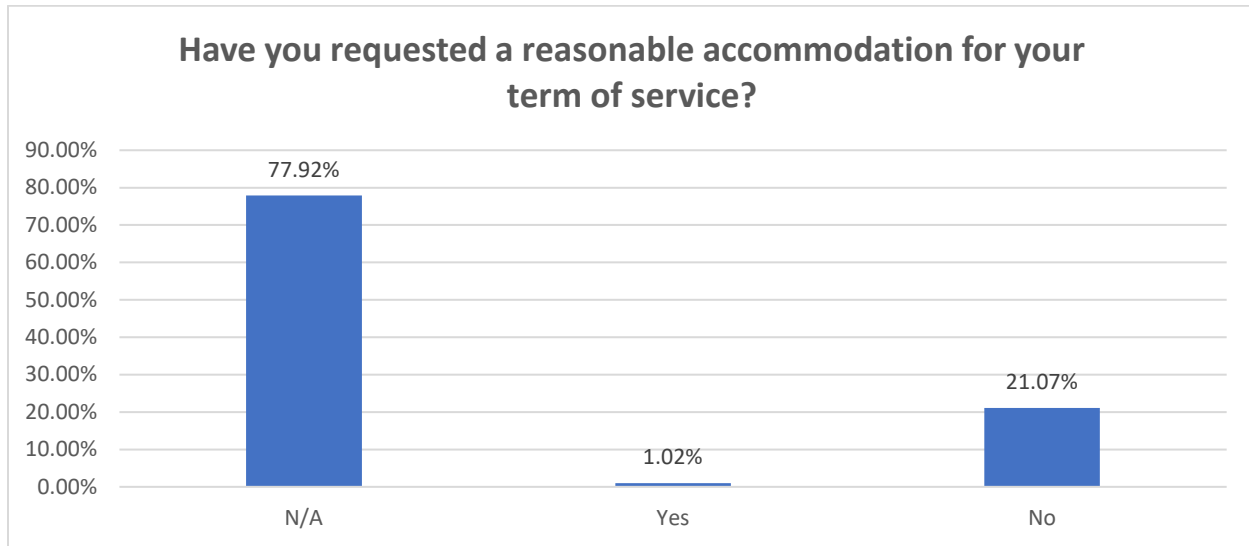


**Question #7:** Have you disclosed\* a disability to any staff persons in your organization? \*Disclosure can happen in several ways, from an informal conversation to a formal, written request for an accommodation. It can happen at any time during a term of service, but it should occur as soon as a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



One respondent skipped this question. Of the 434 responses, 52.07% (226) indicated N/A, 42.86% (186) indicated No, and 5.07% (22) indicated Yes.

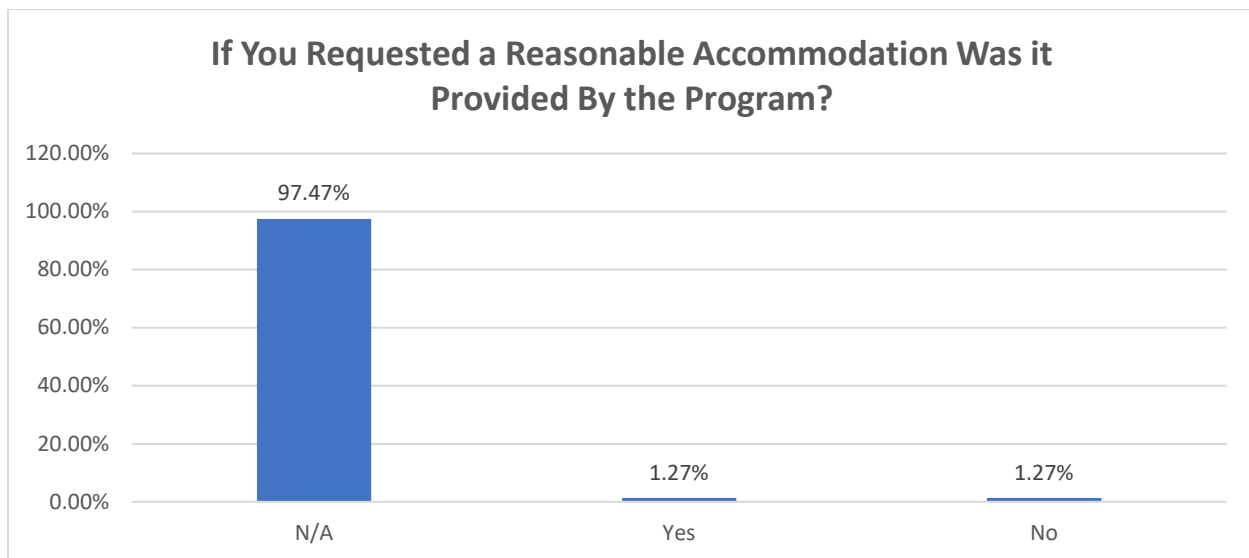
### Question #8



Six respondents skipped this question. Of the 429 responses, 77.16% (331) indicated N/A, 21.68% (93) indicated No, and 1.17% (5) indicated Yes.

- 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. As with last year, the N/A choice was listed first to address this, but 93 respondents still answered No.

### Question 9



Five respondents skipped this question. Of the 430 respondents, 97.21% (418) indicated N/A, 1.63% (7) indicated No, and 1.16% (5) indicated Yes.

## Conclusion

A lesser percentage of respondents (65.06% in 2023 vs 71.71% in 2022) indicated they were aware of the availability of reasonable accommodations for a disability. When asked whether they requested reasonable accommodation, 5 respondents indicated yes. 7 respondents indicated that the accommodation provided allowed them to full participate in the program. Based on these responses, it appears that suitable accommodation was provided to all members who requested it. To get more accurate data next year, conditional formatting will be applied to Question 9, so that only those who answered Yes on Question 8 will be able to answer the question. This should allow for more accurate data to determine whether our programs are meeting the needs of their participants.

Since 2021, there has been a 4% increase in individuals that consider themselves to be a person with a disability, which is statistically significant, and was not caused by normal year to year fluctuations. This could be due to a greater understanding of disabilities, more emphasis being put on healthy work environments, or a slew of other options. Additionally, 27.93% of respondents wanted to know more about disability inclusion, up from 26.27% in 2022. Of those that wanted to know more about disability inclusion, 30% wanted to know more about Etiquette and Communication.

OCS will discuss results with Program Directors, and make resources available around disability Etiquette and Communication, as this was the most sought-after continuing education this year. Additionally, Program Directors will work to ensure high rates of success in those that are aware of the ability for reasonable accommodation upon entering their individual programs. As of May 24, 2023, a total of 435 AmeriCorps members completed this survey, which will remain open until August 31, 2023. Supporting documentation is on file with ServeMontana.

## Resources

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

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