

2021 Accommodation Assessment Summary

Context & Overview

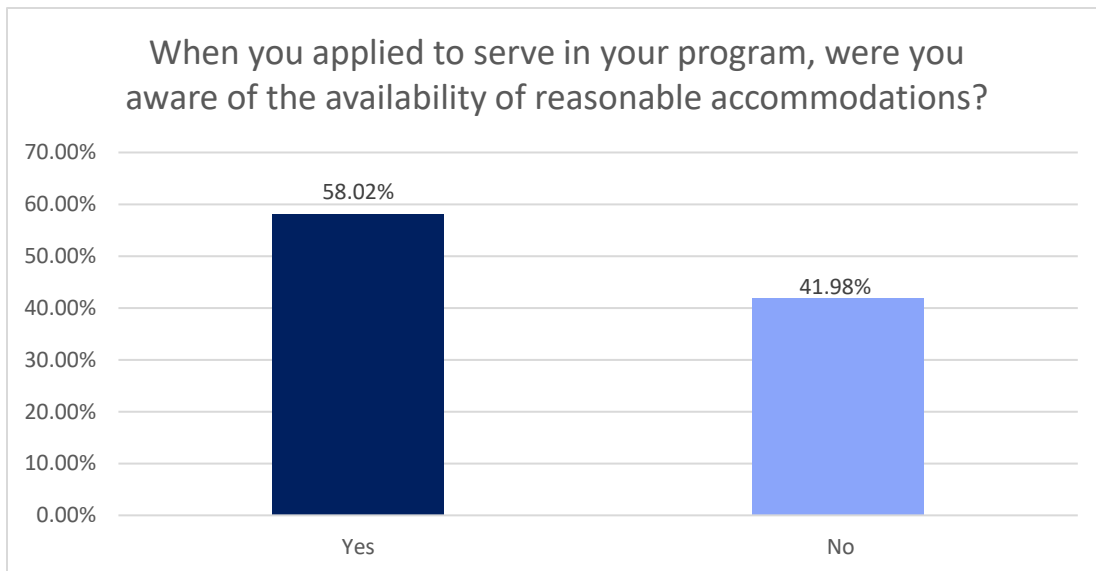
As a part of an on-going effort to provide reasonable accommodation for AmeriCorps members, an online assessment was sent to members to capture if they knew reasonable accommodation was available, disclosed a disability, requested an accommodation, and if accommodation was provided if requested. Respondents had the option to self-disclose a disability or condition by choosing from a list. 2021 was the 13th year this assessment was implemented.

- January 27- May 25, 2021: 474 AmeriCorps members completed the survey.
 - 470 identified their stream of service: 449 (95.5%) AmeriCorps State members, 13 (2.77%) AmeriCorps VISTA members, 3 (0.64%) National Direct members, and zero Senior Corps members. 5 (1.06%) identified themselves as AmeriCorps members, but did not specify a program.
 - 473 identified their year of service: 401 were first year members, 59 were second year members, and 13 were third year/plus members. One respondent skipped this question.

Results

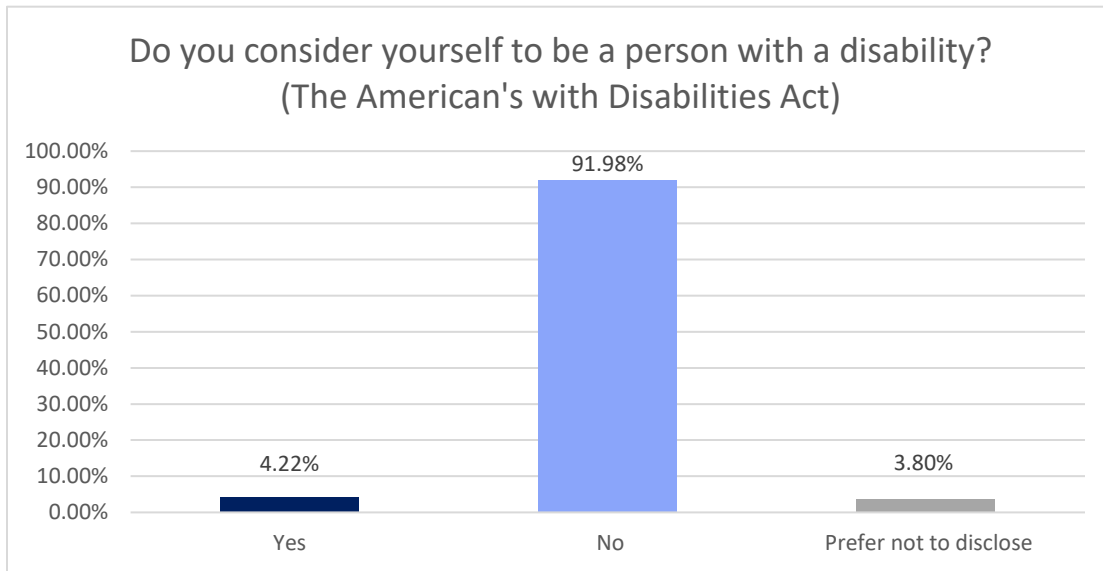
Question #4: *When you applied to serve in your program were you aware of the availability of reasonable accommodations?*

**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. 275 (58.02%) indicated Yes, when they applied, they were aware of the availability of reasonable accommodation, and 199 (41.98%) 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. 20 (4.22%) indicated Yes, 436 (91.98%) indicated No, and 18 (3.80%) 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.

- 425 out of 474 respondents answered this question, and 49 skipped this question.
- Of the 425 respondents, some of which selected more than one condition:
 - 313 (73.65%) indicated None
 - 22 (5.18%) indicated Prefer not to report
 - 39 (9.18%) indicated Anxiety Disorder
 - 39 (9.18%) indicated Depression
 - 35 (8.24%) indicated ADD or ADHD
 - 13 (3.06%) indicated Asthma
 - 21 (4.94%) indicated Head injury, Epilepsy, Bipolar Disorder, Diabetes, Deaf/Hard of Hearing, Visual impairment, Learning Disability, or Chemical or alcohol dependency.
 - 16 (3.76%) indicated Other, specifying Borderline Personality Disorder, PTSD, Serotonin Deficiency, Autoimmune Disorder, Back Injury, Dyslexia, Hearing/Visual Impairment, Frequent UTI's, and IBD.

Next year, the assessment question will ask for conditions first and the last response will be None. This will help guide the respondent to go through the list before answering None.

Questions #8 & #9: If you have a disability, have you requested a reasonable accommodation for your term of service? If you requested a reasonable accommodation, was it provided by the program?

- Of 474 survey respondents, 4 (0.85%) indicated that they requested a reasonable accommodation for their term of service and 5 (1.07%) indicated reasonable accommodation was provided to them.
- When asked questions #8 and #9, many respondents answered No, when they may have meant to answer N/A. This could be a limitation of the survey structure, which lists the No option before the N/A option. Next year, the assessment will list the N/A option first to address this.



Two respondents skipped this question. Of 472 respondents, 19 (4.03%) indicated Yes, they disclosed a disability to a staff person in their organization, 195 (41.32%) indicated No, and 258 (54.66%) indicated N/A.

Conclusion

Fewer respondents (58.02% in 2021 vs 63.84% in 2020) indicated they were aware of the availability of reasonable accommodations for a disability, which could be attributed to the switch to online orientations due to COVID-19. When asked whether they requested reasonable accommodation, 4 respondents indicated yes, 3 of which indicated the accommodation was provided, and that it allowed them to fully participate in the program. The fourth respondent answered N/A. Based on these responses, it appears suitable accommodation was provided to all members who requested it.

133 respondents (28.06%) were interested in learning more about Disability Rights and Laws, Reasonable Accommodation, Disability Etiquette and Communication, and Disability Awareness. Of those, 3 respondents wanted more specific information, or information on all listed topics.

OCS will discuss results with program directors, and work to make resources and available around disability awareness and inclusion. As of June 3, 2021, a total of 481 AmeriCorps members completed this survey, which will remain open until August 31, 2021. Supporting documentation is on file with ServeMontana.

Resources

[2021 Accommodation Assessment Survey \(PDF\)](#)
[OCS DEI Statement](#)
[OCS Reasonable Accommodation Resources](#)

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