

UC Berkeley 2025 Disability Strategic Plan

The Chancellor's Advisory Council on Disability Accessibility & Planning is sponsored by the:
Office of Disability Access & Compliance

2025 UC Berkeley Disability Strategic Plan

Office of Disability Access & Compliance, June 2025

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The views contained in this report do not necessarily represent those of the Administration, as this and all DAC documents are developed without the review of the Chancellor's Office.

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Executive Summary

The number of disabled students in higher education nationally has increased rapidly in the 21st century. This increase reflects laws and protections put in place decades ago by disability advocates and activists, as well as the government, for disabled people and is a sign of greater inclusion. Rates of employment for disabled people have largely remained steady nationally, however, during this same period, UC Berkeley's rates of disabled students, faculty and staff have all far outpaced the national figures.

Identifying an upward population trend and gaps in services, in 2018 Chancellor Carol Christ set out an ambitious set of goals and objectives to improve campus disability compliance and ¹ increase access for this burgeoning population. She developed two new structures to manage these goals and objectives and pivoted campus toward a more centralized model of disability compliance, access, and service delivery. The first structure was the Office of Disability Access & Compliance ('DAC') and the second was the Chancellor's Advisory Council on Disability & Accessibility Planning ('CACDAP' or 'Council'), both to be developed by the ADA Compliance Officer.

Furthermore, Chancellor Christ mandated development of a campus disability strategic plan for "assessing the need for new resources and staff and developing outreach and educational efforts to help improve accountability and response, and envisioning how we can celebrate disability culture on this campus."

From 2024-2025 DAC and CACDAP, which is comprised of campus disability service providers, disabled students, staff and faculty, and their allies, executed this mandate. The membership found that, in general, the campus lacked an existing strategy for ensuring both legal compliance and maximal accessibility for a broad and diverse population of disabled students, faculty and staff across all areas of campus life. With such a range of rights and needs, no strategy that limited scope to a single campus program or environment would meet the needs of our whole community.

The Disability Strategic Plan produced by CACDAP is a first-ever, comprehensive set of goals developed by the disability community, their allies, and disability services subject matter experts, with a specific focus on holistically improving the experience of the disability community on our campus. The goals and priority actions in this plan are organized by areas and across three phases, with the ability to escalate actions if appropriate. For each action, likely

¹ ["Chancellor Christ on Improving the equity of experience for campus members with disabilities."](#) 5/17/19.

new resources.

Beginning in Fall 2025, CACDAP will support and monitor the execution of the actions, including directly participating in some cases, and requesting resources, as appropriate, in others.

UC Berkeley ADA Strategic Plan Snapshot (2025–2032)

Phase I (2025–2027): Foundation & Compliance

18 Priority Actions

- Physical access
- Communication access
- Transportation
- Employment
- Emergency preparedness
- Digital access

Phase II (2028–2030): Culture & Support Systems

11 Priority Actions

- Cultural change
- Housing & dining
- Peer programs
- Healthcare staffing
- Faculty engagement
- Data systems

Phase III (2030–2032): Accountability & Inclusion

12 Priority Actions

- Grievances & anti-discrimination
- Academic policy
- Recreation access
- Training & faculty accountability

Introduction

Purpose of this Report

Chancellor Christ's mandate for the creation of a Disability Strategic Plan was timely. As the population of disabled students continues to grow, especially at UC Berkeley, larger systems are turning their attention to evaluation of UC campuses' performance in serving this population. Additionally, we have seen significant increases in disabled employees; both faculty and staff.

This Strategic Plan is designed to guide the focus of the disability community and leadership over the next 7 years, providing a set of goals and actions that have been identified by disabled people as what they want and need in order for our campus to be not only legally compliant but maximally accessible and inclusive. The motto of the Disability Rights Movement is "Nothing About Us, Without Us, Ever!" The Plan seeks to center the voices of disabled people.

The Chancellor's Advisory Council on Disability and Accessibility Planning

CACDAP has been active since 2019. Comprised of a majority disabled people, the council membership is a mix of disability service program leads, disabled faculty, staff, students and allies. The ADA/Section 504 Compliance Officer co-chairs the council and during the period of developing the Strategic Plan, the second co-chair was the director of the Disability Community Cultural Center. Vice Chancellor Marc Fisher is the Council's Cabinet level sponsor.

The Council meets three times a semester, with additional meetings as needed. For the period of the Strategic Plan development, a small writing group prepared materials between these meetings and email review and votes were added periodically. In normative years the Council will provide a spring budget letter to the Chancellor's Office identifying priorities for disability services funding, as well as a periodic general report to the Chancellor. The Council monitors action on the ADA Transition Plan & Self Evaluation, receives presentations on disability issues from campus members, and provides review of proposals, initiatives and programmatic planning related to disability on campus. The Council represents the voice of the disability community.

Council Methods

The development of UC Berkeley's Disability Strategic Plan was an iterative, community-engaged process that unfolded over sixteen months.

The effort began in February 2024 when the Council agreed to work with campus organizational development consultant Pamela Rich, and the ADA Compliance Officer drafted an initial outline.

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²We are grateful to Pamela for her incredible support and unwavering dedication to managing this process with us accessibly and steadfastly.

From March through October 2024, CACDAP members developed the first full draft of the plan. In November 2024, CACDAP members conducted a formal vote to establish the draft order of priority for each strategic goal.

In December 2024, the Office of Disability Access & Compliance (DAC) distributed the draft plan and a campus-wide feedback survey to key stakeholder groups. Outreach included students (Disabled Students' Program participants, the Graduate Assembly, and the ASUC); instructors (Academic Senate, Unit 18 lecturers, and GSI/GSR union members); leadership groups (Council of Deans and the Chancellor's Cabinet); and staff (Staff Alliance for Disability Access, Chief Administrative Officers, and Chancellor's Staff Advisory Committee members).

In January 2025, a small writing group convened to review the survey feedback and incorporate suggested changes. The full council membership then reviewed this revised draft and provided additional feedback during its February 2025 meeting. The writing group integrated these changes later that month.

A campus Town Hall was held on February 25, 2025, to gather further input from the broader campus community. Following the Town Hall, the writing group met in March 2025 to integrate the new feedback. CACDAP reviewed the new draft and provided comments at its March ⁴ meeting.

The writing group received feedback from DIVCO in April and prepared a final draft of the ⁵ Strategic Plan, which CACDAP reviewed and discussed via email between meetings. Final recommended changes were incorporated in April 2025. The Council formally approved the completed plan in May 2025. The final version was the sixth iteration.

³ [Summary of Survey Responses.](#)

⁴ [Summary of Town Hall Feedback.](#)

⁵ [Summary of DIVCO Feedback.](#)

Chancellor's Advisory Council on Disability Access & Planning (CACDAP) Membership

Alastair Iles – Associate Professor, Sustainability Transitions	Alesia Woods – Customer Service Manager, Parking & Transportation (Transportation/Loop Seat)
Ryan Manriquez – Graduate Assembly Representative (GA Seat)	Ann Wai-Yee Kwong – Coordinator, Disability Community Cultural Center (DCC Seat)
Brittany Postle – Undergraduate Student Carolyn	Swalina – Lead Disability Specialist, Disabled Students' Program (DSP Seat)
Carolyn Winter – Program Coordinator, Simons Institute (DisLab Seat)	Student, ASUC Disabled Students Commission Research & Policy Head (Ex-Officio)
Ella Callow – ADA Compliance Officer, Disability Access & Compliance (DAC/Co-Chair)	Amyrah Doty – Undergraduate Student, ASUC Disabled Students Commission Co-Chair (ASUC Seat)
Jonah Levy – Chair, Academic Senate Undergraduate Council; Professor, Political Science; DSP Faculty Liaison (OFEW Seat)	Erika Pe – Reservations Coordinator, Berkeley Event Services
Marcia Breslin-Cantillana – Student Engagement Manager, Engineering Student Services	Lucy Greco – Accessibility Evangelist, Information Technology Services
Mary Kelly – Disability Management Services (DMS Seat)	Marvin Floyd – Inclusive Recreation Coordinator, Recreational Sports (RSF/Inclusive Sport Seat)
Phaedra Gauci – Resident Services Manager, Cal Housing (Housing Seat)	Melanie Saeck – Research Administrator, SHARE Region
Silas Kanady – Haas Scholar and Student with Disabilities	Sanaa Sodhi – Grievance Policy Coordinator, Student Advocate's Office
Tobirus Newby – Assistant Director, Campus Outreach & Engagement; Licensed Clinical Social Worker (UHS Seat)	Suzanne Harrison – Program Manager, Digital Accessibility, ITS
Derek Coates – Disability Access & Compliance (Ex-Officio)	Ben Perez – Disability Access & Compliance (Ex-Officio)
Suryabhan Mohapatra – Undergraduate	Eden Potgieter – Undergraduate Student, ASUC Disabled Students Commission Co-Chair (Ex-Officio)

Background

Population Growth

While the number of college students reporting a disability nationwide rose from 11 to 21% between 2004 and 2024, at UC Berkeley this number rose from 4.8% for undergraduates in ⁶ 2003 to 35% in 2018. This represents an over 600% increase. This is notable even in ^{7 8} comparison to our sister campuses: across the UC system there has been a 190% increase in disabled students registered with campus Disability Student Services offices from 2014-2021.⁹

Nationally, rates of employment for disabled people have grown less than 10% since 2010, ¹⁰ ¹¹ and disabled employees have maintained a steady presence in the education sector: approximately 5.5% in 2010 and in 2024. However, at Berkeley, the percentage of faculty ¹² reporting a disability increased from 3% in 2003 to 21% in 2018, and for staff this number ^{13 14} increased from 6% to 27% during the same period. ^{15 16}

Much of the increase in disabled students nationally can be connected to the success of the Individuals with Disabilities Education Act (IDEA) in ensuring disabled students thrived K-12, ¹⁷ and the broadening of the Americans with Disabilities Act (ADA) via the ADA Amendment Act of 2008. This enabled substantially more disabled students to pursue higher education. ¹⁸ Improvement in diagnosis, destigmatization and increased attention to mental health also have likely contributed. Additionally, UC Berkeley draws more disabled students due to its iconic place in the history of the Disability Rights movement, and it is possible that more people choose to disclose a disability identity here because of the large disability community.

⁶ Government Accountability Office “Higher Ed: Education could Improve Information on Accommodations for Students with Disabilities.” (2024).

⁷ UC Berkeley ‘Diversity Snapshot’ (2013).

⁸ UC Berkeley ‘My Experience Survey 2019.’ No disabled graduate student or postdoc data for earlier period. 2018 rates were as follows: Undergraduates: 35% | Graduate Students: 25% | Non-academic staff: 27% | Postdocs: 23% | Faculty: 21%

⁹ Transforming Culture and Practice: serving students with disabilities at the university of California.

¹⁰ [US DOL “Trends in Disability Employment”](#) (2024).

¹¹ When the federal government began regular tracking of this data.

¹² [US DOL “Persons with Disabilities- Labor Force Characteristics”](#) (2010); [US DOL “Persons with Disabilities- Labor Force Characteristics”](#) (2024).

¹³ Supra, fn 7

¹⁴ Supra, fn 8

¹⁵ Supra, fn 7

¹⁶ Supra, fn 8

¹⁷ 20 U.S.C. § 1400 et seq.; 34 CFR. Part 300. First passed in 1975, the IDEA was significantly amended in 2004.

¹⁸ 42 U.S.C. §§ 12101 et seq.; 28 CFR Part 36. First passed in 1990, the ADA was significantly amended in 2008.

Legal Context

As a public institution, UC Berkeley has an extensive legal obligation to this significant population of disabled students, faculty, staff, and even visitors. Our programs, activities, and services, as well as the physical and digital environments, must be accessible to disabled people. This legal obligation includes, but is not limited to, the built and digital environments, and all programs, services and activities (ie, employment, education, transportation, housing, etc.).

The two most significant laws implicated are the Rehabilitation Act of 1973 and the Americans ¹⁹with Disabilities Act of 1990. However, over a dozen other federal and state laws and guidelines, UCOP and UC Berkeley policies combine with these two foundational federal laws to create a legal context for disability compliance and access at Berkeley.²⁰

The past three years have brought significant litigation focused on the rights of disabled people on California college campuses. In 2023 the *Payan* court found that disabled students had been ²¹denied programmatic access in the community college system. In 2024 the *DiBella* case was ²²filed alleging a lack of accessible emergency and safety planning for disabled students in the state university system. And in 2025 the *Bertellotti* case was filed alleging both programmatic ²³and physical barriers on behalf of disabled students in the UC system.

Increased Focus from External Systems

The complex legal context and significant increase in disabled students have resulted in increased action on disability access by the UC Student Association, Board of Regents, the Office of the President and the State itself.

UCSA began its ‘Aquire Campaign: Disability Justice- Fund our Services!’ in 2022 with ²⁴recommendations for additional funding from the university system and the state, among other items. Also in 2022 the Regents took the first testimony from disabled students on their experiences on UC campuses, and in January of 2024 the first regential report on the experience of disabled students was published- “Transforming Culture and Practice: serving students with

¹⁹29 U.S.C. § 794; 28 CFR Part 42.

²⁰ Including but not limited to: [UCOP PPSM 81: Reasonable Accommodations](#); [UCOP APM 711: Reasonable Accommodations for Academic Appointees with Disabilities](#); [California Building Code, Title 24, Part 2, Chapter 11B](#); [U.S. Access Board PROWAG Guidelines](#); [HUD FHEO Notice: FHEO-2020-01 \(Service and Assistance Animals\)](#); [UCOP Information Technology Accessibility Policy](#); [U.S. Department of Justice, Final Rule on Web Accessibility under Title II of the ADA \(2024\)](#); [California Unruh Civil Rights Act \(Cal. Civ. Code § 51–52\)](#); [California Disabled Persons Act \(Cal. Civ. Code § 54\)](#); [UCOP PACAOS 20: Policy on Nondiscrimination](#); [UCOP PACAOS 140: Guidelines Applying to Nondiscrimination on the Basis of Disability](#); [UC Berkeley Animals on Campus Policy](#).

²¹ *Payan v. LACCD*, No. 19-56111 (9th Cir. 2021).

²² CalMatters “California’s Disabled Students left Behind During Emergencies” (March 2024).

²³ Complainant’s Petition.

²⁴ Bocardo-Aguilar, S., Cunanan, & M., Gomez, C., (2022). UCSA Recommendations to UC Systemwide Workgroup on Students with Disabilities, UCSA 2022 ACQUIRE Campaign: Disability Justice -Fund Our Services! (PowerPoint slides).

disabilities at the university of California.”²⁵

In 2023 and again in 2024 the Office of the President released guidance and requirements to all UC campuses to improve practice with disabled people; specifically in the provision of academic accommodations and ensuring safety planning and emergency evacuation programs are fully ²⁶ accessible. And in 2024 OP for the first time provided one time funds to each campus to supplement services to disabled students.

Similarly, in 2024 the State provided a permanent funding increase to campuses for disability services- one of the central UCSA recommendations from 2022. This funding, while not significant, represents an interest in identifying and meeting the needs of this burgeoning population. Additionally, in 2024 the state legislature passed AB 2128- which UCSA had lobbied for. It mandates additional accounting of funding for disability services, reporting of efforts, ²⁷ and training on disability access and compliance for instructors in the community college and state university systems, and recommends it for those in the UC system.

²⁵ Transforming Culture and Practice: serving students with disabilities at the university of California.

Community Feedback

The breadth and depth of feedback the community provided during the socialization and development process was deeply appreciated. While not all recommendations or suggestions could be incorporated into the final Disability Strategic Plan, it was heartening to see that the draft provided to the community already identified many issues they felt were important. Below are a selection of comments:

"I appreciate the note about socializing the evacuation plans, not just ensuring they exist."

"I appreciate the funding of a person who can support with psychiatric diagnosis, especially since several psychiatric disorders and disabilities emerge in the time frame that many students are attending Cal (20s)."

"I really love moving in the direction of recruiting and supporting para-athletes! When I lost my vision, I thought sports were closed off for me. Then I learned about some of the low vision/ Blind sports available at the Rec Center. But the more visibility (and the more support being given to disabled community), the better!"

"I would love to see the Disabled Student

Residence Program back in action! Shoot for the stars!! Thank you for your work! <3"

"I appreciate how specific and actionable many of the goals are."

"Very grateful for the mention of celiac disease for dining halls! I have celiac disease and it was a nightmare eating at the dining halls my freshman year and lost 15 pounds my first semester—I could not sustain a healthy diet. There were even food items labeled gluten free that were not."

"I hope this initiative only gets stronger, more clear on how to build maximum accessibility and receive funding necessary to uplift and implement it."

"My commentary on the entire initiative is that it is incredible and much needed. Thank you for all your work on this, the entire team is amazing!"

The Disability Strategic Plan

Design

This strategic plan aspires to create an inclusive and maximally accessible environment for disabled people in all areas of campus life. Below, an image depicts DAC & CACDAP at the center of 14 orbs representing key areas of campus life. Each of the Disability Strategic Plan goals and related priority actions are tied to one of these areas.

Based on feedback the Council used a phased approach. The Strategic Plan begins with a focused set of priorities for execution over a two year period that the Council and stakeholders felt were most impactful, had the broadest support and were most feasible for immediate implementation. However, all proposed actions remain integral to our long-term goals. Using a

phased approach, the Council expects that the Phase II and Phase III actions will be addressed in future years, aligning with available resources and evolving campus needs. Finally, the expectation is that those items in Phase III should be reviewed annually to determine if there is a need or opportunity to address a Phase III priority action earlier than the 2030-2032 period. This strategy lends flexibility, ensuring we can adapt based on community needs and institutional capacity.

Because so much can change in a matter of years, especially in the current political and financial climate, only actions in Phase I have identified campus leads, estimated dates for completion, and statements regarding cost and legality. These details will be added for Phases II and III in the near approach to their scheduled time frames.

A Note on Funding

As the birthplace of the disability rights movement, UC Berkeley has a higher percentage of disabled students than other UC campuses and has seen steep increases in disabled employees in the last twenty years. Funding and staffing to support and serve this population has not always kept pace.

The Strategic Plan does call for new funding for specific actions—essential to meeting the growing needs of our disabled student and employee population. Failing to do so may increase the risk of legal and reputational damage, and of losing out on talent and diversity. However, not all goals and actions require additional funding, nor do all funding needs represent significant expenditures.

The Council is well aware of the complexities of our current fiscal moment and are mindful of the challenges that could present for execution of the Strategic Plan.

A Note on Legal Requirement v Access Oriented Actions

Some commenters requested that we identify each action as either legally required or oriented toward creating increased access. This was complex because so many of the actions are the approach our campus community has determined is best suited to achieving a legal requirement. The approach may not in itself be legally required, though it is designed to achieve a legally

requirement. Thus, in many instances you will see ‘partial’ in response to the prompt ‘Legally Required?’ and less frequently readers will see ‘yes’ or ‘no.’

CACDAP Mission, Vision & Principles

Mission: We recommend to the Chancellor specific actions to advance equal access, equity & inclusion for campus Disabled faculty, staff, students, and visitors.

Vision: CACDAP envisions a UC Berkeley community where equal rights and opportunities are non-negotiable for all.

Our Principles: We embrace the campus principles of community. Beyond that, we build upon them with these [5 Berkeley Principles of Disability Rights and Justice](#):

1. Self-Determination and Leadership: Disabled people are the best decision-makers about our own lives and the leaders of our communities. Organizations, programs, committees and movements must be led and guided by those with lived experience, ensuring representation across all disabilities and rejecting paternalistic control by professionals or outsiders. **2. Civil Rights and Collective Liberty:** Equal rights and opportunities are non-negotiable for all, with no segregation by disability or stereotype. Disabled people live intersectional lives and must be able to bring our whole selves into all spaces. Liberty requires dismantling ableism alongside other oppressive systems-*ie*, racism, sexism, classism- so that no one is left behind. Only through unity can we achieve true liberty.

3. Community-Based Living and Interdependence: Disabled individuals have the right to live freely within our communities, with support systems shaped by interdependence, not institutions or medical control. Meeting each other’s needs through peer networks and joining together to share our unique disability culture, fosters collective strength, ensuring no one is isolated or excluded.

4. Accessibility and Barrier Removal: Achieving civil rights, justice and inclusion requires eliminating physical, digital, programmatic, attitudinal, and communication barriers. Universal access must be embedded in all areas, from transportation and technology to healthcare and education, ensuring equal participation for everyone. This requires combining individual accommodations & principles of Universal Design.

5. Sustainability and Cross-Movement Solidarity: True liberty is a long-term effort that requires

sustainable practices—pacing ourselves and our movements for lasting impact. Solidarity across disabilities and with other justice movements ensures that our work builds alliances and grows stronger over time. This has been the history of our movement and must be its future.

The Disability Strategic Plan is designed in line with this mission, vision and set of principles.

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Phase I: 18 Priority Actions for 2025-2027

Goal 1: A Barrier-Free Physical Environment

Ensure access and inclusion through strict accessibility compliance and ongoing, strategic remediation.

A. Action: Expand Funding for Barrier Removal

Increase funding beyond the stagnant \$1.2M annual allocation to address ADA Transition Plan findings and rising project costs.

Campus Lead(s): Disability Access & Compliance

Date: August 2025

Legal Requirement? Partial

New Cost? No. Proposal requests to repurpose existing funding.

B. Action: Implement the Accessible Paths & Places Master Plan²⁸

Advance this set of 38 projects designed to eliminate external path-of-travel barriers.

Campus Lead(s): Disability Access & Compliance

Date: August 2025

Legal Requirement? Partial

New Cost? No. Proposal requests to repurpose existing funding.

Goal 2: Comprehensive Communication Access

Foster community support to remove barriers, challenge cost biases, and achieve campus-wide savings.

A. Action: Establish Centralized Communication Access Funding

Allocate \$250K from central campus to create a unified fund for ASL, captioning, real-time translation, and assistive communication equipment, ensuring comprehensive coverage and cost efficiency.

Campus Lead(s): CACDAP

Date: June 2026

Legal Requirement? Partial

New Cost? \$250K. However, this may reduce current spending overall.

Goal 3: Accessible Transportation & Wayfinding

Invest in inclusive, navigable systems to ensure equal access, especially given campus topography.

²⁸ [UC Berkeley Accessible Paths & Places Master Plan](#). (2023)

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A. Action: Enhance Loop Stop Visibility

Label benches with stop names for easy identification.

Campus Lead(s): Parking & Transportation and DAC.

Date: December 2025

Legally Required? No

New Cost? No. DAC will fund from existing annual funding.

B. Action: Hire a Loop Program Manager

Ensure a full FTE exists in Parking & Transportation to oversee the Loop system, including driver training, management, app troubleshooting, and rider support.

Campus Lead(s): Parking & Transportation and Disability Access & Compliance.

Date: January 2026

Legally Required? Partial

New Cost? TBD.

C. Action: Improve Parking

Fund and prioritize remediating ADA Transition Plan identified accessible parking space deficiencies.

Campus Lead(s): Parking & Transportation and Disability Access & Compliance.

Date: August 2026

Legally Required? Yes

New Cost? TBD

Goal 4: Inclusive Employment

Support disabled employees at all stages and integrate disability competency into relevant job descriptions.

A. Action: Integrate Disability Competency into Job Requirements

Require relevant campus roles, to include in the JD, experience, training, or a commitment to learning about disability access.

Campus Lead(s): People & Culture and Staff Alliance for Disability Access.

Date: January 2026

Legally Required? No

New Cost? No

B. Action: Empower & Inform Disabled Staff

Create and distribute a digital flyer on disabled staff rights, the employment accommodation process, and confidential resources.

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Campus Lead(s): People & Culture and Staff Alliance for Disability Access.

Date: January 2026

Legally Required? No

New Cost? No

Goal 5: Effective Emergency Preparedness

Ensure disabled individuals can evacuate safely through clear protocols, accountability, and inclusive planning.

A. Action: Establish Annual OEM Compliance Review

Verify annually that the Office of Emergency Management has met UCOP's 2024 action and reporting requirements for inclusive emergency programming. These requirements include selecting, purchasing and installing evacuation chairs in all remaining campus buildings that do not have them, in the correct locations and numbers.

Campus Lead(s): Office of Emergency Management, Environmental Health & Safety, DAC.

Date: December 2027 to complete; reporting in to CACDAP annually in July.

Legally Required? Required by UCOP policy.

New Cost? Yes

Goal 6: Fair Academic Access

Campus leadership will support the Disabled Students' Program in ensuring full access and equal opportunities for disabled students throughout their academic journey.

A. Action: Ensure Timely Provision of Student Services and Accommodations Campus must commit to support DSP recruitment based on growth of requests for services. In order for DSP to ensure timely appointments with professional staff and responses to inquiries (within three business days), campus must be willing to hire additional career and/or contract staff as requested across DSP units (including Disability Specialists and Auxiliary Services Units).

Campus Lead(s): Disabled Students' Program.

Date: Rolling.

Legally Required? Partial

New Cost? Yes

B. Action: Provide Dedicated Space for DSP Exam Proctoring

Campus must commit to provide a dedicated space for DSP Proctoring on campus that meets the full faculty demand for services needed to implement DSP-approved disability accommodations during exam administration.

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Campus Lead(s): Disabled Students' Program.

Date: December 2026

Legally Required? Partial

New Cost? Yes

C. Action: Expand Inclusive Academic Opportunities

Campus must integrate and communicate disability inclusion policies into non-classroom academic program settings including but not limited to labs, internships, externships, and study abroad programs for all students. This will require collaboration between multiple stakeholders.

Campus Lead(s): Disabled Students' Program.

Date: December 2027

Legally Required? Partial

New Cost? No

Goal 7: Attainable Healthcare

Ensure disabled students receive barrier-free care through adequate staffing and inclusive programming.

A. Action: Hire a Disability Case Manager in University Health Services

Fund and appoint a case manager to coordinate disabled student health needs and participate in relevant decision-making committees that consider student petitions that involve their disability status.

Campus Lead(s): University Health Services, Counseling & Psychological Services, Disabled Students' Program.

Date: TBD

Legally Required? Partial

New Cost? Likely..

B. Action: Increase Support for Counseling and Psychological Services

Hire administrative staff to assist the CAPS program.

Campus Lead(s): University Health Services, Counseling & Psychological Services.

Date: TBD

Legally Required? Partial

New Cost? Yes

C. Action: Develop Neurodivergent Student Clinic

Fund a one-year graduate student position to support program development. (Dr. Peter Cornish)

Campus Lead(s): University Health Services, Counseling & Psychological Services.

Date:

Legally Required? No

New Cost? Estimated cost of 60K.

Goal 8: Advance Digital Accessibility

Sustain and enhance digital access to meet evolving legal and industry standards for full inclusion.

A. Action: Achieve Compliance with WCAG 2.1AA Standard

Fund and task the Digital Accessibility Program, Research, Teaching & Learning and other academic technology units to bring campus into compliance with the new ADA Web Access Rule & the forthcoming revised UCOP IT Accessibility Policy.

Campus Lead(s): IT Accessibility Program & Advisory Committee (Co-Chaired by leads from the Digital Accessibility Program, Research, Teaching & Learning, Library).

Date: December 2025 (funding) December 2027 (compliance)

Legally Required? Yes

New Cost? Yes

B. Action: Strengthen IT Accessibility in Procurement

Finalize an accessible procurement process and fund two full-time reviewers to audit compliance and work closely with DAP, RTL and other academic tech units.

Campus Lead(s): Procurement, IT Accessibility Program & Advisory Committee (Co-Chaired by leads from the Digital Accessibility Program, Research, Teaching & Learning, Library). Date: April 2026

Legally Required? Required by UCOP policy.

New Cost? Depends on whether existing staff can be realigned or new staff is needed.

C. Action: Improve Guidance and Service Support for Accessible Digital Content outlined in the Regulation updates of Title II of the ADA

Convene working groups to recommend strategy for the digital content area categories under the ADA, and submit to ITAP Advisory Committee for implementation considerations.

Campus Lead(s): IT Accessibility Program & Advisory Committee (Co-Chaired by leads from the Digital Accessibility Program, Research, Teaching & Learning, Library).

Date: January 2026
Legally Required? No
New Cost? No

Phase II: 11 Priority Actions for 2028-2030

Goal 1: Comprehensive Communication Access

Foster community support to remove barriers, challenge cost biases, and achieve campus-wide savings.

A. Action: Hire a Communication Access Manager

This position would oversee the fund and coordinate services for non-academic programs of ASL, CART and captioning for campus.

Goal 2: Effective Emergency Preparedness

Ensure disabled individuals can evacuate safely through clear protocols, accountability, and planning.

A. Action: Annual Disability Training for Campus Police

Train officers on emergency evacuation and best practices for working with disabled individuals.

Goal 3: A Disability-Positive Campus Culture

Promote disability identity, community, advocacy, and awareness to remove social barriers and create a friendlier campus.

A. Action: Conduct a Disability Cultural Center Needs Assessment

Evaluate needs to enhance center mission around belonging, events, and education beyond academics and take action in accordance with the findings.

B. Action: Establish a Peer Advocacy Program

Fund and develop a structured program with paid peer navigators to help students navigate university systems.

C. Action: Promote Faculty Awareness & Cultural Change

Facilitate peer-led discussions to address faculty concerns about workload and providing accommodations.

Goal 4: Welcoming Housing and Dining

Ensure housing and dining are fully accessible, well-resourced, and supportive, fostering a sense of belonging for disabled students.

A. Action: Hire Housing Accommodation Specialists

Add two full-time staff to support accessible housing accommodations & modifications.

B. Action: Fund Housing Accessibility Upgrades

Prioritize barrier removal, including completing the Gayley Road Path to Unit 4.

C. Action: Improve Dining Accessibility

Fund dedicated, key-access food prep spaces for students with celiac and food allergies.

D. Action: Establish a Procedure to Ensure Purchased Residential Housing is Accessible.

Establish a procedure to ensure all Residential housing that we purchase off campus is compliant with applicable accessibility codes prior to student move-in.

Goal 5: Attainable Healthcare

Ensure disabled students receive barrier-free care through adequate staffing and inclusive programming.

A. Action: Hire a Psychiatric Diagnostic Specialist

This staff will provide assessments for students who may qualify as psychiatrically disabled.

Goal 6: Ongoing Training & Data Collection

Enhance awareness and capacity to support disabled students and employees amid campus turnover.

A. Action: Institutionalize Disability Data Collection

Create a systemwide dashboard on disabled undergraduate graduation rates, ensuring public access where legally permitted.

Phase III: 11 Priority Actions to Review for Promotion Annually & complete otherwise in 2030-2032

Goal 1: Clear & Fair Grievance Process

Ensure disabled individuals can easily access their rights, complaint procedures, and resolution options, with timely, thorough investigations.

A. Action: Establish Clear Anti-Discrimination Procedures

Finalize and publish campus procedures for UCOP's Anti-Discrimination Policy.

B. Action: Expedite Disability Grievance Investigations

Reduce OPHD case processing time to 60–90 days.

C. Action: Ensure Accessible Complaint Services

Guarantee equal access to OPHD's intake, website, and in-person services for disabled complainants, especially student employees and people with psychiatric disabilities.

Goal 2: Fair Academic Access

Campus will partner with disabled students to ensure full access, equal opportunities, and success throughout their academic journey.

A. Action: Strengthen Policy & Accountability

Review academic standing, progress, and incomplete grade policies, address any disparate impact on disabled students, and secure Academic Senate agreement to mandate inclusive education training for its membership.

B. Action: Enhance Awareness & Transparency

Publicize student rights, accommodation processes, library resources, and equity gap data to connect students with existing support.

Goal 3: Inclusive Recreation & Sports

Ensure accessible facilities, robust programs, and support for student para-athletes alongside their peers.

A. Action: Broaden Access to Recreation Facilities

Prioritize upgrades to inaccessible spaces like Golden Bear Field and Strawberry Canyon Pool.

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B. Action: Ensure Disabled Children Can Participate in our Recreation Programs Audit and remediate digital barriers in youth programs and require disability inclusion plans.

C. Action: Support Para-Athlete Inclusion

Develop a program to recruit, integrate, and support para-athletes alongside their non-disabled peers.

Goal 4: Ongoing Training & Data Collection

Enhance awareness and capacity to support disabled students and employees amid campus turnover.

A. Action: Establish Inclusive Education Training

Partner with unions, the Academic Senate, and their members to develop & mandate training for instructors, GSIs, GSRs, and Lab PIs.

B. Action: Ensure Accessible Campus Trainings

Hire one FTE in the Learning Center to vet the accessibility of any hosted training, address barriers and assist disabled users.

C. Action: Gather Student Experience Data

Collect feedback from disabled students on academic accommodations and barriers to DSP

enrollment.

Conclusion

We have a responsibility as a campus to continue addressing the needs of our growing and diverse disability community. For almost a hundred years UC Berkeley has graduated and employed brilliant disabled scholars like Jacobus ten Broek, Ed Roberts, Judith Heumann, Victor Pineda, Ray Lifchez and Arlene Mayerson, who literally changed America and the world across law, government, architecture and international development, among many other fields.

To continue to attract and produce this crucial population we must continue to meaningfully engage and committedly support the disability community on our campus. In a time when the political and fiscal concerns of the institution are cause for careful and thoughtful stewardship, we can and must continue to invest time, resources and care in preserving our legacy as the home of the Disability Rights Movement.

We recognize that there are other ideas, initiatives and changes that can contribute to the larger effort to move UC Berkeley forward toward ever greater compliance, access and inclusion for

disabled people. We recognize that no strategic plan can account for all needs and interests in disability rights. However, this plan captures the priorities of many disabled people who took the time and interest to share their hopes with us for greater access. We are confident that working toward the included goals and taking the included actions will strengthen our campus and our legacy.

Acknowledgments

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ASUC Disabled Students Commission
Graduate Assembly
Academic Senate
UC Student Association
Chancellor's Cabinet
Council of Deans
University Council-AFT (Unit 18)
UAW-BX & BR
Staff Alliance for Disability Access
Chancellor's Staff Advisory Committee
Chief Administrative Officers

Disabled Students' Program

Managers' Forum

Disability Listserv

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