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, May 18, 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 11:02 a.m.
   2. Chris Lanterman read the land acknowledgment
   3. **Roll Call and Introductions**
      1. Jane Gilbert, Chris Lanterman, Shane Canitz, Jessy Zukosky, Audra Travelbee, Zach Hamilton, Matt van Schoick, Katherine Lawlor, Laurie Jordon, Calvin Legassie, James Ingram
   4. **Approval of Minutes from April meeting** 
      1. Audra Travelbee made a motion to approve the April minutes. Calvin Legassie seconded the motion.
      2. A vote was made. The majority voted affirmatively (no negative votes; Laurie Jordon and Jane Gilbert abstained from the vote).
      3. Motion passed and the April minutes were approved
2. **Announcements and Information Items**
   1. **University Advisory Board**
      1. Chris Lanterman attended the last meeting as the upcoming chair of CoCom
      2. Updates:
         1. ***ASNAU Resolution 3403 – Inclusive Restroom Signage***
            1. ASNAU is supporting the signage

Unclear whether this is related to all-gender restroom signage

Chris will reach out to the president of ASNAU, Brendan Trachsel, to ask

* + - * 1. Laurie mentioned that she had seen good language on similar signs elsewhere: approximately “if you see someone who does not seem to belong in this restroom don’t stare” etc.
      1. ***ASNAU Resolution 3405 – Adoption of “Latine” as alternative to “Latinx, Latin@, and Latin#”***
         1. IMQ is starting to adopt this language as well (In written content, will use Hispanic/Latine)

This is what students have indicated as their preference

* + - * 1. ‘-e’ is a gender-neutral ending that naturally works with the Spanish language
      1. ***University Calendar Working Group***
         1. Three options currently in consideration:

Ending fall terms before Thanksgiving

Starting fall terms earlier, while ending fall terms at typical time but having no classes during fall term for a week (perhaps during Thanksgiving week)

Keeping the schedule as it currently is

* + - * 1. No decisions have been made yet
        2. Question: why is a change to the semester calendar being considered?

NAU had to change the semester schedule during the height of the COVID-19 outbreak and received good feedback from both students and departments

Helped reduce attrition after Thanksgiving break and increased winter term enrollment

Would also help facilitate a longer winter session (while still allowing for a break)

Some possible downsides mentioned for ending the semester earlier included difficulties with housing, money, travel, and also the potential impact on chronically ill individuals (more exposure to germs?)

Could also impact internships over the summer, but this could also allow more opportunities for internships over winter break

* + - 1. **Higher Learning Commission (HLC )Assurance**
         1. The HLC had some conditions around communication (bidirectional communication and shared governance)

Laurie Dixon is working on a HLC Assurance document

Leadership fairly confident that these issues will be addressed confidently and will be able to go forward with accreditation

* + 1. **Travel Service Team Working Group** 
       1. Created to discuss travel policies that affect faculty, staff, and students
       2. Vice President for Finance gave a short timeline to discuss issues raised. Issues include:
          1. Timeliness for processing requests and reimbursements, and expanding options around student travel
       3. Working group acknowledged of issues on travel service teams and is taking a serious look to make the process more seamless, timely, and flexible
          1. Next UAB meeting will have more to share on that
  1. **Lumberjack Activity Board** 
     1. Transitioning back to SUN Entertainment
     2. Chris and James mentioned that CDAD might want to reach out to Doug Quick and Megan Proctor for DPHM in the fall
  2. [**Elevating Excellence**](https://nau.edu/legacy/strategic-roadmap/call-for-proposals/) **and Call for Proposals** 
     1. The 2025 strategic plan will be presented to ABOR in June
     2. A call was put out for proposals to access funding to help facilitate and implement this new Elevating Excellence strategic plan
        1. Projects already being considered on different levels include:
           1. More lactation rooms
           2. New cluster hires
        2. $2 million available with the deadline for proposals in early June
           1. Cap on requests is $500,000 per year, for a maximum of two years
        3. If you have ideas to move forward key aspects of the DSP, please consider drafting a proposal
  3. **Diversity Curriculum**
     1. Sakenya McDonald and Chris Lanterman represent CDAD and disability in the intersectional identities part of the new diversity curriculum for general studies programs
     2. NAU is currently short on classes to accommodate all students who need to fulfill diversity curriculum hours according to the new requirements
        1. If you have ideas for courses to bring together disability and other intersectional identities over a topic, please bring them forward (non-faculty can collaborate with a faculty member to run a class)
           1. Especially needed are courses that would meet high enrollment demands (ex: art 101 - Indigenous peoples’ arts)
           2. Right now the alternative (but less ideal) plan is that for the first couple of years, students would only have to take courses in 3 of the 4 diversity areas
        2. Email Chris for the requirements for a course to meet the diversity criteria
        3. James suggested topics such as sexuality in Indigenous populations and sexuality in the disability community

1. **Action and Discussion Items**
   1. **Mask Mandate Advocacy Letter** (NAU-sanctioned student-led Chronic Illness Support Group)
      1. Shane (representative of the support group) reminded CDAD of the purpose of the letter
      2. Discussion about how some immunocompromised staff also feel unsupported since they have been informed that meetings are about to return to solely in-person format
         1. Question: should we write about staff concerns in the letter as well?
            1. CDAD’s informal consensus was that since the details are different, it would be more powerful if a different letter was drafted by staff outlining their concerns
            2. However, both letters of advocacy could suggest utilizing DR as an avenue for immunocompromised students and staff

However, need a different pathway for families with children too young to be vaccinated

* + 1. Feedback from CDAD on the content of the advocacy letter:
       1. Worded well
       2. Appropriate (not asking for return of mask mandate)
       3. Audra: could DR implement a system similar to what is being suggested to the president? (i.e., reaching out to the professor on behalf of an (anonymous) immunocompromised student to suggest that the professor wear a face mask and ask their students to also wear face masks)
          1. Chris will ask Jamie Axelrod about the feasibility of this system
       4. Suggestion to also mention elderly family members or family members who are immunocompromised
    2. Chris reported giving a heads up to the UAB and president about the letter at the last UAB meeting
    3. Discussion about how CDAD would support this advocacy
       1. Shane will send out the advocacy letter to the CDAD listserv, along with a Qualtrics poll on whether the co-chairs of CDAD should attach a letter of support to the original advocacy letter
  1. **Disability Visibility book group**
     1. Had final meeting of the semester
     2. Discussed bringing Alice Wong to campus in the fall
        1. Jeremy will talk with Amy Rushall from FD about this to get an update
  2. **DPHM Planning**
     1. [Sitting Volleyball](https://www.youtube.com/watch?v=uXLSzwJoT4M) (see Chase Torp in IM)
        1. Description: typical-sized volleyball, but players remain seated on the floor, with a smaller court and shorter net
           1. Suggestion: provide (or at least allow) pillows for people to sit on, to make it more accessible
        2. Tournament takes place in one day
           1. Prizes for winners, and food provided for everyone
           2. Students, staff, faculty, and community members can participate
           3. Plan to invite Special Olympics student team
        3. Has had really good participation in past
           1. Hoping the vaccination/testing clinic will not interfere this year (or a COVID-19 outbreak)
        4. Chris is working on planning the event with Chase Torp (a student in IM)
        5. Also want to eventually get goal ball tournaments started in the future
           1. Everyone is blindfolded and the ball makes noise
           2. First will (eventually) due an exposition to get interest
     2. CODA (reach out to Paul Helford)
        1. Film won an academy award
        2. Has good accurate representation of deaf culture and children of deaf adults
           1. Deaf characters played by deaf actors
        3. Showing could be an unique event or as part of COA film series (Tuesday night showings)
     3. Maysoon Zayid (reach out to Megan Proctor and Doug Quick)
        1. Long shot but they would be a big draw (see [I’ve got 99 problems, but palsy is only 1](https://www.youtube.com/watch?v=buRLc2eWGPQ))
           1. Expensive - $15,000 plus expenses – have reached out to Sun Entertainment for funds
     4. Accessibility workshops
     5. Matthew Wangeman’s talk
     6. Accessibility Expedition
        1. Formerly known as the Accessibility Scavenger Hunt
     7. Other ideas?
        1. Sheena Hale (IMQ) has been tasked to do some sort of disability-related event in the fall (the Office of Inclusion is exploring doing more disability-related events)
           1. Part of creating the Disability Cultural Center will be To infuse disability into IMQ
           2. Opportunity for CDAD to link up with/lend support
        2. Symposium or day-long events
           1. People really like NAU Teaching Day and there is always a great turnout
           2. Plan for day could be: initial speaker, break out for initial workshops, and then keynote (with topics including disability culture and accessibility)
           3. Also want more cohesion and awareness of where individuals can engage with disability community

Suggestion to have a fair with a table for each department/organization related to disability

* + - * 1. Suggestion to pair up with faculty development

Suggestion to create steering committee to plan the event

* + - * 1. Desire to include a session on hosting hybrid meetings – for individuals with chronic illness (and remote workers)
        2. Question asked: how can we get lived experiences mentioned more publicly for those in the disability community who are comfortable doing so?

Suggestions:

Blog

Oral History Project (see if possible to join)

Host a Human Library event on disability

* + - * 1. Audra shared [Disability Pride and Heritage Month Symposium document](https://docs.google.com/document/d/16_dHlrfZtP0Yj-3d4CfhqVu_Q5V1UEONaYkvVJeVbUc/edit?usp=sharing)

Please sign up to be a committee member and/or add ideas for events

* + - 1. Reach out to Chris, James, or Audra with more ideas

1. **Old or New Business**
   1. **Accessibility/programming faculty survey**
      1. Faculty development is waiting to hear the results of their survey before moving forward with any programming
      2. Lots of overlap with Disability Zone training Marian is heading up
         1. Need more cohesion
      3. Chris offered to do 10 workshops on UDL if there is interest (1 intro, and 1 apiece on the 9 main components of UDL)
   2. **FUSD and NAU Facilities Collaboration**
      1. Have drafted a memorandum of understanding to create work opportunities on campus
         1. Some students in the FUSD 18-22 year-old program will begin working in janitorial, landscaping etc. positions at NAU
2. **Adjournment**
   1. Chris Lanterman adjourned the meeting at 12:35 p.m.