

*Northern Arizona University sits at the base of the San Francisco Peaks, on homelands sacred to Native Americans throughout the region. We honor their past, present, and future generations, who have lived here for millennia and will forever call this place home.*

**Commission on Disability Access and Design**

**MINUTES**

Thursday, November 10, 2022

11:00-12:30 pm

[Zoom link](https://nau.zoom.us/j/82446749885?pwd=OGJLSm1CaFY1SmNJclNVVER5aFVqdz09)

Meeting ID: 824 4674 9885

Password: 941222

1. **Call to Order**
	1. **Land Acknowledgement**
		1. James Ingram read his version of the land acknowledgement.
	2. **Roll Call and Introductions**
		1. James Ingram, Shane Canitz, Audra Travelbee, Clayton Guffey, Sean Kugler, Shelly Huntington, Jade Metzger, Warren Clifford, Megan Hilton, Juana Bermudez Martinez, Chris Lanterman, Lauren Copeland-Glenn, Jamie Axelrod, Stanley Francis Njikho
	3. **Approval of October Minutes**
		1. Sean Kugler made a motion to approve the October CDAD minutes Lauren seconded the motion
		2. Majority voted affirmative (no abstentions)
		3. Motion passed: October CDAD minutes approved
2. **Announcements and Information Items**
	1. **University Advisory Board updates**
		1. No updates
	2. **Commission on Commissions (CoCom) updates** – Chris Lanterman
		1. Sent letter to Josh Mackey the chair of the search committee for VP of IDE, expressing CoCom’s desired characteristics and abilities for candidates
			1. Josh will share this information with the search committee on the 28th
		2. CoCom sent a letter to the Diversity Leadership Group outlining the priorities and initiatives of both the diversity commissions and CoCom to get their guidance and support
		3. CoCom also reached out to Christie Farley and Michelle Parker (Lead General Counsel) for guidance about the legal implications of advocacy work in university positions
			1. Michelle plans to attend a CoCom meeting soon, likely in December to address this topic
		4. Announcement of the creation of new lactation rooms on North campus, which CoCom has been supporting
		5. DPHM is wrapping up, and it is currently Indigenous Heritage Month
			1. Question asked: Why was DPHM not in the homepage banner this year?
				1. Lauren: this is something we need to remind them about each year
				2. It was included in a weekly NAU Review email sent out by the president
		6. CoCom having ongoing discussions about how the General Studies Curriculum is going to be adapted given the new ABOR requirements
			1. Discussion among CDAD members how to integrate disability into the curriculum given the new requirements, potentially by partnering with groups focused on other areas of diversity
			2. Also, how CDAD can advocate for disability to be considered in a more primary way (not as an afterthought in conversations about diversity)
				1. One avenue is the law (when accessibility is required)
				2. By referring to the DSP (one section is about accessibility)

Must continue to point out barriers to accessibility at NAU

* + - * 1. Also, by continuing to put on disability-related events with the goal of education and advocacy
				2. Ability to make noise both as groups and individually
			1. Lauren suggested that CDAD creates a document detailing how to navigate accessibility and disability laws and related advocacy
			2. Suggested new focuses for DPHM
				1. Host an event about how to be an advocate
			3. Point made that we need to promote awareness (such as what is required by law) before we can ask for advocacy
				1. Suggestion for CDAD co-chairs to meet with faculty members and present on both this information and how they can be advocates and get their students involved

Feedback that some departments might be responsive, but others won’t (research for grants at NAU has found that some professors hold the ‘weeding out’ mentality and believe if students ‘can’t cut it’, they don’t belong in higher education)

* + - 1. Question asked: How can we get this information to people who won’t attend these events and aren’t as open-minded about these topics?
				1. Suggestions:

Frame the topic differently

Example: Discuss technical/logistical rigor vs. intellectual rigor

Illustrate that the purpose of accommodations is not to lower the standard but to help students meet the same standard but in a different way

Often seen as more impactful if the message comes from faculty not DR

Invite Michelle Miller to speak (ungrading movement)

Invite president’s office to attend to show importance

Suggestions for other speakers

“Life of the Mind Interrupted: Essays on Mental Health and Disability in Higher Education” (Katie Rose Guest Pryal)

Jamie Axelrod

* 1. **Diversity Curriculum Committee** – CDAD faculty representation needed
		1. Sakenya McDonald is representing CDAD
			1. Need another faculty member
		2. Intersectional identities are no longer being included as a specific classification
1. **Action and Discussion Items**
	1. **Campus Program Highlights** Lauren Copeland-Glenn presented on her disability-related roles/work at NAU
		1. Digital Accessibility – Lauren works with departments and marketing on accessible design
			1. Reported that NAU Marketing now has someone with accessible design skills
		2. Built Environment Accessibility
			1. MOU with Facility Services and Planning Design and Construction
				1. CDAD works with PD&C to ensure accessibility
			2. Universal Design built into Technical Standards – goes beyond what ADA requires
		3. Lauren works with all the diversity commissions and DFs, bringing up the topic of disability whenever relevant, especially related to the accessibility of documents and websites
		4. She also works with the Affirmative Action plan – which requires NAU to recruit individuals with disabilities
			1. Includes looking at how jobs are posted (i.e., is the application process accessible, is the language welcoming to individuals with disabilities?)
		5. Contributes to materials and workshops about accessibility and disability, such as the Accessibility Expedition (including a virtual component)
	2. **Disability Pride and Heritage Month Recap** – Audra Travelbee
		1. Audra listed and discussed the success of DPHM events
		2. Virtual Accessibility Expedition will remain up year-round as a resource/teaching tool
			1. During DPHM the completions during the previous year will be entered into a drawing for a prize
		3. Matthew’s talk included several speakers from around the world and was very interactive
		4. Idea for next year is to invite Doug Rolland, who is a screenwriter for the short film “[Feeling Through](https://www.youtube.com/watch?v=h1CqzntEZZ8)”
			1. His studio employs people with disabilities
		5. Will be doing more adaptive sports for intramurals and learning opportunities in future
			1. Including Adaptive Volleyball
			2. Also want to reach out to Geography, Planning, and Recreation, since they are also doing more adaptive sports
	3. **Disability Film Festival** – James Ingram
		1. IHD Not-inspirational Porn Film Festival (1st annual)
		2. Are hoping to do this again: had great interaction with the audience and the focus was a realistic view of disability
			1. 7 short films were screened
			2. People from John’s class who experience life with disability introduced the films
			3. Also had meaningful panel discussions with audience
	4. **NAU Transition Program** – Shelly Huntington and James Ingram
		1. Group in the College of Education is conceptualizing a program at NAU for students with intellectual/developmental disabilities who have more significant support needs (who didn’t graduate from high school and likely need support from peers to function in class)
			1. Currently meeting with other programs across the nation to see how they are funding and supporting students
			2. Will likely include coursework, job training, community building, and self-advocacy/self-determination components
		2. Hope to have an outline and mission statement by the end of the semester
		3. Want support from CDAD, especially getting faculty on board with having these students in class (either auditing or taking for credit, because would need increased accommodations and support)
			1. And ideas on what training faculty and staff will need in this area
		4. Also want to include a peer support program
	5. **Disability Zone Training** – Lauren and Chris
		1. First iteration of zone training launched near end of DPHM
			1. Learned that should have scheduled it for 3.5 hours (couldn’t fit everything into only 2 hours)
				1. Going to have a part 2 for this group of participants
				2. Also want to condense the content a bit (perhaps the history section)
			2. Great feedback and engagement from all participants (about 10)
	6. **Disability Cultural Center** – Sean Kugler
		1. Had first meeting as a work group – 10 people involved (mix of students, faculty, and staff)
			1. Email Sean if interested in participating – will add to Teams
			2. Next meeting in December (2nd at 3:00 p.m.)
		2. Proposals for Elevating Excellence will be accepted in near future – want to have a proposal ready to submit at this time
		3. U of A will present in either Febuary or March to talk about their experience creating a DCC
		4. Plan is to have an advocate within the DCC that people can go to with any concerns they have – to have freedom to speak without retaliation
			1. Also want virtual version of the DCC
		5. Unsure if space/staffing for the DCC will overlap with IMQ
	7. **CISG Advocacy Letter**
		1. Received updated letter from support group
		2. Co-chairs still working on accompanying CDAD letter of support
			1. Co-chairs will send both letters out to CDAD listserv prior to sending to Faculty Senate
	8. **UDL workshops** – Chris
		1. All on Zoom – can find/register on TLC
			1. If attend 5/10 workshops, will get a certificate
		2. Next one is on next Friday, led by Sean Kugler
			1. Topic is Guideline 4: Physical action, and will discuss how to ensure that whatever we put out there is usable by assistive technologies and will work with ALLY/CANVAS etc.
		3. Final workshop is on December 9th and will cover the topic of sustaining effort and persistence with our students
	9. **Spending Commission funds**
		1. Update on STAC funding for Heritage Month events
			1. Process is now streamlined
				1. Diversity commissions will no longer have to put in request for STAC funding for these events

Will just have to notify STAC that they want to use the funding

* + 1. STAC funds covered all DPHM costs, so CDAD still has $4,000 to spend
		2. Suggestions to spend the remaining funds:
			1. Invite Maysoon to speak
				1. Partner with Sun Entertainment and STAC

STAC offered to reach out to Maysoon (and any other speakers that they help fund)

* + - * 1. Probably will cost around $15,000, so will need to use some CDAD funds too
				2. Probably want a larger venue, since a popular comedian
			1. Panel discussion about person-first vs identity-first language
				1. Likely won’t cost too much: maybe some honorarium for panelists to get up to Flagstaff or pay them for their time
				2. Amanda Kraus would likely be interested

Had a few other people identified – could invite again

Monica Attridge also interested in speaking for individuals with intellectual disabilities (who sometimes don’t have the opportunity to speak for themselves)

NAU4ALL also interested in participating

* + - 1. Suggestion to do a series about language and include infantilizing language as well
1. **Old or New Business**
	1. [All Gender Restrooms page](https://in.nau.edu/center-for-university-access-and-inclusion/all-gender-restrooms/) has been updated to include relevant definitions and resources for disability
		1. Please send feedback to Shane or Lauren
2. **Adjournment**
	1. Audra Travelbee adjourned the meeting at 12:38 p.m.