Disability Resource Center

www.missouristate.edu/disability

MISSOURI STATE UNIVERSITY

DIVERSITY & INCLUSION

CHANGING HOW WE PERCEIVE DISABILITY
The Disability Resource Center is committed to creating a fair and inclusive environment for all students.

We promote a perception of disability that stems from the independent living movement and one that is examined through the academic field of disability studies. Missouri State recognizes that we must embrace disability as a part of diversity and value the disability community as a powerful identity group. Consequently, the DRC is proud to be a unit within MSU's Division for Diversity and Inclusion.

The DRC strives to create a paradigm shift in our thinking about disability. We are in the process of reframing disability from a negative medical malady to a positive individual difference while promoting disability pride. While using principles of universal design, we are working collaboratively with faculty, staff and students to create more equitable, inclusive and usable learning environments.

I encourage you to review our mission, core values and philosophy. We are beginning to make a significant difference in the design of our learning environments, programs and services, as well as enhancing our disability awareness programming. We welcome you to join us as we move forward with this paradigm shift.

— KATHERYNE STAEGER-WILSON, DIRECTOR
Our mission
In conjunction with the Community Principles and overall mission of Missouri State University, the Disability Resource Center appreciates disability as an integral part of the University experience. We are committed to providing equal access and opportunity to all campus programs and services for persons with disabilities. Through collaboration and support of the entire campus community, the Disability Resource Center promotes disability pride, self-determination of the student and universally accessible design principles, so that everyone has full access to University life.

Core values
- Human variation is natural and vital in the development of dynamic communities.
- Disability is a social/political concept that includes people with a variety of conditions who share common experiences.
- Inclusion and full participation are matters of social justice.
- Design is powerful and profoundly influences our daily lives.
- Universal design is essential for achieving inclusion and full participation.
- Creating usable, equitable, sustainable and inclusive environments is a shared responsibility.

"DISABILITY IS NOT A 'BRAVE STRUGGLE' OR 'COURAGE IN THE FACE OF ADVERSITY'...DISABILITY IS AN ART. IT'S AN INGENIOUS WAY TO LIVE." — NEIL MARCUS
"The only thing I overcame was the low expectations society had for me."

— Lederick Horne

Disability pride
Experience college to its fullest extent
Due to the design of a University course, program or service, students with disabilities may experience barriers to their full and meaningful participation. If students would like to request an environmental or course adaptation, they may do so by contacting the Disability Resource Center.

Students who request these accommodations should do so for every semester they are sought. Students will be asked to provide documentation supporting their disability and the accommodations they have requested. The DRC will create an accommodation memo to be shared with instructors by the student, outlining the accommodations that should be provided. Accommodations are a cooperative arrangement in which the student plays a vital part; an arrangement between the student, instructor and the DRC. For a full statement of our accommodation policy, procedures and to learn more about our commitment to universal design, please see www.missouristate.edu/disability/.

Defining disability pride
“Disability pride represents a rejection of the notion that our physical, sensory, mental and cognitive differences from the non-disabled standard are wrong or bad in any way and is a statement of our self-acceptance, dignity and pride. It is a public expression of our belief that our disabilities are a natural part of human diversity, a celebration of our heritage and culture, and a validation of our experience. Disability pride is an integral part of movement building and a direct challenge to systemic ableism and stigmatizing definitions of disability. It is a militant act of self-definition, a purposive valuing of that which is socially devalued, and an attempt to untangle ourselves from the complex matrix of negative beliefs, attitudes and feelings that grow from the dominant group’s assumption that there is something inherently wrong with our disabilities and identity.”

Promoting change on your campus through disability pride
As students with disabilities, you can be key participants in the discussion and implementation of universal design and the socio-political model of disability. The first step is to be inclusive and proud of yourself as a person with a disability. As you begin to reframe your educational experience in light of new thinking about disability and access, you have the opportunity to be a resource on campus. Please let us know if you have feedback to offer regarding our learning environments or how you would like to promote disability pride.

DISABILITY PRIDE. SARAH TRIANO. ENCYCLOPEDIA OF DISABILITY. ED. GARY ALBRECHT. VOL. 1. THOUSAND OAKS: SAGE REFERENCE, 2006. P 476-477. 5 VOLS.
"I highly recommend inviting the Disability Resource Center to assist with planning any project or event. They can contribute a wealth of information and ideas. They played a large part to ensure the Foster Recreation Center is accessible to all patrons."

— CINDI BARNETT, DIRECTOR OF CAMPUSE RECREATION

"The Disability Resource Center consulted with us to provide input and feedback as we were making University websites universally designed. ... We all like to do things that help people do their jobs, and the web is an online venue for that. Making websites for accessibility—making them available in a format that everyone can use—helps everybody."

— SARA CLARK, DIRECTOR OF WEB AND NEW MEDIA

"Universal design is the whole reason the Bear Claw (Center for Learning and Writing) exists. The old writing center was barely functional. We had so many chairs and tables it became a maze for people with different disabilities. ... I consulted with the (DRC) director during the development phase to ensure color schemes would be easily seen and aisles were wide enough for ease of access. ... Everyone in the (DRC) office is friendly, knowledgeable and easy to work with."

— MICHAEL FRIZELL, DIRECTOR OF STUDENT LEARNING SERVICES

"I didn’t know (universal design) existed, but I was interested in creating courses where students didn’t need special accommodations. ... I wanted to make a course in such a way that no students needed accommodation, that all of them could learn. ... Universal design—this ideal I have that all students have the same access to learning—actually improved everything about my classes."

— DR. MARC COOPER, HISTORY PROFESSOR

ONLINE: Get the whole story! Learn more about the people above and their thoughts on accessibility and universal design. www.missouristate.edu/spotlights (search for keyword “Disability”)
Students with disabilities are engaged in leadership organizations and activities. Below are just a few examples in which students have contributed to our campus:

- Student Government Association
- Natural High Club
- Greek Life
- Emerging Leaders
- Residence Hall Association
- Student Activities Council
- Internships
- Student Employment
- Study Abroad
- University Ambassadors
- University planning and advisory committees

**Delta Alpha Pi**

*Working for an Adaptable World*

Delta Alpha Pi is an international honor society. MSU’s chapter was the seventh chapter established. Because of the negative stereotyping associated with disability, students have been reluctant to identify themselves publicly. Delta Alpha Pi Honor Society presents an opportunity to change that perception by recognizing students with disabilities for their academic accomplishments. In addition, this honor society facilitates development of skills in leadership, advocacy and education for participating students.

**LET US KNOW WHAT INTERESTS YOU HAVE AND HOW YOU WOULD LIKE TO BE INVOLVED.**
Universal design

Students with disabilities influenced our campus by working directly on the building and program design of the Foster Recreation Center. Students played a significant role in creating an inclusive recreation program, incorporating universal design features.

Universal design and the socio-political model of disability

The mission and purpose of the Disability Resource Center is driven by principles of universal design and the socio-political model of disability. Through ongoing exploration and consultation provided to faculty, administration and departments within the University, the Disability Resource Center strives to promote this systemic change. This ideology is best explained by the information on the right, produced by the Association on Higher Education and Disability (AHEAD).

A new paradigm of service provision and identity

In the past, many disability resource providers built their service and philosophical constructs on the medical or rehabilitation model. Although this has been effective in most cases in providing access and accommodations for individuals one person at a time, it reinforces a “separate but equal” system rather than full inclusion within a community of peers. It does not provide an avenue for the development of self-determination or disability pride for the person receiving services. This model does not take into account that the environment and the curriculum design often limit the full participation of people with disabilities.
## Conceptual models of disability

<table>
<thead>
<tr>
<th>Medical Model (OLD)</th>
<th>Interactional/Socio-Political Model (NEW)</th>
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<tbody>
<tr>
<td>Disability is a deficiency or abnormality</td>
<td>Disability is a difference</td>
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<tr>
<td>Being disabled is negative</td>
<td>Being disabled, in itself, is neutral</td>
</tr>
<tr>
<td>Disability resides in the individual</td>
<td>Disability derives from the interaction between the individual and society</td>
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<tr>
<td>The remedy for disability-related problems is cure or normalization of the individual</td>
<td>The remedy for disability-related problems is a change in the interaction between the individual and society</td>
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<tr>
<td>The agent of remedy is the professional</td>
<td>The agent of remedy is the individual, an advocate, or anyone who affects the arrangements between the individual and society</td>
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Access Technology Center

The Access Technology Center (ATC), a vital part of the Disability Resource Center, is open to faculty, staff and students with disabilities, as well as to our faculty and staff who design our programs. Through the use of technology, the ATC strives to collaborate with others to proactively design our courses and programs to be as inclusive as possible. The ATC creates more inclusive learning environments through:

- Reviewing the equipment and technology we have available for those with disabilities to use.
- Informing students with disabilities how to use assistive technology.
- Providing resources and information regarding technology so that students can explore what they may want to utilize.
- Researching the latest technology to enhance our learning environments, making them more inclusive and usable for all.
- Consulting and providing faculty development that lead to learning environments that are proactively inclusive, resulting in fewer barriers and equitable participation.
- Providing outreach opportunities to the community.

The ATC is staffed and located in Meyer Library 201B-201G and includes five workstations. The ATC also maintains an inventory of additional access technology equipment and software for students to check out and for placement in classrooms, labs and internship sites. All ATC lab stations provide access to close circuit televisions (CCTVs), PC or Mac, mouse and keyboard alternatives, scanners; and speech recognition, screen reading, screen magnification and scanning software. We also include access technology throughout campus, including DRC and LDC testing rooms, the Bear CLAW, Cheek Hall computer lab and Glass Hall computer lab.
Learning Diagnostic Clinic

Missouri State provides comprehensive resources to those who have disabilities. MSU has a unique arrangement in that it has two separate offices that provide accommodations and resources. Students with disabilities who experience barriers to their full and meaningful participation due to the design of a University course, program or service should direct the initial request for accommodation to the Disability Resource Center (DRC). However, students with learning, cognitive and/or psychological disabilities may be referred to the Learning Diagnostic Clinic (LDC).

While the LDC is not affiliated with the DRC, it has a specific focus of working with students who have learning, cognitive and psychological disabilities. The LDC provides assessments of learning and psychological disabilities for a fee. Students who simply wish to inquire about LDC’s diagnostic or testing services do not need to seek referral through the DRC, but may instead directly contact the Learning Diagnostic Clinic, Alumni Center Room 502.
FAQs

"IF WE ARE TO ACHIEVE A RICHER CULTURE, RICH IN CONTRASTING VALUES, WE MUST RECOGNIZE THE WHOLE GAMUT OF HUMAN POTENTIALITIES AND SO WEAVE A LESS ARBITRARY SOCIAL FABRIC, ONE IN WHICH EACH DIVERSE HUMAN GIFT WILL FIND A FITTING PLACE."

— MARGARET MEAD

How do I receive accommodations?
If you anticipate barriers and would like to request an environmental or course adaptation, you may do so by contacting the Disability Resource Center. For a full statement of our accommodation policy, please see www.missouristate.edu/accommodation/.

What do I need to provide for documentation?
Students who request accommodations through the Disability Resource Center will be asked to meet with a staff member and discuss their experience of disability, barriers, and effective and ineffective accommodation strategies. Students will be asked to provide documentation that describes their disability and its likely impact on educational experiences. If no disability documentation exists, students are encouraged to meet with a DRC staff member to discuss options for assessing potential academic barriers and how it relates to the student’s disability. You may review our General Guidelines for Documentation at www.missouristate.edu/disability/documentation.htm/.

Will my disability information be kept confidential?
Yes. While the DRC staff will not release specific diagnoses or documentation about a disability, they may verify that a student has documentation on file and share with the faculty/staff member ideas for accommodation strategies. DRC staff may also provide curricular and program design ideas that make learning environments more equitable and inclusive.
Can I receive accommodations if I have a temporary injury or illness?
Typically, only students with permanent disabilities receive accommodations. If you are uncertain if your condition is a disability, do not hesitate to contact the DRC and inquire about accommodations. If you do have a temporary injury or illness, we suggest that you discuss your barriers to participation with your instructors and try to make arrangements with them directly. If necessary, the DRC can collaborate with students and their instructors to problem solve solutions to access issues caused by injury or temporary conditions.

Are accommodations retroactive?
No. Accommodations begin only when you have provided your instructors an accommodation memo from the DRC and have had a conversation about how accommodations may work in your specific classes. Instructors must also have reasonable time to arrange for the accommodations requested.

Will the Disability Resource Center provide personal services or devices?
No. The DRC can only provide services of a non-personal nature; this may be different from your K-12 experiences. Services of a personal nature, such as a personal care attendant, orientation and mobility training, wheelchairs and hearing aids are not provided by the DRC. While these types of accommodations are welcome on campus, the DRC cannot provide them.

How do I obtain an accessible parking permit?
If you have been issued a state accessible parking placard or plates, you are able to park in accessible parking on campus. In order to use accessible parking on campus, simply obtain a typical Missouri State University parking placard from Parking Administration and use it in conjunction with your state issued accessible parking placard or plates, making sure both placards are visible. If you have further questions regarding parking, please contact Parking Administration at 417-836-4825, (700 E. Elm).
Additional resources

**Learning Diagnostic Clinic**
Kenneth E. Meyer Alumni Center 502
300 S. Jefferson, Springfield, MO 65806
Phone: 417-836-4787
Fax: 417-836-5475
Email: LearningDiagnoticClinic@missouristate.edu

**Counseling and Testing Center**
Carrington 311
Phone: 417-836-5116
Email: CounselingandTesting@missouristate.edu

**Office for Institutional Equity and Compliance**
Park Central Office Building 111
Phone: 417-836-4252
TTY: 417-836-3257
Email: Equity@missouristate.edu

**Career Center**
Carrington 309 and Glass 103
Phone: 417-836-5636
Fax: 417-836-6797
Toll free: 1-877-836-JOBS
Email: CareerCenter@missouristate.edu

**Access Technology Center**
Meyer Library, 201 D
Phone: 417-836-4275
TTY: 417-836-8795
Email: ATC@missouristate.edu

**Bear CLAW (Center for Learning and Writing)**
Meyer Library, first floor, southeast corner
Phone: 417-836-6398
Website: www.bearclaw.missouristate.edu

**Office of Multicultural Programs**
Plaster Student Union 141
Phone: 417-836-5652
Email: MulticulturalPrograms@missouristate.edu

**TRiO - Student Support Services**
Freudenberger House, Lower West Level
Phone: 417-836-6220
Fax: 417-836-6106
Email: TRiO@missouristate.edu
You may find this brochure in an alternative format on our website at www.missouristate.edu/disability or you may contact our office to request a different format.

For more information, contact:

Disability Resource Center
CARRINGTON, 302
901 S. NATIONAL AVE. SPRINGFIELD, MO 65897

Web: www.missouristate.edu/disability
Email: DRC@missouristate.edu
Phone: 417-836-4192
TTY: 417-836-6792

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