



AmeriCorps*Texas Members' Inclusion 2012 Survey Report



This is the overall report of the results from the 2012 AmeriCorps*Texas Members' Inclusion Survey. This survey was the first of its kind in Texas. This survey was conducted by the Texas State Service Commission, OneStar Foundation. The focus of this survey was to assess the current climate of disability inclusion within AmeriCorps*Texas programs. This survey will help OneStar collect information on member experiences with disability inclusion, accommodation requests, as well as information about the recruitment process. We plan to use this information to help guide trainings for AmeriCorps programs in order to provide members with more inclusive service experiences. Self-disclosure of any disability was not mandatory. All disclosed information will remain confidential and was only reviewed by OneStar Foundation staff.

Methodology:

OneStar disability inclusion team, Suzanne Potts, Sr. Program Manager & Elizabeth Davies, Social Work Graduate Intern, crafted the survey. They developed the survey in hard copy and transferred it into Form Assembly online. It was created using examples from other state commissions including, Florida, Illinois, and Georgia. Once the survey was crafted they circulated it to several Inclusion Team of Texas members as well as the OneStar AmeriCorps*Texas team for edits and feedback. Edits were made and the 15 question survey was finalized.

The surveys Form Assembly link (<http://www.tfaforms.com/233012>) was shared with AmeriCorps*Texas programs staff who were then responsible for passing it along to their members. Hard copy surveys were mailed to programs via U.S. mail, at the program's request. Surveys had two and a half weeks to complete the survey. The surveys were completed by members online and then submitted directly to OneStar Foundation through Form Assembly. Hard copy surveys were mailed directly to OneStar and entered into the Form Assembly form manually.

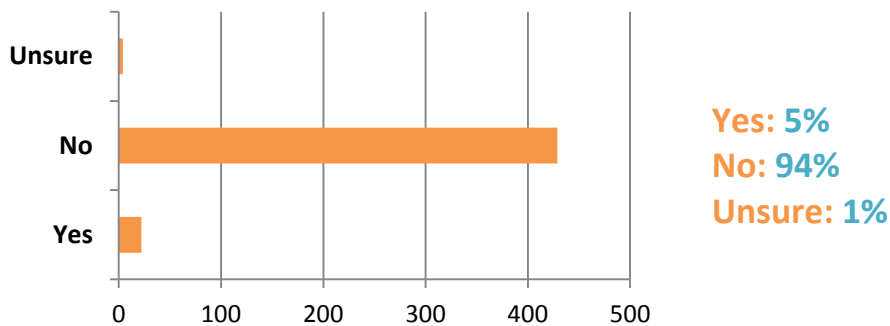
Data & Findings:

Completed Responses: 446

Response Rate: 39%

Veterans: 14

Number of people who consider themselves to be a person with a disability:



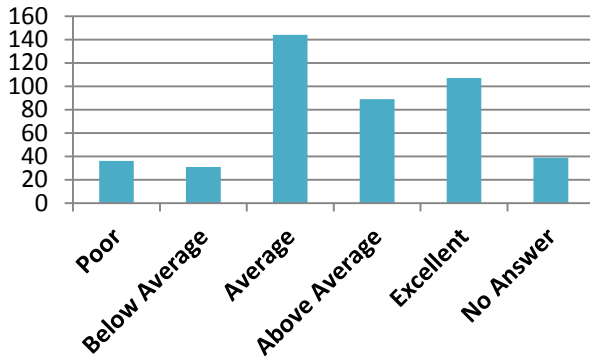
Type of disabilities disclosed:

Learning disability, Spinal cord injury, Blindness or Visual disability, Developmental disability, Brain injury, Asthma, and 'Other'

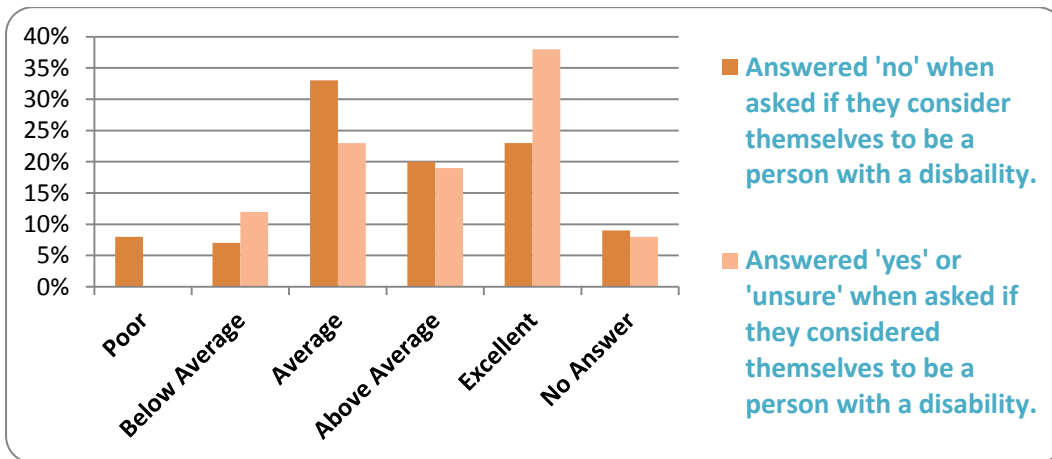
The people who answered 'yes' or 'unsure' to whether or not they consider themselves to be a person with a disability, were asked if they would be comfortable disclosing their disability to program staff

65% said 'yes'
3% said 'unsure' &
23% did not answer.

Members were asked to rank their experience with inclusion from poor to excellent. The first figure shows their overall rankings and the second figure is separated by whether or not the member considered themselves to be a person with a disability.



Poor: 8%
 Below Average: 7%
 Average: 32%
 Above Average: 20%
 Excellent: 24%
 No Answer: 9%



Was your experience with recruitment inclusive:

From those who said 'yes' or 'unsure' when asked if they considered themselves to be a person with a disability.

Yes: 46%
 No: 31%
 Unsure: 19%
 No Answer: 4%

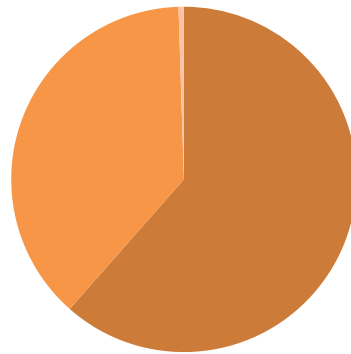
Overall

Yes: 46%
 No: 16%
 Unsure: 32%
 No Answer: 6%

From those who said 'no' when asked if they considered themselves to be a person with a disability.

Yes: 46%
 No: 15%
 Unsure: 33%
 No Answer: 6%

Did you know that reasonable accommodations are available?



■ Yes: 61.5%
■ No: 38%
■ No Answer: .5%

Did you request a reasonable accommodation?

Yes: 7%
No: 82%
Unsure: 10%

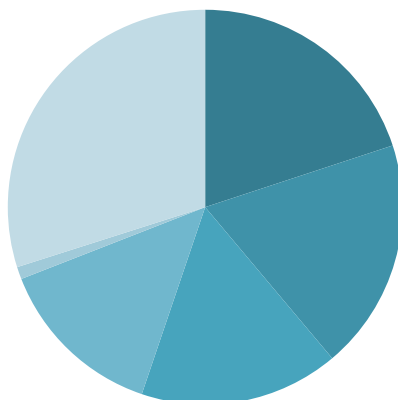
If yes, was your reasonable accommodation request granted?

Yes: 69%
No: 6%
I did not request an accommodation: 25%

If you would have known reasonable accommodations were available, would you have requested one?

Yes: 11%
No: 20%
Unsure: 17%
I already knew: 45%

What types of trainings on disability & inclusion are you interested in?



■ General Disability Awareness
■ Etiquette & Communication
■ Disability Rights & Laws
■ Reasonable Accommodation
■ Other
■ Not Interested

Confounding Variables:

Some of the limitations of the survey include the following:

- Members may not have understood the intention of the survey.
- The reading level of the survey may have been too advanced for some members.
- Questions may have been confusing or difficult to understand for members.
- There were many questions left unanswered.
- Not every member completed the survey.
- Order of the questions may have been misleading.
- The word 'veteran' has multiple meanings for this population. Veteran can mean someone who has served in armed forces or someone who has had past experience participating in a National Service setting.

Survey Recommendations:

For future surveys of this nature it is recommended that the following steps be taken:

- Have the survey reviewed by more people including:
 - additional members of the disability community
 - a sample program site, to have actual member feedback
 - the whole Inclusion Team of Texas
 - other State Commission disability inclusion staff
- Be strategic when choosing the timeline for survey dissemination and collection
- Provide opportunity for survey translation into other languages where appropriate
- Provide incentives to programs who have the highest response rates
- Provide incentives to members for completing the survey.

Program Recommendations:

Additional program recommendations include ongoing training about Reasonable Accommodations, General Disability Awareness and Etiquette and Communication. Identifying ways to document all requests for accommodations, regardless of cost, would also help members and programs understand the various ways programs do make accommodations. Specific AmeriCorps*Texas programs have also requested additional disability inclusion training after these survey results were shared. Continued outreach to the disability community, with special emphasis on the veteran community, would help to increase program numbers and support for those special populations. Ongoing Inclusion efforts will continue for all AmeriCorps*Texas programs with support through the Inclusion Team of Texas.