



american  
institute for  
conservation

**Preserving Cultural  
Heritage**

# **AIC Accessibility Survey of Continuing Education in the Field of Cultural Heritage Conservation**

## ***Why are we doing this survey?***

**Thank you for taking time to complete this survey, organized by the American Institute for Conservation (AIC) Equity & Inclusion Committee and AIC member Sally G. Kim. We are very interested in better understanding the needs of the conservation and collections care community, prospective conservation students, and users of programming and materials produced by both AIC and the Foundation for Advancement in Conservation (FAIC). To our knowledge there is currently no data on accessibility in the field of American conservation, and we hope to collect this information in order to raise awareness of issues our community is facing, provide pertinent resources, and better meet the needs of our community.**

**EIC is also exploring the formation of an affinity group for people with disabilities (PWD).**

**Though the data from the survey will be kept anonymous, we hope to publish the results to further educate the field and improve inclusion.**

**\*\*You do not need to be an AIC member or identify as having a disability to complete this survey.\*\***

**If you would prefer to complete this survey in hardcopy or using a screen-readable PDF, please email [eic@culturalheritage.org](mailto:eic@culturalheritage.org) for the PDF.**

**The survey was made possible thanks to help and feedback from Joshua Valentine, Catherine Axe, ArtReach, Hilary Kaplan and members of the FAIC/AIC staff.**

## **Assessing Accessibility of Continuing Education in the Field of Conservation**

You are being asked to participate in a voluntary research study. The purpose of this study is to build awareness of challenges faced by conservation and preservation professionals with disabilities in accessing continuing education offerings. Participating in this study will involve participation in an online survey and your participation will last approximately 15-30 minutes. Risks related to this research include no risk beyond those of filling out a web-based survey on a computer; benefits related to this research include helping guide future work towards increasing accessibility within the American Institute for Conservation. Participation in this survey is completely voluntary.

Principal Investigator Name and Title: Jennifer Hain Teper, Velde Professor and Head, Preservation Services

Department and Institution: University Library, University of Illinois

Contact Information: [jhain@illinois.edu](mailto:jhain@illinois.edu), (217) 244-5689

### **What procedures are involved?**

This research will be performed via an online survey form available at: **January 11, 2021** which will be openly available to voluntary participation until **February 5, 2021**.

### **Will my study-related information be kept confidential?**

Faculty, staff, students, and others with permission or authority to see your study information will maintain its confidentiality to the extent permitted and required by laws and university policies. The names or personal identifiers of participants will not be published or presented. Any identifying information voluntarily submitted to the survey will be deleted.

### **Will I be reimbursed for any expenses or paid for my participation in this research?**

You will not be offered payment for being in this study.

### **Can I withdraw or be removed from the study?**

If you decide to participate, you are free to withdraw your consent and discontinue participation at any time. Your participation in this research is voluntary. Your decision whether or not to participate, or to withdraw after beginning participation, will not affect your current or future dealings with the University of Illinois at Urbana-Champaign.

### **Will data collected from me be used for any other research?**

Your de-identified information could be used for future research without additional informed consent.

## **Who should I contact if I have questions?**

If you have questions about this project, you may contact Jennifer Hain Teper at (217) 244-5689 or [jhain@illinois.edu](mailto:jhain@illinois.edu).

If you have any questions about your rights as a participant in this study or any concerns or complaints, please contact the University of Illinois at Urbana-Champaign Office for the Protection of Research Subjects at (217)-333-2670 or via email at [irb@illinois.edu](mailto:irb@illinois.edu).

Please print this consent form if you would like to retain a copy for your records.

I have read and understand the above consent form. I certify that I am 18 years old or older. By clicking the “Continue” button to enter the survey, I indicate my willingness to voluntarily take part in this study.

Continue

End survey

**Do you identify as having disabilities?**

- Yes, I have a visible disability/disabilities
- Yes, I have an invisible disability/disabilities
- Yes, I have both visible and invisible disabilities
- I self-identify as \_\_\_\_\_
- I do not identify as having a disability

**If you feel comfortable doing so, please select all that apply or describe your disability.**

- Deaf or Hard of Hearing
- Blind or Low Vision
- Learning Disability
- Attention Deficit Hyperactivity Disorder
- Autism Spectrum Disorder
- Chronic Health Condition
- Psychological Condition
- Neurological Condition
- Physical or Mobility Impairment
- Temporary
- Other \_\_\_\_\_

**How long have you had a disability?**

- Born with disability
- Developed before pursuing current career
- Developed after pursuing current career

**Is your workplace/classroom compliant with the Americans with Disabilities Act?**

Under the ADA it is unlawful to discriminate against people with disabilities in employment, schooling, and public accommodations. The ADA protects employees and job seekers, and requires employers to make reasonable accommodations for employees and job seekers with disabilities. It also requires schools to make reasonable accommodations for students with disabilities.

Information about the Americans with Disabilities Act (ADA) can be found here: <https://www.dol.gov/general/topic/disability/ada>

- Yes, it is compliant
- No, it is not compliant
- Unsure

**Does your workplace/school provide reasonable accommodations? These might include assistive technologies, ramps, accessible restrooms, or flexible work schedules.**

Information about reasonable accommodations can be found here:

<https://www.dol.gov/agencies/odep/program-areas/employers/accommodations>

- Yes
- No
- Unsure

**If your workplace/school provides reasonable accommodations, please select the examples of provided accommodations:**

- Installation of ramps or modification of a restroom
- Modification of the layout of a workspace/classroom/lab
- Adjustment of lighting
- Installation of accessible softwares (e.g. screen reader, voice dictation)
- Use of live closed captioning service at meetings
- Use of sign language interpreter at meetings
- Adjustment of work schedules for flexibility
- Extended exam/test times
- Allowing a service animal in a business setting
- Other \_\_\_\_\_



**Does the website of your institution or employer meet the Web Content Accessibility Guidelines (WCAG) 2.0 set out by the World Wide Web Consortium (W3C)?**

WCAG requires websites are 1) perceivable, 2) operable, 3) understandable, and 4) robust. This means websites can be used, effectively operated, understood, and do not lose meaning by people using assistive technologies of all types, such as screen readers or braille outputs, and by people with different abilities and learning styles. WCAG also makes websites easy to use for all users with different devices including smartphones, tablets or laptops.

Learn more about website accessibility at the [World Wide Web Consortium \(W3C\)](#), [WAVE Web Accessibility Evaluation Tool](#), [Web Content Accessibility Guidelines \(WCAG\) 2.0](#)

- Yes
- Some
- No
- Unsure

**Are you aware of the disability rights laws in your state?**

- Yes
- No

**Are you covered by Disability Insurance and/or Disability Benefits?**

- Yes, self-provided
- Yes, employer-provided
- No
- Unsure

**Does your workplace/classroom have “disability awareness” materials?**

- Yes
- No
- Unsure

**If yes, could you provide examples of the “disability awareness” materials?**

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**In the past 5 years, have you had difficulty learning about conservation or using resources provided by the conservation community due to disabilities and/or unmet requests for accommodation?**

**Examples might include graduate programs, workshops, webinars, online courses, conferences, Connecting to Collections Care resources, or specific platforms used by AIC/FAIC.**

- Yes
- No

**If yes, which type of resource(s) have you found particularly challenging to access because of a disability or unmet request for accommodation?**

**Please select all that apply**

- General information about conservation, preservation, or the profession
- Webinars
- Conferences
- Symposia
- Lectures
- Small, hands-on workshops
- Connecting to Collections Care materials
- Grant or scholarship materials, such as application materials or criteria
- AIC/FAIC website
- Archived websites such as Conservation OnLine (CoOL)
- Online courses
- Online Publications
- Print Publications
- None
- Other \_\_\_\_\_

**Have you ever disclosed your disabilities to your supervisor or employer?**

- Yes, direct supervisor only
- Yes, employer/Human Resources only
- Yes, both
- No

**If no, can you share why you have not disclosed your disability? Please select all that apply**

- Did not feel it was necessary
- Accommodations could be made without disclosure
- Was uncomfortable sharing
- Concerns that direct supervisor will see me as less capable
- Fear of harassment
- Concern that it would not remain privileged information
- Prefer not to share
- Other \_\_\_\_\_

**Have you received accommodations in your classroom or workplace?**

- Yes, workplace only
- Yes, classroom only
- Yes, both
- No, neither

**Was this a result of a direct request from you?**

- Yes
- No
- Not applicable

**Were all requests met?**

- Yes
- Partially
- No
- Not applicable

**Did you have to pay out of pocket for the accommodations?**

- Yes
- Partially
- No
- Not applicable

**Please select the accessibility issues you have faced in the classroom or workplace.**

- Phone related
- Computer related
- Lab equipment related
- Alarm (visual or auditory) related
- Mobility/space accessibility
- Need for specific hand tools
- Hearing Impairment needing assistive listening system, CART and/or ASL
- Sight impairment needing software or other
- Need for telecommuting
- Accommodations for chronic pain
- Need for a flexible schedule
- Other \_\_\_\_\_

**Were the accessibility issues you have faced resolved? If you feel comfortable, please share how.**

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**Did you perceive that your colleagues and/or classmates were understanding of your disabilities and supportive of your needs?**

- Yes
- Somewhat/Partially
- No
- Not applicable

**If you experienced harassment because of your disability, was your supervisor/ employer/HR able to resolve the issue?**

- Yes
- Yes, partially
- No, it was not resolved
- I didn't go to supervisor/employer/HR
- I have not experienced harassment because of my disability
- Not applicable

**In the past 5 years, have you attended a conference, workshop, or presentation hosted by the American Institute for Conservation (AIC) or the Foundation for Advancement in Conservation (FAIC)? Select all that apply.**

- No, I have never attended a conference or workshop hosted by AIC or FAIC
- AIC Annual Meeting, IN-PERSON
- AIC Annual Meeting, VIRTUAL
- FAIC workshop, IN-PERSON
- FAIC workshop, VIRTUAL
- AIC Photographic Materials Group winter meeting
- Community Partnership Project (formerly known as Angels Projects)
- Connecting to Collections Care live webinar/course
- Connecting to Collections Care pre-recorded webinar/course
- Other \_\_\_\_\_

**If no, can you explain why you have not attended an event in the last 5 years?**

- Have not had the available time
- Have not had funds
- Worried about accommodations
- Sufficient accommodations could not be guaranteed
- Other \_\_\_\_\_



**Relating to your disability, what are the most common positive and negative experiences you have had at the IN-PERSON conferences, workshops, and events hosted by AIC/FAIC?**

**This question has been split into parts to provide information for both IN-PERSON, and VIRTUAL events.**

**Positive experiences at IN-PERSON events? Please select all that apply**

- Assistance was readily available
- Ramps and signage were clear
- Rooms were well laid out and accessible
- Spaces were set aside for quiet time or to get a break from crowds
- Organizers were flexible and adapted to my needs
- Slides were clear and effective
- Transcripts and/or presentation notes were shared ahead of time
- Preferred seating was provided
- Meeting organizers helped to resolve any issues that came up
- Other \_\_\_\_\_

**Negative experiences at IN-PERSON events? Please select all that apply**

- Speakers or moderators could not be heard
- Slides were difficult to read
- Tables or image content could not be read by the screen readers
- Gifs, flashes, or animations in presentation slides were distracting or triggering
- Closed captioning, Communication Access Realtime Translation (CART), or assistive listening system was not available
- ASL interpreter was not provided
- Technical assistance was not made aware of necessary program adaptation or troubleshooting
- Moving between meeting rooms was onerous
- Elevators were difficult to find or not available
- Not enough seating/too long standing
- Rooms were too loud/crowded/bright
- Not enough lighting was provided to safely navigate the space
- No wheelchair-accessible shuttles/hard to navigate spaces
- Unavailability of "quiet rooms"
- Other \_\_\_\_\_

**Relating to your disability, what are the most common positive and negative experiences you have had at the VIRTUAL conferences, workshops, and events hosted by AIC/FAIC?**

**Positive experiences at VIRTUAL events? Please select all that apply**

- Technical assistance was readily available
- Organizers were flexible and adapted to my needs
- Transcripts and/or presentation notes were shared ahead of time
- Slides were clear and effective
- Pre-recorded content was captioned
- Live closed captioning was provided
- Meeting organizers helped to resolve any issues that came up
- Other \_\_\_\_\_

**Negative experiences at VIRTUAL events? Please select all that apply**

- Speakers or moderators could not be heard
- Slides were difficult to read
- Tables or image content could not be read by the screen readers
- Gifs, flashes, or animations in presentation slides were distracting or triggering
- Live closed captioning was not available
- Technical assistance was not made aware of necessary program adaptation or troubleshooting
- Other \_\_\_\_\_

**Would you feel comfortable approaching AIC/FAIC for accommodations, if needed?**

- Yes
- Somewhat
- No

**Do you have suggestions for improving the accessibility of AIC/FAIC conferences, events, or materials, either IN-PERSON or VIRTUAL?**

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**Is there anything else you would like to share with the committee?**

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**The following are standard questions that were written for the AIC Conservation Compensation Survey. We are replicating these questions so they are in line with other data the AIC collects to create a more comprehensive picture of the conservation field.**

**I identify my race or ethnicity as (select all that apply):**

- Alaskan Native or Native American
- Asian, or Asian American
- Black or African American
- Hispanic, Latinx, or Spanish Origin
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- Prefer to self-identify \_\_\_\_\_
- Prefer not to answer

**I identify as:**

- Female
- Male
- Non-binary/Third gender
- Prefer to self-identify \_\_\_\_\_
- Prefer not to answer

**My age:**

- 18 to 24
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 64
- 65 to 74
- 75 plus
- Prefer not to answer

**My geographic location (leave blank if you prefer not to answer):**

City/Town \_\_\_\_\_

State/Province/Territory \_\_\_\_\_

Country \_\_\_\_\_

**I work in a:**

- Museum or historic house
- Library or Archives
- Independent contractor/self-employed
- Private practice
- Regional conservation lab
- Other \_\_\_\_\_
- Prefer not to answer

**How would you describe your current professional career status?**

- Collections care professional
- Conservator
- Pre-program
- Graduate student
- Retired
- Scientist
- Other \_\_\_\_\_
- Prefer not to answer

**Years in field (including pre-program experience, if applicable):**

- 0 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 to 20 years
- 21 to 25 years
- 26 to 30 years
- 31 to 35 years
- 36 to 40 years
- 41 to 45 years
- 46 to 50 years
- 50 plus years
- Prefer not to answer

**Are you a current AIC member?**

- Yes
- No
- Unsure

**What is your current membership status?**

- Associate
- Fellow
- Institutional Member
- Professional Associate
- Postgraduate
- Student
- Prefer not to answer



**Thank you for taking time to complete this survey.**

**If you wish to further discuss accessibility issues in the field of conservation or help with the formation/administration of the affinity group for people with disabilities, please contact the Equity and Inclusion Committee at:**

**[eic@culturalheritage.org](mailto:eic@culturalheritage.org).**

**We would love to hear from you!**