

2024 Accommodation Assessment Summary

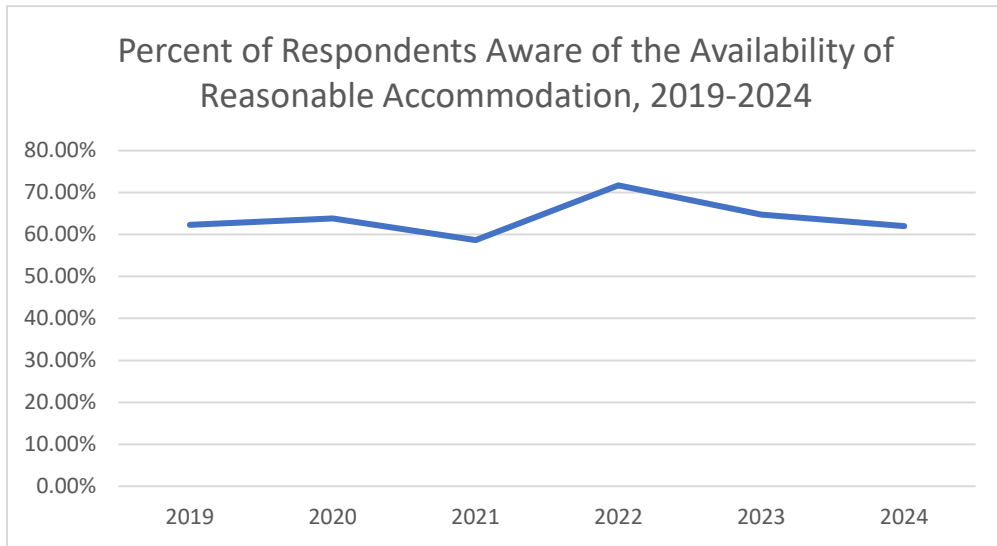
Context & Overview

This summary is part of an ongoing effort to provide reasonable accommodations to AmeriCorps members. An online assessment was sent to members to capture information about their awareness of reasonable accommodation. Information was also collected about disclosure, accommodation requests, and accommodation provision. Respondents had the option to anonymously disclose a disability or condition. The survey is open from February to August. 2024 is the 16th year this assessment has been conducted. Data from the past six years is referenced in this summary.

- February 7 – May 23, 2024: 442 AmeriCorps members completed the survey.
 - Of these, 442 identified their stream of service.
 - 69.32% (305) – National Direct
 - 0.68% (3) – AgCorps
 - 7.27% (32) – AmeriCorps VISTA
 - 9.32% (41) – Big Sky Watershed Corps
 - 3.86% (17) – Other (all National Directs)
 - 2.73% (12) – Montana Campus Compact State
 - 4.77% (21) – Fish, Wildlife, & Parks AmeriCorps
 - 1.82% (8) – Justice for Montanans
 - 440 respondents identified their year of service.
 - 83.64 (368) – First Year Member
 - 12.95% (57) – Second Year Member
 - 3.41% (15) – Third Year/Plus Member

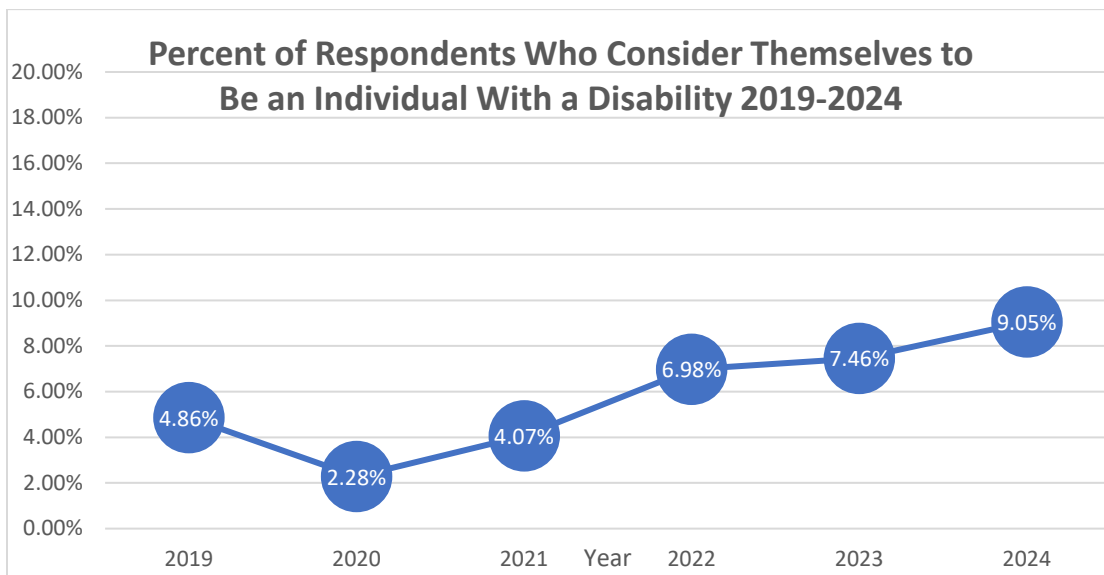
Results

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.



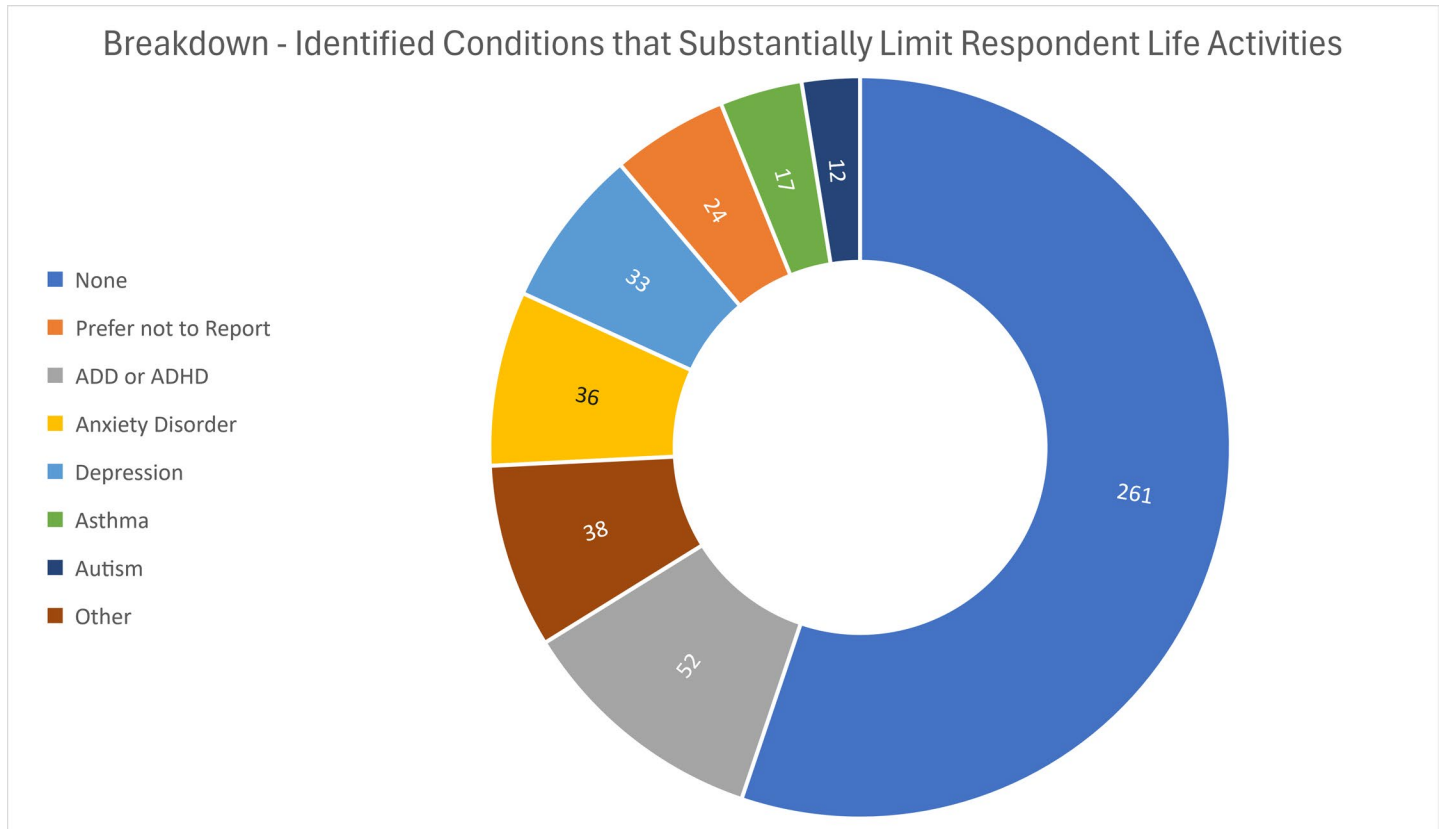
All respondents answered question 4. 61.99% (274) respondents indicated that they were aware of the availability of reasonable accommodations at the time they applied to their program.

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



All respondents answered this question. 9.05% (40) indicated Yes, 7.69% (34) preferred not to disclose, and 83.26% (368) indicated No.

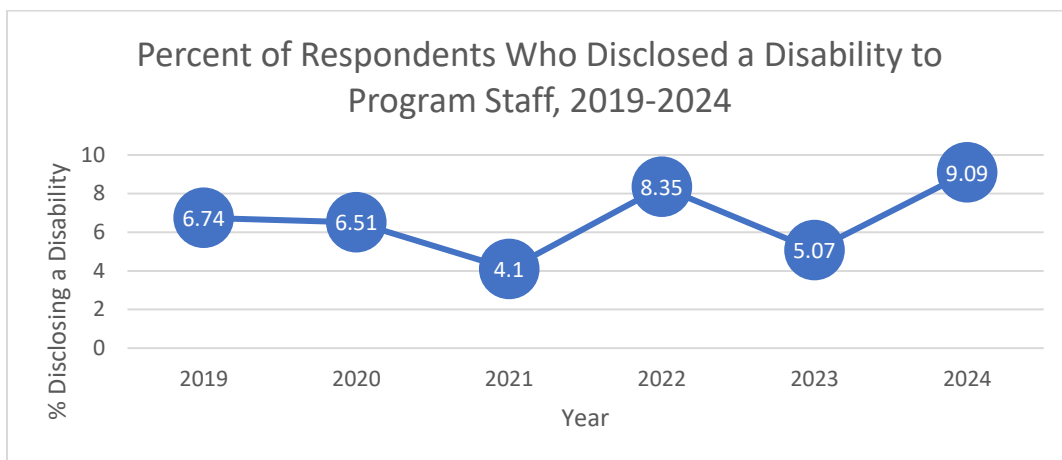
Question 6: Please check any of the following conditions that substantially limit one or more of your major life activities, if you have a record of, or are regarded as having such impairment. Definitions at www.ssa.gov.



60 respondents skipped this question. Of the 382 respondents who answered the question, 261 respondents identified as having no limiting conditions, and 24 preferred not to report their specific condition.

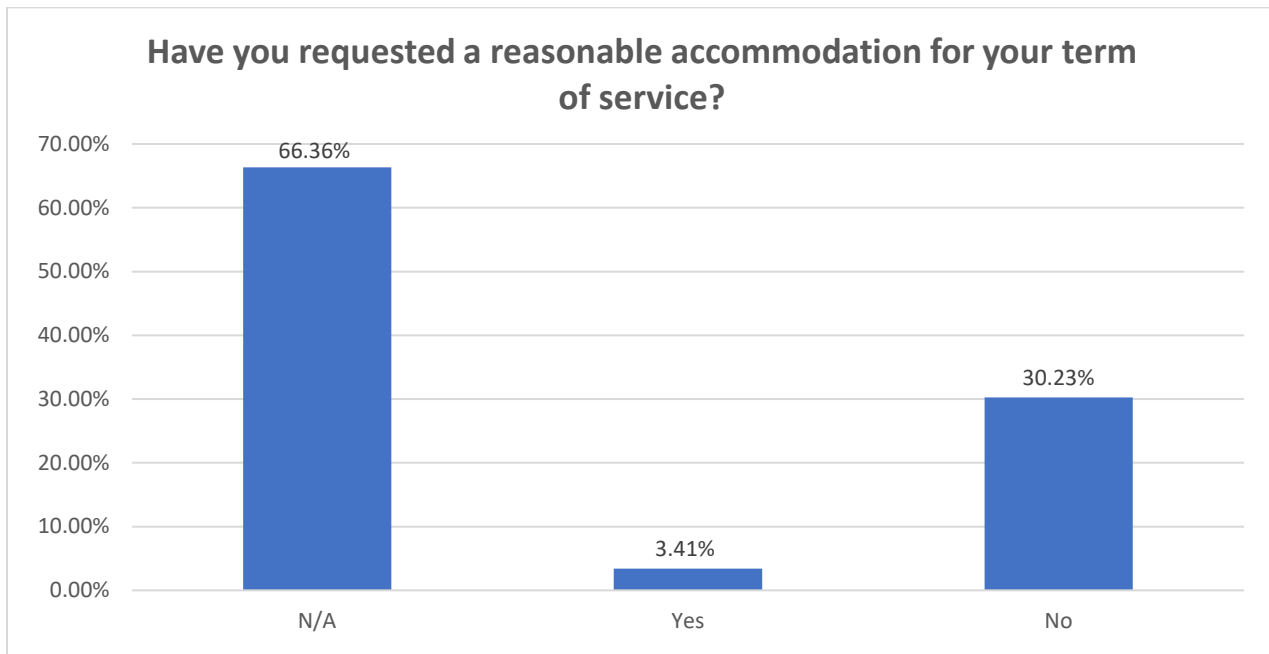
- There were 188 total conditions identified – co-occurring conditions among respondents, as well this question’s phrasing, which does not include the word ‘disability’, are two possible explanations for this number being drastically higher than the 40 respondents who consider themselves as having a disability (Question 5).

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.



Two respondents skipped this question. Of the 440 responses, 45.68% (201) indicated N/A, 45.23% (199) indicated No, and 9.09% (40) indicated Yes.

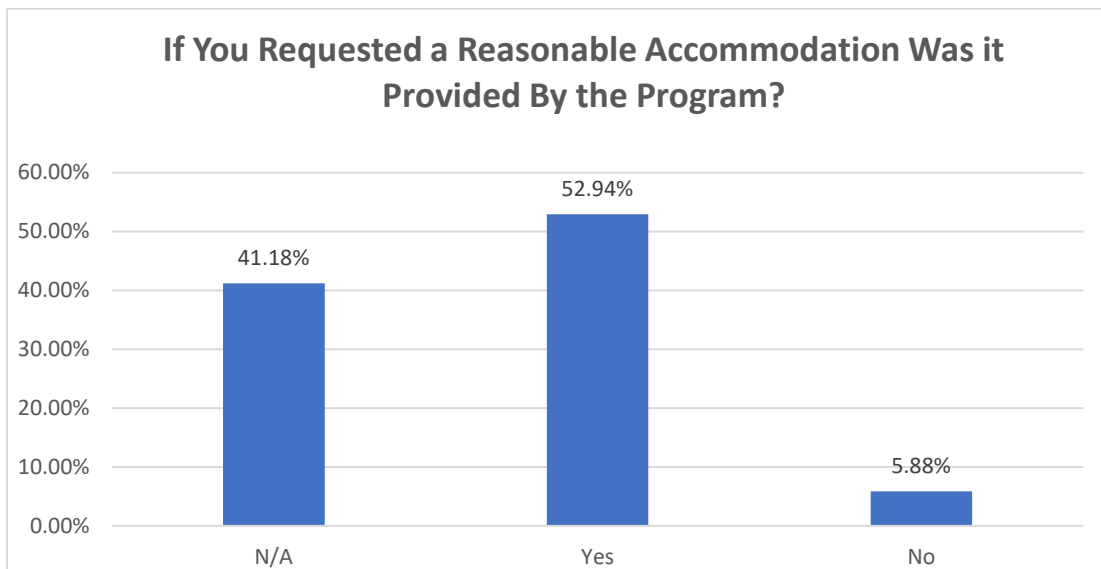
Question 8



Two respondents skipped this question. Of the 440 responses, 66.36% (292) indicated N/A, 30.23% (133) indicated No, and 3.41% (15) indicated Yes.

- When answering question 8, many respondents chose 'No', when they may have meant to answer 'N/A'. To mitigate this, N/A is listed first, and only respondents who choose 'Yes' on Question 8 could respond to Question 9 (see below) and 10.

Question 9



425 respondents automatically skipped this question. Of the 17 responses, 41.18% (7) indicated N/A, 52.94% (9) indicated Yes, and 5.88% (1) indicated No.

- While this is more accurate information than in 2023 (see Question 8), 17 respondents answered question 9 when only 15 responded 'Yes' to Question 8.

Conclusion

As of May 24, 2024, a total of 442 AmeriCorps members completed this survey, which will remain open until August 31, 2024. Supporting documentation is on file with ServeMontana.

- 61.99% of respondents indicated they were aware of the availability of reasonable accommodations for a disability, down 3.07% from 2023 and 9.72% from 2022.
- The number of respondents who indicated that they disclosed a disability to their program staff rose from 5.07% to 9.09%. Since the number of total respondents remained similar from 2023 to 2024, this increase is statistically significant.
- Questions 9 and 10 were, in theory, only accessible by respondents who chose 'Yes' on question 8 this year. However, there is a 2-respondent disparity. Longer testing in SurveyMonkey will be paramount to ensuring that only respondents who have requested reasonable accommodation for a disability are providing data about the provision and efficacy of that accommodation.
- 9 respondents indicated that they were provided a reasonable accommodation, and of those 9 respondents, 7 indicated that this accommodation allowed them to fully participate in the program. One respondent indicated that their request for accommodation was denied by their program. GOCS will follow up on this data point.
- Since 2021, there has been a 5% increase in respondents that consider themselves to be an individual with a disability. Nationwide conversations around equity and inclusion in the workplace and post-pandemic concerns around mental health and wellness are two of the factors that may be at play in this increase.
- 33.56% of respondents want to learn more about disability inclusion. Of those respondents, 30% want to know more about Etiquette and Communication.

Based on the results of the 2024 Accommodation Assessment, GOCS will do the following:

- Make resources available around disability Etiquette and Communication.
- Reach out to Disability Rights Montana to assist with contextualizing the results of this assessment and collaborate on providing trainings and information for staff and members.
- Assist Program Directors as they continue to work toward ensuring all members are aware of the possibility for reasonable accommodation when entering their term of service.
- Follow up on data points of interest.

Respectfully submitted,

Elinor A. Fisher

Resources

[2024 Accommodation Assessment Survey \(PDF\)](#)
[GOCS DEI Statement](#)
[GOCS Reasonable Accommodation Resources](#)

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

