

## July 2022

Some more information from my Bi-Monthly Diversity meeting.

It's important as squadron and wing leaders to learn the language of diversity. Some of the terms that come to mind follow:

504 Plan - A set of accommodations, or changes in the classroom environment, to help your child follow the regular curriculum. It is less formal and involved than an Individualized Education Program (IEP) and does not change the instruction itself. For example, a student who uses a wheelchair but doesn't need academic support would have a 504 plan.

Individualized Education Plan (IEP) - A document written for each child who qualifies for special education. It describes your child's goals and the special services and accommodations your child will get to meet their unique educational needs. It is a legal contract between you and the school, under the IDEA law.

ADA - Americans with Disabilities Act - civil rights law that prohibits discrimination based on disability.

"Least restrictive environment" - The IDEA law requires that students with disabilities must be taught with their non-disabled peers as much as possible. The closest they can get to being in a typical classroom is called the "least restrictive environment," or LRE. If extra support and services will allow your child to make progress in the regular classroom, then that's what the school must offer.

WCAG 2.1 - Web Content Accessibility Guidelines.

You may be approached by parents with IEP's or 504's for your cadets, and though you are not required to honor these documents, you are allowed to modify testing for those cadets with disabilities. You can:

- Read the questions out loud. Have a wingman or parent read the questions out loud.
- Give paper exams.
- Allow extra time.

### Cadet PT Testing

- Phase 1 - do not have to pass.
- Other phases - medical waiver (doc note)

### **Things to think about:**

Are you accommodating members with special needs?

Is your squadron accessible to members with disabilities?

What, if any, measures need to be taken to allow access to your meetings to members with wheelchairs?

Are your bathrooms accessible? To those in wheelchairs?

Do you have a plan in place for members with disabilities to enter/egress from CAP vans?



**Religious waivers** - As a unit CC we can not authorize religious waivers. The member must write a memo requesting the waiver with pictures, it's then countersigned by the unit CC, and forwarded to the Wing CC. Waivers can only be granted by CAP-USAF/CC (Air Force Style) & CAP/CC (Corporate).

**Gender Dysphoria Uniform waivers** - are handled the same way, minus the pictures. In Arkansas and most of the states around us right now it is against the law for doctors to make this diagnosis, but that doesn't mean you don't need to know the steps. People move, and I know if I can't get what I want here, but can a state or two over, I'm making a road trip.

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