Northern Arizona University Commission on Disability Access and Design logo

*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, February 16, 2022

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. Chris Lanterman called the meeting to order at 11:01 a.m.
   2. Chris Lanterman read the land acknowledgement
   3. **Roll Call and introductions**
      1. Arianna Tapia, Chris Lanterman, James Ingram, Lauren Copeland-Glenn, Shane Canitz, Pamela Powell, Emily Schlittenhart, Damon Burke, Sean Kugler, Jamie Axelrod, Stephanie Del Giorgio, Amy Rushall, Jeremy Musgrove, Audra Travelbee, Warren Clifford, Laurie Jordon, Calvin Legassie, Cole Eskridge, Jill Young, Monica Brown, Sakenya McDonald, James Leve, Chelsea Green
   4. **Approval of minutes from January meeting** 
      1. Lauren moved to approve the minutes. Jamie Axelrod seconded the motion.
      2. Sakenya McDonald, Amy Rushall, Chelsea Green, and Monica Brown abstained from the vote.
      3. No opposition to the motion, so CDAD January minutes approved
2. **Announcements and Information Items**
   1. Reminder that [Leadership Award](https://in.nau.edu/cdad/commission-on-disability-access-and-design/leadership-award/) nominations are **DUE March 7**
      1. Deadline was extended
      2. Please consider nominating at least one individual: there are many deserving people
   2. **Co-chair nominations**
      1. Chris’s term is up at the end of the fiscal year (in June)
      2. The new co-chair will co-lead with James Ingram
      3. Chris discussed the importance and privilege of the co-chair position
      4. Clarification that the CDAD bylaws stipulate co-chairs must have been active members of CDAD for at least a year before running
   3. **Book discussion/book group**
      1. Group has decided to read “Disability Visibility” by Alice Wong
         1. Contains real-life storis of individuals in the community with disabilities
      2. Faculty Development is providing support (especially Amy Rushall) and Jeremy Musgrove will be leading the group
      3. Books arrived this week (about 20)
         1. If you plan to join the book group, and want one of these books, email [Jeremy Musgrove](mailto:Jeremy.musgrove@nau.edu) 
            1. Can send via mail if you are not located in Flagstaff
         2. [E-book version](https://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=2334083&site=ehost-live&scope=site) available through Cline Library (but limited access)
      4. Plan to host first meeting during the 1st or 2nd week of April
         1. CDAD book discussion group will continue into summer semester, and will also discuss how to navigate and facilitate a larger book discussion group in the fall
         2. The fall book discussion group will be open to all faculty/staff on campus
      5. Trying to secure Alice Wong as a guest speaker for one book group meeting
   4. **Update on programming for students with IDD**
      1. No formal name for program yet
      2. Goal is to increase ability of students with intellectual disabilities to participate in activities on campus, especially in terms of training and transition
         1. Program will essentially be an extension of high school transition programs for students with IDD
      3. Right now it is mostly the special education department who is involved, but if anyone is interested in becoming involved, please reach out
         1. Jeremy volunteered to help
            1. Similar to the Supporting Inclusive Practices in College (SIP-C) program he works for
      4. Currently attempting to make connection with Vocational Rehabilitation to secure funding
   5. **Language discussion**
      1. Amanda Kraus has expressed her willingness to participate on a panel about person-first vs. identity-first language
         1. She is the current president of AHEAD and Director of the Disability Resource Center at the University of Arizona
      2. Thus, currently have a panel of one
         1. Have reached out to others, and are looking for more potential panelists
         2. If have any thoughts of who else to ask, let Chris know
      3. Concern raised about the representation of the intellectual disability community in this conversation: it could be overwhelming to express their preferences in that area
         1. Possible solution: having someone advocate on their behalf
   6. **Brainstorm of other potential events**
      1. Lauren reminded CDAD that they have quite a bit of funds to spend this fiscal year that won’t roll over into next year and asked for other ideas to spend the money on, if this panel discussion doesn’t happen this semester
         1. Reminder that the Anita Hollander proposal will be submitted soon
            1. Estimated budget of $3500
            2. However, are also applying for Lumberjack Activity Board funds
         2. Suggestion to create a Sensory Room space on campus for individuals with IDs
            1. Lauren confirmed that the funds can be used that way, but that this would probably have to be put on next year’s budget, since it likely wouldn’t be ready by the end of this semester
            2. For one, would need to submit a proposal to the Strategic Space Planning Committee
      2. Please send any other ideas to Chris and James
3. **Action and Discussion Items**
   1. **Los Angeles Community college (LACC)**
      1. LACCD is trying to avoid penalties for inaccessibility and discrimination by arguing "disparate impact" similar to the recently settled CVS pharmacy case.
         1. Disparate impact means that a rule seems neutral on face, applied to everyone, but disproportionately negatively impacts a certain group of individuals
      2. LACCD lost, but now petitioning for the Supreme Court to hear the case
      3. Discussion about how if “disparate impact” disappears (if not allowed to sue for in court) it removes systemic approaches to providing or removing access (everything would revolve around whether an accommodation was provided, not about how the environment they created is)
         1. It can also impact other areas of civil rights laws –
            1. Could flow into title 9 – gender-based discrimination and other protected class discrimination laws
      4. A petition is being circulated in support of the plaintive to settle
         1. Question asked if that is something we could circulate to the list?
            1. Jamie said he will check if it’s considered political speech
      5. Chelsea asked Jamie to come talk to the LGBTQIA Commission about this topic
         1. Jamie agreed to do so
      6. Question asked how to find more information about this case
         1. Recommendations:
            1. Look at websites for the National Federation for the Blind and the [Disability Rights Education and Defense Fund](https://dredf.org/2021/12/16/payan-v-laccd-explainer/#:~:text=%E2%80%9CDisparate%20impact%E2%80%9D%20discrimination%20means%20discrimination,harms%20or%20excludes%20disabled%20people) (most involved in fighting back)
            2. Can find more information on AHEAD website too
   2. **Programs to mentor members with similar disabilities** 
      1. Desire expressed to create a program like this at NAU
      2. Discussion about where/how it would be created:
         1. Through Disability Resources?
            1. DR only sends broad announcements due to confidentiality issues
         2. Grassroots level? Through CDAD opt-in?
         3. By creating a disability cultural center?
            1. Would also be a place for the sensory room
            2. Place for people to feel comfortable
      3. Lauren mentioned that Faculty Development has been discussing the need for specific types of mentoring for awhile
         1. Hopefully can use the Diversity Roadmap to help justify and create something like this
      4. Lots of agreement about the importance/benefits of creating a disability cultural center
         1. Mostly about finding the resources
            1. Cole did grant writing for and supervised the first years of a disability cultural center at the University of Arizona (valuable resource for starting one here)
         2. Suggestion to have focus groups with students to ensure student buy-in
      5. Topic brought up of a new NAU staff member with a disability who needs help with navigating BBL and other technology due to visual impairments
         1. Chris and Sean volunteered to help mentor her and suggested connecting her to DR for more resources
      6. Meeting structure and format possibilities
         1. Time for presenting research, teaching, and other activities
         2. [Paul Grossman’s Explanation and Notes](mailto:https://dredf.org/2021/12/16/payan-v-laccd-explainer/)
         3. Tabled to next meeting
4. **Adjournment** 
   1. Calvin Legassie made a motion to adjourn the meeting. Sean Kugler seconded the motion
   2. Chris Lanterman adjourned the meeting at 12:27pm