

# **2023: Faculty Leadership Conference**

## **Building Equity and Inclusion through Impactful Disability Access Practices**

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# A Little About Ryan!

**Ryan McCombs (He/Him), M.A.**

**Director of the DAC**

- I have been at Purdue Fort Wayne since October 2020
- I have been working in the realm of education and disability for 12 years
- I am a Ph.D. Candidate and I am still a Student with a Disability
- I am the Past-President of Indiana's Association of Higher Education and Disability





## Learning Objectives

- Defining Disability Zone Training
- DAC Guiding Principles
- Barriers and Accommodations
- Question and Answer



# DISABILITY ZONE TRAINED

Providing equitable access,  
support, awareness, and  
experiences for our  
disabled community.

PURDUE UNIVERSITY.  
FORT WAYNE

Disability Access Center

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## Disability Zone Training Defined

**Participants will learn how to be:**

- **A Valuable Resource and Support**
- **An Advocate**
- **Someone who promotes awareness, equitable access, and experiences for disabled students**

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# Key to Our Strategic Plan

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**Pillar 2:** Educate faculty, staff, and current and prospective students on the importance of disability awareness and the resources available through the Disability Access Center.

**Objective 1:** Deliver an ongoing Disability Zone training program with the intent of enhancing knowledge and understanding of disability as an aspect of inclusion, diversity, equity, and access.



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## Intended Audience

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- Faculty and Staff across campus
- Goal:
  - Students and Fort Wayne Community Members



A background image showing a desk with a lightbulb, pencils, and a pen. The lightbulb is glowing and is the central focus of the image. It is surrounded by several pencils and a pen, all of which are slightly out of focus. The overall scene is a close-up of a workspace, suggesting ideas and learning.

# Training Components

- Awareness Quiz
- Disability Rights and Justice Movement
- Disability Law
- Language
- Disability Etiquette
- Liberating Structures
- Implementation at PFW
- Resources

# Post-Training Initiatives

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- Post-Survey
- Continued Learning Guide
- Disability Zone Trained Placard





# One Action I Plan to Take...

Be more cautious in language I use when referring to disability.

I hope to be a person that a student can come and talk to.

I would like to be more mindful that people who don't appear to have a disability may still have a disability.

Make sure the events and workshops we host are accessible to all students.

Use the information I learned to support students.

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# Happy Participants!

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- *Thank you for offering the training. I needed this information and it also gives me a little more insight as to the availabilities of your office.*
- *Keep up the amazing work you do!*
- *Thank you for putting together this much needed training!*
- *You did a great job and the training was actually very informative and gave me a much better outlook on how to work with disabled students to make them feel included and welcomed here on campus.*



# Hidden vs. Visible Conditions

- Just because we can't see the disability doesn't mean it's not there;
- Check your biases: continuously self-monitor your perceptions, judgments, behavior, and decisions as it relates to disabilities or the conversation around mental health
- Normalize talking about mental health (treat the conversation about mental health with the same level of importance as physical health)

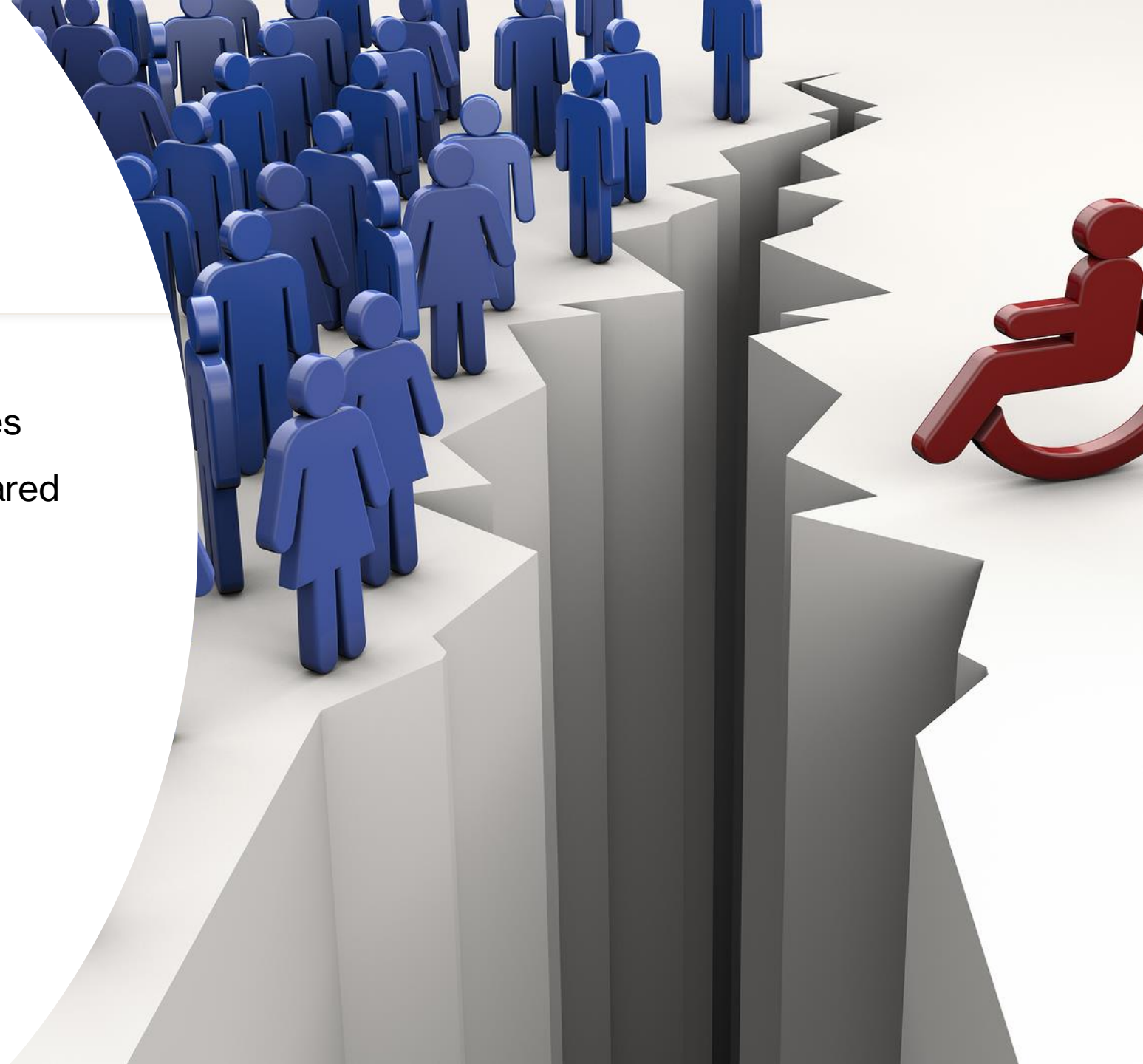


# Disability Related Barriers

- Sustaining concentration and focus
- Interacting with others
- Attendance
- Stamina
- Physical limitations
- Executive functioning
- Responding to change
- Social rules and nuances
- Sensory overload
- Memory
- Time management, organization, and task-completion
- Difficulty controlling impulsivity or sustaining attention
- Slow reading and essay writing
- Frequent mechanical errors in written assignments
- Frequent errors in math calculations
- Auditory or visual perception and processing

# Barriers to Digest

- Physical Accessibility of meeting spaces
- Inaccessibility of digital information shared
- Sensory (seating/lighting/temperature)
- Policies, procedures, and processes
- Attitudinal
- Lack of awareness/understanding
- Financial



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# Questions

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**Connect with Me:**

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# Resources for You

- Disability Zone Training Continued Learning Guide
- Student Resources
- This Presentation, with additional Resources for Access.

