

*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, April 20, 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. James Ingram called the meeting to order at 11:03 a.m.
	2. **Roll Call and Introductions**
		1. Chris Lanterman, James Ingram, Audra Travelbee, Shane Canitz, Grant Pemberton, Chelsea Green, Jeremy Musgrove, Don Carter, Sean Kugler, Emily Schlittenhart, Amy Rushall, Renee Harmon, Jill Young, Monica Brown, Damon Burke, German Fermin, Stephanie Del Giorgio, Arturo Torres, Jane Gilbert, Jamie Axelrod
	3. **Land Acknowledgement**
		1. James Ingram asked Chelsea Green to read their version of the land acknowledgement
	4. **Approval of minutes from March meeting**
		1. Sean Kugler motioned to accept the March minutes. Don Carter seconded the motion. A vote was made.
			1. Chelsea Green, Amy Rushall, Monica Brown, Renee Harmon, and Stephanie Del Giorgio abstained from the vote.
			2. A majority voted affirmative, and the March minutes were approved.
2. **Announcements and Information Items**
	1. **Leadership Award Winners**
		1. Chris shared the names of the Leadership Award recipients:
			1. Faculty Award: Dr. R. Dawn Hawley and Matt D. Anderson (joint award)
			2. Student Award: Ariana Jaramillo
			3. Student Award: Sarah Kline
			4. Staff Award: Jane Muller
		2. Chris sent out acknowledgement letters this morning to recipients
		3. Diversity Awards celebration will take place during the induction of the president in the fall (no date yet from University Events)
			1. At least one of the recipients will not be able to attend in person (Sarah), as she is studying abroad
	2. **Co-chair Election**
		1. Audra Travelbee will be replacing Chris Lanterman as co-chair of CDAD
		2. Chris Lanterman has been elected the chair of CoCom
	3. **CoCom Stipend**
		1. Diversity Commission co-chairs will receive a $1,000 stipend per AY
	4. **Update on Disability Visibility (Alice Wong) Book Discussion Book Group** (Jeremy Musgrove)
		1. Described how it has been an enjoyable process, with the different perspectives of participants leading to rich conversations
		2. Final session will be on May 2nd
			1. If you were unable to attend the last two sessions, please email Jeremy Musgrove to obtain the session recordings
	5. **Support Group for Chronically Ill: Compromise on Mask Mandate Changes** (Grant Pemberton and Shane Canitz)
		1. Grant Pemberton runs the NAU-sanctioned chronic illness support group (which started at beginning of pandemic)
			1. Originally ran by therapist, but now is an unofficial student-led group
			2. Concerns have arisen during support group
				1. Immunocompromised students at risk for COVID, flu, and every disease
				2. Upset at removal of mask mandate

Feel unsafe, unheard, and unacknowledged on campus

* + - 1. Grant and Shane (member of the support group) want to help these voices be heard and are approaching CDAD for help/advice achieving this
			2. Want to discuss making some sort of compromise with the mask mandate on campus
				1. Grant suggested having immunocompromised students being able to request a mask mandate for their classes, to keep them safe
		1. Discussion
			1. Suggestions for other organizations to approach:
				1. NAU Student Government
				2. Health Promotion
				3. Campus Health
				4. NAU4ALL
				5. Disability Resources

What do ADA accommodations say?

Are hybrid options still available for immunocompromised students?

Shane: In some cases, yes, but the nature of many programs or classes programs don’t always allow this format

* + - 1. Monica mentioned that it may not be possible to mandate students to wear masks even in a class with an immunocompromised student
				1. But, suggested: having professors ask classes to volunteer to do it
				2. Have the professor say “I am wearing a mask because we have an immunocompromised student in class. Can others?”
				3. Grant and Shane agreed that this seems like the most effective and realistic option

They also suggested having DR reach out to the teacher anonymously on behalf of the student, if the student does not wish to disclose their identity, or making it an accommodation option

* + - 1. James: What can CDAD do to help?
				1. Suggestions:

Letter of support to President Cruz Rivera

CDAD agreed to do this by common consensus

James asked Grant and Shane to draft a letter for CDAD leadership (James, Chris, and Audra) to review/revise prior to the next CDAD meeting

This letter will be presented to the commission at the next meeting

Although, the Covid Task Force has been disbanded, can also address members of the Public Health Advisory Committee in the letter, as well as the president

Advocacy (James)

Helping to make more people aware of the issue

Storytelling can have an impact on empathy

Suggestion of hosting a townhall or public conversation that people could participate in to hear the concerns of the students

However, he brought up the point that this has become more than a health issue for many, and is instead now a political issue

* + - 1. Audra offered to attend one of the chronic illness support group meetings
				1. Grant will ask if members are comfortable with that and email Audra with an answer
	1. **NAU4ALL Disability/Inclusion Cultural Center** [**webinar on Disability Cultural Centers**](https://us02web.zoom.us/rec/play/4_MlNt5nv9Wz4dGJ5YciJx1W7dET3-RVe3mqFu-lAwlmOUxHLCTel45XrwhrZsuYfeFZ6yrHytv33buX.DWai6kQ5w4q93Z9d) (Sean Kugler)
		1. Marian Griffin from IMQ involved, as well as Lauren and Audra,
			1. Could possibly be housed with IMQ
			2. But would like to also have South campus, state-wide, and online representation
		2. Hoping to have Cole involved to learn from their experiences at U of A
		3. Looking to go full force in the fall
	2. **Update on programming for students with ID**
		1. No update – tabled to next meeting
	3. **Faculty Professional Development – Programming** (Audra Travelbee, Renee Harmon, Amy Rushall)
		1. Want to make some UDL/accessibility sessions specifically for faculty, so they can learn practical skills for classes (especially online courses)
		2. Currently getting feedback from various stakeholders
			1. The past Monday, FPD sent out a [survey to faculty to see what they were interested in learning about](https://nau.co1.qualtrics.com/jfe/form/SV_cA1Bt06gcjIrqlw), including UDL, accessibility tools, [Quality Matters](https://www.qualitymatters.org/) (design of online courses), and sustainability
				1. Haven’t received official feedback yet, but from informal feedback think will be interested in UDL/accessibility
				2. Not many responses to the survey thus far

Suggestion to send the survey as a separate email from the FPD events (or it may not be seen)

* + - 1. FDP also wants to host discussions around campus to see what faculty need
		1. Would like to create subcommittee in CDAD to work with experts to create trainings on UDL and accessibility for faculty
		2. Asked CDAD what would like to see (acknowledged not experts in this subject matter themselves)
			1. LMS migration is a good opportunity to get more consistency and training
				1. Clarification that ALLY will be retained
				2. Faculty and students alike have said they want universal course templates and links to resources
				3. Annual surveys find that students want faculty to be trained to use the technology and for consistency (Look and feel to be consistent among courses)
				4. Need to transform, not transfer or translate

Update and improve content/technology and the skillset of faculty

* + - * 1. Asked for faculty incentives to work on courses and training (stipends)

Feedback was that these stipends need to be applied to specific objectives (suggestion to tie to UDL)

Can use Ally accessibility scores (Jamie Axelrod) – have tools available to do this

* + - 1. Sean Kugler volunteered to conduct trainings or be otherwise involved in accessibility trainings
			2. What have faculty requested to learn? Hard skills (tools) vs. soft skills (ex: relationship development with students)?
				1. Unclear, due to so few responses thus far
		1. Jamie Axelrod announced that after accessibility reports were shown this year, a spike in their use was recorded (many did not know about them before)
			1. Built in tools are also very helpful (Ally, Quality Matters, ACUE) , need to take advantage of tools already have and not just reinvent the wheel
			2. If anyone in here is interested in QM free workshops or information, please email Renee Harmon
1. **Action and Discussion Items**
	1. Disability Pride and Heritage Month
		1. Screen film Coda (won a few academy awards)
2. **Old and New Business**
	1. Magic Show at CCC next Tuesday at 3:30 p.m. – performance by magician with autism, who also gives description of his autism
		1. Virtual show also at 1:00 p.m. sometime next week (flyer to follow)
3. **Adjournment**
	1. James adjourned the meeting at 12:30 p.m.