

*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**

Wednesday, November 17, 2021

11:00-12:30 pm

Zoom link: <https://nau.zoom.us/j/89090161783>

Meeting ID: 890 9016 1783

Password: 142696

1. **Call to Order**
	1. James Ingram called the meeting to order at 11:04 a.m.
2. **Roll Call and introductions**
	1. Jessy Zukosky, Shane Canitz, James Ingram, Stephanie Del Giorgio, Jeremy Musgrove, Don Carter, Heather Williamson., Lauren Copeland-Glenn, Audra Travelbee, Cole Eskridge, Chris Lanterman, German Fermin, Laurie Jordon, Calvin Legassie, Arturo Torres, Jill Young
3. **Land Acknowledgement**
	1. James Ingram read the land acknowledgement.
4. **Approval of minutes from October meeting**
	1. A mistake was pointed out in the October minutes
	2. Stephanie Del Giorgio motioned to approve the minutes pending correction of the mentioned mistake. Cole Eskridge seconded the motion.
		1. A vote was made. Majority voted affirmative, with no dissent
		2. Motion passed and October minutes were approved (with one edit)
5. **Announcements and Information Items**
	1. **Reminder for Contributions to All Gender Restroom Website**
		1. Lauren and Chris invited members of CDAD to propose content pertaining to Disability (definitions, context of the All Gender restrooms for people with disabilities etc.) to mirror the LGBTQ definitions/descriptions section on the [All Gender Restroom page](1.%09https%3A/in.nau.edu/center-for-university-access-and-inclusion/all-gender-restrooms/) (not yet published)
			1. Chris asked for volunteers to help him propose some language
				1. Volunteers: Laurie Jordon, James Ingram
			2. Chris will coordinate a time to connect, likely before the end of the semester
				1. If anyone else would like to participate, please email Chris
	2. **Call for representative to Diversity Curriculum Committee**
		1. DCC extending diversity curriculum to include indigenous communities, LGBTQ contexts, as well as disability
			1. Success after more than a decade of advocacy!
		2. Two requests being made by the DCC:
			1. First request: DCC asking for content experts (can be anyone – not just faculty) to participate in reviewing proposed diversity courses that include aspects of disability
				1. Intent is to ensure that any course discussing disability topics does so in a valuable and contributory way, and avoids not taking the study backwards into pity, charity, deficit, etc.
			2. Second request: Need a new member on the DCC itself to represent the topic of disability
				1. Sakénya is still a representative, but James, being overloaded, asked if he could step off

Need one more faculty member

* + - * 1. Discussion on the importance of having more than one representative on the committee since disability often gets left out of the diversity conversation
				2. Cole Eskridge said he is representing LGBTQ+ diversity on the committee already, and thus is unable to officially step in, but that he will be advocating for disability topics as well (CDAD can know it has an ally in him)
				3. If any faculty become interested in becoming a representative for CDAD on the DCC in the next couple of days, email Chris

If he hears from no one, Chris will step forward and do it, but would prefer someone else take on this role as he is also stretched thin

* + - * 1. Suggestion made to ask any professors who are teaching disability courses if they are interested in being the representative

Jeremy will ask Sakénya about potential professors

* + - * 1. Suggestion made to offer a course release for whoever will serve in this position

Chris and Lauren replied that this option is not currently available, as it is considered voluntary service right now

* 1. **Disability 101 working group**
		1. Last meeting, Marian Griffin showed the Disability 101 working group the outline of existing zone trainings
			1. Structure/format of zone trainings seems to mesh well with the curriculum the working group intends to implement
			2. Next meeting not yet set
		2. Tentative rollout of Disability 101 for next fall: perhaps as part of DPHM
	2. **CoCom letter to Marketing Update**
		1. Chris asked for update on the letter to marketing asking for an option for pronouns to be included on name badges and business cards
		2. Lauren announced that one last commission needs to meet and approve the letter to marketing
			1. Additionally, a few edits will be made before sending (punctuation, and changing a few words), then the letter will be sent
			2. Lauren will let all co-chairs know when the letter is sent
	3. **Letting Live: Transnational Reproductive Biopolitics across Ohio and Uttar Pradesh (Zoom - Meeting ID: 885 671 574 44 Password: 183720)**
		1. Presentation this afternoon co-sponsored by CDAD, WGS, AND CSW
		2. Presentation/dialogue about transnational women’s rights to abortion
			1. Potential conflict with prenatal down syndrome diagnoses (still a bit unclear about stance of the speaker)
			2. CDAD decided to still co-sponsor in the spirit of intersectionality and because hard conversations in intersectionality and diversity are often avoided, even though they can be the most important to have
				1. CDAD members encouraged to join the conversation this afternoon, to bring a curious perspective and intellectual dialogue
				2. Chris hoping for meaningful conversation and opportunities to share opposing perspectives and for all parties to grow and learn
1. **Action and Discussion Items**
	1. **Strategic Roadmap Participation and Foci**
		1. Discussion about how both individuals and CDAD collectively can engage thoughtfully and meaningfully to ensure equity for disabled individuals, staff, faculty, and students
		2. Chris will forward an email from CED illustrating how they are participating in the Strategic Roadmap efforts: perhaps CDAD can model/use their framework?
			1. Please read [draft #2 of Strategic Roadmap](https://nau.edu/wp-content/uploads/Draft-2-of-the-NAU-Strategic-Roadmap-Accessible.pdf), join listening conversations, suggest edits/send an email to the roadmap committee ( communication doesn’t have to be Idea Scale, which is not very accessible)
			2. Feedback will be incorporated into draft #3, and then will be finalized into the final draft in the Spring after another round of revisions
		3. Conversation about importance of action steps: visualizing is one thing, next will come advocacy and turning goals and objectives into action
	2. **Reading group for spring**
		1. Partially related to person-first and identity-first language
			1. Lauren suggested inviting Amanda to come in Spring to speak to campus or the diversity commissions about disability identity and language
			2. Chris will reach out to Jamie or Amanda
		2. Suggestion to do podcasts with or instead of books, since they are more digestible and might attract more people
		3. Question posed if there is an affinity group for students related to disability
			1. No affinity group, but there isNAU4All, which isn't necessarily an affinity group but is an active student group focused on disability
		4. Human Resources also has a new book group
			1. *How to be an Antiracist* is their first book
			2. Suggestion to propose a disability-related book for their second book
		5. Suggestions for books:
			1. *Demystifying Disability: What to Know, What to Say, and How to Be an Ally* by Emily Ladau
			2. *Life of the Mind Interrupted: Essays on Mental Health and Disability in Higher Education* by Katie Pryal
			3. *Claiming Disability: Knowledge and Identity* by Simi Linton
			4. *Disability Visibility* by Alice Wong
				1. Has accompanying podcast
	3. **Disability studies books for Cline DEI collection**
		1. Have a small budget to buy some books related to disability for the Cline DEI collection: can potentially buy 4-5 books
			1. Have asked CDAD to suggest books
		2. Suggestions:
			1. [*Broken in the Best Possible Way*](https://www.amazon.com/Broken-Best-Possible-Jenny-Lawson/dp/1529066786/ref%3Dsr_1_1?keywords=broken+in+the+best+possible+way&qid=1636980840&s=books&sr=1-1)
			2. [*Autism in Heels: The Untold Story of a Female Life on the Spectrum*](file:///C%3A%5CUsers%5Clc94%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CG983DNBO%5CAutism%20in%20Heels%3A%20The%20Untold%20Story%20of%20a%20Female%20Life%20on%20the%20Spectrum)
			3. [*Beauty is a Verb: The New Poetry of Disability*](file:///C%3A%5CUsers%5Clc94%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CG983DNBO%5CBeauty%20is%20a%20Verb%3A%20The%20New%20Poetry%20of%20Disability)
			4. [*Disability Visibility: First-Person Stories from the Twenty-First Century*](file:///C%3A%5CUsers%5Clc94%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CG983DNBO%5CDisability%20Visibility%3A%20First-Person%20Stories%20from%20the%20Twenty-First%20Century)
			5. [*Stop Surviving Start Fighting*](file:///C%3A%5CUsers%5Clc94%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CG983DNBO%5CStop%20Surviving%20Start%20Fighting)
			6. [*The Night the Lights Went Out: A Memoir of Life After Brain Damage*](https://www.amazon.com/Night-Lights-Went-Out-Memoir/dp/0593232712/ref%3Dzg_bs_2444_2?_encoding=UTF8&psc=1&refRID=Q60FBH2YCPTQQGDMGRCQ)
			7. [*The Right Way to be Crippled and Naked: The Fiction of Disability: An Anthology*](file:///C%3A%5CUsers%5Clc94%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CG983DNBO%5CThe%20Right%20Way%20to%20be%20Crippled%20and%20Naked%3A%20The%20Fiction%20of%20Disability%3A%20An%20Anthology)
			8. [Out of My Mind](https://www.amazon.com/Out-My-Mind-Sharon-Draper/dp/1416971718/ref%3Dsr_1_1?keywords=out+of+my+mind+draper&qid=1636980996&s=books&sr=1-1)
2. Old and New Business
	1. [Disability and Inclusion in the Tabletop Gaming Community](https://www.facebook.com/watch/live/?ref=watch_permalink&v=1031068591023754)
		1. Monthly game night inclusive of disability including PTSD, autism, and social anxiety
	2. [Health Justice Futures: Visual Art & Indigenous Health](https://events.nau.edu/event/health-justice-futures-visual-art--indigenous-health/)
		1. Bimonthly online event through Zoom where indigenous artists have use artwork to have conversations about important health topics
			1. The next topic will be focused on disability
			2. Unclear when it will occur, but likely in December or January: Heather will share more information when she has it
3. **Adjournment**
	1. Chris adjourned the meeting at 12:33 p.m.