

*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, September 8, 2022

11:00-12:30 pm

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

Meeting ID: 824 4674 9885

Password: 941222

1. **Call to Order**
	1. James Ingram called the meeting to order at 11:04 a.m.
	2. **Roll Call and introductions**
		1. James Ingram, Shane Canitz, Audra Travelbee, Shelly Huntington, German Fermin, Renee Harmon, Nathan Pullen, Lauren Copeland-Glenn, Damon Burke, Sean Kugler, Juana Martinez, Jeremy Musgrove, Jill Young, Heather Williamson, Matthew Van Schoick, Jamie Axelrod, Chelsea Green, Monica Brown, Chris Lanterman
	3. **Land Acknowledgement**
		1. James Ingram read the land acknowledgement
	4. **Approval of minutes from August meeting**
		1. Jamie Axelrod motioned to approve the August minutes. Matthew Van Schoick seconded the motion.
			1. Majority voted affirmative. Chelsea Green abstained from the vote.
			2. Motion passed: August minutes approved.
2. **Announcements and Information Items**
	1. **University Advisory Board updates**
		1. Met earlier this month – no major updates
	2. **CoCom meeting with the president** - Lauren
		1. The Diversity Fellows and Commission co-chairs were invited to meet with the president last Monday
			1. Unfortunately, the president couldn’t make it due to outside conflicts
				1. He is eager to reschedule
				2. Brian Register came in his place and listened attentively
			2. VP/CDO of DEIJ search is coming along
				1. NAU is working with a search firm and is finishing pulling together a search committee led by Josh Mackey
				2. There will be lots of opportunities for commission members to participate in search process

Samantha Clifford is representing the commissions on the search committee

Email Samantha if you have anything you want her to take to the group

There will also be meet and greet sessions with finalists (who will likely come to campus), most likely in December or January

* + - 1. Overall, a positive feeling was expressed about the current DEIJ conversation/situation at NAU
				1. But there were still questions about how the commissions fit into “Elevating Excellence” and how we can continue moving forward with the DSP
			2. Conversation about the importance of CDAD members continuing to participate in diversity conversations on campus, since disability continues to not be fully considered in all DEIJ efforts
	1. **Diversity Curriculum Committee**
		1. CDAD faculty representation still needed
			1. There are two spots reserved for representatives of CDAD, but only one is currently filled (by Sakenya McDonald)
		2. Great opportunity to advocate for including disability in DEIJ
			1. CDAD representation important so can follow through with what have been asking for throughout the years
		3. If interested in representing CDAD/disability email James or Audra
		4. This is a Faculty Senate group but a request to allow expert staff to participate on the DCC to review curriculum content for specialized topics seems valid and would help to keep commission representation on the DCC filled
			1. It is something to consider communicating with Gretchen McAllister (one of the DCC chairs) about
	2. **Diversity Awards Celebration** – Lauren
		1. September 20th, Ashurst Auditorium
			1. Buffet meal at 5:30, presentation of awards at 6:00
				1. Will also have several groups as entertainment
		2. Since this is part of the Presidential Installation, there will likely be more individuals in attendance than usual, including statewide individuals, and people from ABOR
		3. Invites will be going out soon
			1. Please RSVP so we have an idea of how many people
1. **Action and Discussion Items**
	1. **Kickoff of Campus Program Highlights** – James
		1. An opportunity will be provided each CDAD meeting for commissioners to talk about how they are increasing opportunities for individuals with disabilities or doing other disability-related work
			1. Aiming for short presentations (a 5-minute highlight)
			2. Want to emphasize both research and other work – all equally important
		2. Next month, James will kick it off with a presentation on his teaching and research
		3. If want to participate, email James or Audra
			1. If not, James and Audra will start picking people and asking if they are willing to present
			2. Jeremy Musgrove volunteered to present
	2. **Disability Zone Training update**
		1. Met on Tuesday – very productive meeting
			1. Now have a framework created that highlights the history of disability in the U.S. and emphasizes both the legal aspect and education process
			2. Have also included some information on UDL
		2. Intention to do first training during DPHM
		3. If interested, please review the training’s content
	3. **Chronic Illness Support Group (CISG)** – Update from Audra
		1. Received official response from president’s office that they are not going to enact any top-down changes
			1. The president’s office explained that having a statement come from the president’s office is not feasible because NAU has decided to follow the CDC guidelines on masking
				1. Additionally, these decisions must go through many offices
			2. However, they provided some informal ideas:
				1. Try a grassroots approach: perhaps through the deans

Deans could give faculty the option to put a message in their course shells/BBL that they have a student with a chronic illness and ask their students to consider masking up if they are so inclined

However, Jamie commented that in his conversations with the Provost Office, that they didn’t seem to want faculty to do this

* + 1. Suggestion to rewrite letter for Faculty Senate
			1. General agreement expressed that faculty would want something official from leadership empowering them to suggest to their class to wear masks
			2. Also suggested to ask for a meeting with Kate Ellis to talk this idea through first
				1. Perhaps can talk to both the Provost Office

and with Faculty Senate

* + 1. Discussion of differences between tenured and untenured faculty and verbal vs. written statements (since COVID-19 and mask-wearing has become a highly politicized issue)
			1. Emphasis on why it would be so important to have something in writing in support of what faculty are allowed to do
		2. Reference to [articles about how individuals with disabilities at other college campuses have also felt unsafe with the relaxing of COVID-19 safety precautions](https://www.chronicle.com/article/campuses-are-going-back-to-normal-this-group-has-one-message-stop)
		3. Consensus that the new plan is to rewrite the advocacy letters for the audience of Faculty Senate
		4. Lauren suggested bringing up the issue at CoCom as well, to garner the support of other commissions
	1. **UDL workshops** – Chris
		1. Will be hosting UDL workshops through the Teaching and Learning Center
		2. Begin on September 16th with an overview of UDL, and then 9 subsequent sessions (one for each of the 9 guidelines of UDL)
			1. Will run through Spring
			2. Each session is 1.5 hours and will be hybrid (in-person and Zoom)
		3. Plans to co-facilitate each session with another person
			1. Still needs someone to co-facilitate for some of the spring sessions – will reach out
		4. Seven people were signed up for the first session as of yesterday
		5. Want to invite Michelle Miller, the author of “[Ungrading Light: 4 Simple Ways to Ease the Spotlight Off Points](https://www.chronicle.com/article/ungrading-light-4-simple-ways-to-ease-the-spotlight-off-points)” as a speaker for one session
	2. **VP/CDO search** – Chris
		1. Samantha Clifford is confirmed to represent the commissions on the search committee
		2. Search committee will meet in a few weeks and is almost ready to launch
		3. Next week an official announcement will be sent out about the search committee
	3. **Disability Pride & Heritage Month (DPHM) Planning**
		1. **Maysoon Zayid event** will likely be moved to the Spring
		2. On October 1st, will open the **Virtual Accessibility Expedition**
		3. **Peanut Butter Falcon movie** will be the kick-off event for DPHM on October 4th at 7 p.m.
			1. Several people in mind to speak at the event
			2. James will introduce the event
			3. James, Sean, and John will also participate in the panel
		4. October 6th - **Sitting Volleyball** confirmed with Campus Recreation Services
		5. **Accessibility Workshops** – Audra
			1. Will have three workshops
				1. Hybrid: Room 169 in the TLC and via Zoom
			2. Themes not yet decided – if want to give input or be involved, email Audra
				1. Ideas for topics:

[Pros and cons of lecture capture](https://www.insidehighered.com/news/2022/09/07/should-professors-still-record-lectures-maybe-maybe-not?utm_source=Inside+Higher+Ed&utm_campaign=38fa5cc581-DNU_2021_COPY_02&utm_medium=email&utm_term=0_1fcbc04421-38fa5cc581-233853693&mc_cid=38fa5cc581&mc_eid=6be49f18ad)

Automated captioning

* + - * 1. Will also include the October UDL trainings
		1. Friday the 14th (11-1) - **Accessibility Expedition**
			1. Probably North Campus
		2. October 18th (5-6 p.m.) - **IMQ Sensory Event**
		3. October 20th – **IHD speaker**
		4. October 26th (4:30 – 6:00 p.m.) **Conversation about Disability & Diversity** (Matthew Wangeman/John Schaffer)
		5. **Tabling on Pedway** – Audra
			1. Each table will represent an entity on campus or in the community related to disability, some examples are:
				1. Campus entities:

NAU4ALL, Pine Pals, IHD, DR, Usable Materials, Special Education department,

* + - * 1. Community groups:

Special Olympics community, Commission on Inclusion and Adaptive Living, Northern Arizona Adaptive Sports Organization

Other disability-related organizations that need volunteers?

Veterans with disabilities?

* + - 1. Audra will make a reservation with Campus Events for the pedway
				1. Discussion about when to hold the event and how many tables and chairs are needed

Estimation that the fee might be around $100

* + - * 1. Decision to have it on October 11 from 11:30-2:30
			1. Audra will draft an invitation email for the pedway event for commissioners to send out to interested parties
			2. Lauren will work on a poster for the tabling event
		1. **Disability Zone Training** – will likely kick off sometime in October
	1. Question asked: has the subpopulation of veterans with disabilities been invited to/included in any of the DPHM events?
		1. Discussion about the lack of inclusion and general invisibility of this subgroup in the disability community
		2. Jeremy Musgrove stated that he used to work with this population and volunteered to invite them to the DPHM events
		3. Suggestion to also collaborate with the veterans with disabilities population to host an event for Memorial Day
			1. Could tie in education about non-apparent/invisible disabilities
			2. Suggestion to also involve NAU4ALL in this collaboration
		4. Suggestion to invite the veterans with disabilities to have a table at the pedway tabling event
1. **Old or New Business**
	1. None stated
2. **Adjournment**
	1. James Ingram thanked CDAD members for their efforts in the disability community and adjourned the meeting at 12:23 p.m.