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**

Thursday, December 8, 2022

11:00-12:30 pm

[Zoom link](https://nau.zoom.us/j/82446749885?pwd=OGJLSm1CaFY1SmNJclNVVER5aFVqdz09)

Meeting ID: 824 4674 9885

Password: 941222

1. **Call to Order –** Audra Travelbee called the meeting to order at 11:04 a.m.
   1. **Land Acknowledgement –** James Ingram read his version of the land acknowledgement
   2. **Roll Call and introductions**
      1. James Ingram, Warren Clifford, Jamie Bellian, Jessy Zukosky, Lauren Copeland-Glenn, Shane Canitz, Chris Lanterman, Sean Kugler, Audra Travelbee, Michelle Cook, Damon Burke, Juana Bermudez Martinez, Prince Osei Agyemang, Shelly Huntington, Nathan Pullen
   3. **Approval of minutes from November meeting** 
      1. Lauren moved to approve the November CDAD minutes with the following edit (change spelling of Monica’s last name to Attridge). Chris seconded
         1. A vote was made. Majority voted affirmative (Noopposed or abstentions)
         2. Motion passes: November CDAD minutes approved with one edit
2. **Announcements and Information Items**
   1. **Commission on Commissions (CoCom)** -Chris Lanterman
      1. Counsel Michelle Parker will attend upcoming meeting to speak on where the boundaries of free speech and advocacy are for NAU employees
      2. Currently finishing Native American Heritage Month
      3. VP of IDE applicants currently being review
         1. First round interviews this week
            1. Doing interviews in phases because still receiving applications
   2. **Diversity Curriculum Committee** – CDAD faculty representation still needed
      1. [Email Audra](mailto:Audra.Travelbee@nau.edu) and/or [James](mailto:James.Ingram@nau.edu) if interested
      2. Discussion about if CDAD still has a place on the DCC with the recent changes to the gen. ed. requirements – do we still have a place on that?
         1. Lauren will reach out to the chair, Gretchen McAllister – still wants CDAD’s voice heard
3. **Action and Discussion Items**
   1. **Meeting times next semester** 
      1. James teaches during this time next semester – need to change meeting time
         1. Audra: should we do another survey?
         2. Lauren: Prince is taking over as GA and most of his classes are later in the afternoon. We need to take into consideration other commissions so there is not an overlap.
         3. Option proposed: go back to original meeting time (noon to 1:30 p.m. first Wednesday of the month)
            1. General agreement
            2. Audra will send out an email to check with the rest of the commission
   2. **Campus Program Highlights –** highlighting Shane Canitz
      1. As Shane will be ending their 3-year role as a GA, several commissioners reported on the various projects and impact Shane has had on CDAD, including:
         1. Co-creation of the accessibility website
         2. Help with agendas, contacting individuals, and behind-the-scenes work
      2. Also highlighted Shane’s attention to detail, commitment, professionalism, and attitude that embodies the mission of CDAD
   3. **Awards nominations and Co-Chair nominations**
      1. CDAD members encouraged to consider individuals for nomination early, especially individuals outside of CDAD
         1. [CDAD Leadership Award nomination form](https://in.nau.edu/cdad/cdad-leadership-award-nomination/) now open (closes Monday, February 13th, at 11;45 p.m.)
      2. In February, it will be time to vote for a new co-chair
         1. But James could run again if he wants
         2. Keep in mind, CDAD bylaws say it does not have to be one faculty and one staff member
   4. **NAU Transition Program –** Shelly Huntington
      1. Moving forward formulating basic overview of what the program will look like
         1. Three major components:1) a certificate program (hopefully recognized in the community so will translate to jobs in future); 2) internship training; and 3) social integration/support component
         2. Going to submit for an Elevating Excellence grant in January
         3. Also using a small survey to check how members of the university feel about supporting students with more significant support needs in courses, as peers, or in workplaces
            1. To see what trainings are needed to address perceptions and biases
            2. Hope to address barriers before running into them
      2. Brainstormed umbrella term (verb) for what trying to accomplish with this project: “dignifying”
         1. One of the primary goals for individuals with intellectual disabilities is to provide dignity and to help them become active participants in our community
      3. Lauren mentioned seeing an article in the Daily Sun about this program, as well as a program through IHD to increase the number of students with disabilities in STEM
         1. Asked if this is a partner program to that?
         2. Description provided of how leaders from the two groups have met to discuss the projects and how they can collaborate
            1. IHD’s program is more focused on students who can be successful but need just a little support

While the NAU Transition Program is intended for students who have more significant support needs

* + - * 1. However, the two programs are planning to support each other’s missions (just not sure what this will look like specifically)
        2. The NAU Transition Program wants to utilize IHD’s natural peer support model and not overtax the resources on campus

So, need to bring in/create more resources

* 1. **Disability Zone Training updates – Lauren, Chris, Audra**
     1. Continuing to develop the training
        1. Will have Disability Zone 101 and 102
        2. In spring will provide 102 for participants who took 101 in fall and did not get to cover everything (were very excited to continue)
        3. In Fall 2023, will launch full 101 training
           1. Currently refining, restructuring, and adding more interactive activities
        4. All zone trainings are on hold for Spring 2022 because they are being revamped
  2. **Disability Cultural Center – Sean Kugler** 
     1. Elevating Excellence proposal has opened, so the DCC application is being streamlined
        1. Talked to facilities yesterday and they are seeing if they can find space for a physical DCC
        2. DCC subcommittee also submitting staffing and salary estimates for budget purposes
        3. Subcommittee meets again soon (December 19th at 9:00 a.m.)
     2. DCC is being proposed as a stand-alone program, but subcommittee is prepared to ask for it to exist as a partner if it’s too expensive to be stand-alone
        1. Right now, IMQ does not have enough staff/space to hold it
           1. Lauren thinks should push back against this and try to get more resources and space to combine the two

This would illustrate that disability is included as a part of diversity at NAU

Lauren and Sean plan to meet with Hilda about this

* + - 1. Also talked to facilities about how want the DCC to be close to IMQ, Veteran’s Services, and IHD either way because will work frequently with these offices
      2. Last resort: will counter and ask for the DCC as an online-only program (better than nothing, foot in the door)
    1. DCC subcommittee will also meet on January 17th to make sure everything is in place for submitting the Elevating Excellence grant proposal on the 20th
    2. Looking for more workgroup members to show that there is widespread interest across campus
  1. **Maysoon Zayid update – Lauren** 
     1. STAC – Specific budget will now be set aside for Heritage month events
     2. Discussion about bringing the [comedian and disability activist, Maysoon Zayid](https://maysoon.com/), to campus in the Spring
        1. Entire event likely to cost about $15,000
           1. Lauren suggested partnering with Sun Entertainment or STAC

STAC said would likely support the maximum amount they can give (likely $10,000)

* + - * 1. The commission has all $4,000 of their budget left as STAC fully covered all DPHM costs this year
        2. With CDAD and STAC funds, would still need to ask someone else for remaining $1,000

Sean volunteered to ask NAU4All to pitch in

* + - 1. Maysoon very popular: need to ask her soon.
    1. Question asked: is there anything else we need to spend money on in the Spring?
       1. May need to spend some on the person-first vs. identity-first language panel
       2. Asked Lauren to figure out what is possible first with Maysoon before CDAD members vote
          1. Shane will create a Qualtrics to see if CDAD wants to spend $4,000 to fund Maysoon
       3. Any conflicts in the Spring?
          1. Asked not to schedule the event in early April
  1. **Panel discussion about person-first vs identity-first language**
     1. People to invite: Amanda Kraus, Monica Attridge (Hozhoni Foundation), Devva Kasnitz, Rose Krestin, Jedediah Hall
        1. Suggestion to do over Zoom and to offer a small honorarium (will not have to cover travel cost)
        2. Want a kaleidoscope of perspectives on this concept, but also set it up to facilitate a discussion, not a debate
     2. Lauren will reach out to STAC to pursue inviting these individuals
     3. Discussion about when to host the panel
        1. Sometime before Spring break
        2. Maybe tie together with other conversations about language ownership and retaking language
           1. Suggestion: if did in February, during Black History Month, could potentially collaborate with CED
  2. **CISG Letter – sent on November 29th to Faculty Senate** 
     1. Received a response from Kate Ellis, President of Faculty Senate
        1. Already had their last meeting this semester, but said she appreciated the perspective and that the Faculty Senate will discuss and address the letter in January
     2. Letter was presented at last CoCom meeting
        1. At that point, CoCom was still waiting for CDAD’s letter of support
        2. Can discuss at CoCom tomorrow
  3. **Other ideas for spending Commission funds?**
     1. CSW and WGS want to bring the film “Breaking the Silence" to campus
        1. Requested each commission support the film “[Breaking the Silence](https://www.breakthesilencedoc.com/)” by contributing $50 of their budget (costs $300 total)
        2. Lauren made a motion for CDAD to support the CSW to bring the film ‘Breaking the Silence” to campus for $50
           1. Chris seconded. A vote was made

No abstentions Majority voted affirmative (no negative)

* + - * 1. Motion passes: CDAD will support CSW bringing the film “Breaking the Silence” to campus with a contribution of $50

1. **Old or New Business**
   1. Sean: submitting an Elevating Excellence proposal to have NAU employees be able to apply through the “Trusted Tester program” accessibility testing training program through Homeland Security
      1. Proposing having a small group within ITS be the first cohort and then have 1-2 cohorts per year eventually
      2. Individuals would gain knowledge of being “trusted testers”
         1. The grant would both waive cost of test and give a stipend to each completer
      3. Advice given: A commissioner heard there will be a significant push for efficiencies in the Elevating Excellence proposals
         1. How this will save the university money is important to include in the proposal as well as how it is important for students (e.g., need materials to be accessible for all students)
   2. Lauren announced that the date for the Diversity Award Celebration will likely be April 12th (but is not set yet)
      1. Likely will have in Ashurst again (High Country Conference Center has become very expensive)
      2. If anyone has feedback on the event, [email Lauren](mailto:Lauren.Copeland-Glenn@nau.edu)
   3. Resources shared:
      1. [Article in The Lumberjack about the 2022 DPHM Fair](https://www.jackcentral.org/culture/bringing-awareness-to-disability-pride-and-heritage-month-at-nau/article_e69ffe66-5183-11ed-859c-2fa691e0e2eb.html)
      2. [“For All to Read”](https://nau.edu/boundless/web-accessibility-design/) – An article about the importance of making everything accessible
      3. [“Here’s Why You Should Use Alt Text”](https://news.nau.edu/using-alt-text/)
2. **Adjournment** 
   1. Audra Travelbee thanked everyone for a great semester and adjourned the meeting at 12:29 p.m.