

 MINUTES

Wednesday, February 19, 2020

12:00-1:30 pm, University Union, Havasupai C

Skype Phone: (928) 523-0078 (Conference ID#: 817561 )

1. Call to Order: Meeting called to order at 12:02
	1. Roll Call and introductions: Jamie Axelrod, Dorianne Pollack, Chris Lanterman, Sean Kugler, Mathew Wangeman, Aliyah Balsiger, Beverly Rodriguez, Judy Manor, Chelsea Green, Lauren Copeland-Glenn, Robert LeMoyne, Calvin Legassie, Gabe Montaño, Jane Gilbert
	2. Approval of minutes from January meeting
		1. Dorianne motioned to approve January minutes
		2. Sean seconded the motion
		3. Minutes approved unanimously
2. Diversity Awards Nomination
	1. CDAD has not yet received any nominations for the Diversity Awards. The commission typically has three awards: faculty or staff, group or organization, and a student. CDAD wants to recognize people who are making a difference by spreading awareness or working on access issues on campus. Past winners are on CDADs website
	2. The form to submit a nomination is on the CDAD website. The form closes on Wednesday, March 4
	3. Commissioners were encouraged to submit nominations, and to expand nominations to people outside of CDAD
3. Co-Chair Nominations
	1. CDAD will be electing a new co-chair next meeting, Wednesday, March 11
	2. The co-chair position is a great opportunity to get more involved, take on a leadership role, and help set the direction for CDAD
	3. Commissioners were encouraged think about running, or encourage others who would be a good fit
	4. Lauren: If you have questions feel free to reach out to Lauren or Jamie
	5. Jamie will continue as co-chair until June 2020
4. Update on Diversity Strategic Plan
	1. Gabe: The president approved the DSP and is eager to see it go out. Gabe is working with marketing. Once the commissioners finish looking over the document, it will be sent out
	2. Lauren: The strategic budget council is working across departments to have them update their strategic plans
	3. Fellows program: There’s going to be a call for nominations. Gabe will work with commissioners to figure out the process. There is a current commitment to10 fellows and a $1000 stipend each
		1. Fellows will work with various units to implement the DSP
		2. The fellow position will be opened across campus to faculty, staff and students
			1. Commissioners will make recommendations for these positions
			2. Jamie encouraged everyone to take a look at the positions when they are out
	4. Gabe: Other updates
		1. Diversity Awards: The president agreed to go back to the community style format for the Diversity Awards. There will be tables and a buffet. The event will also celebrate the work that the commissions have done over the years
		2. Gabe discussed the shifting relationship between the commissions and the president. Concerns are being heard and the commissions are receiving more recognition
			1. Commissioners discussed reason for change in recognition
5. New budget allows the commissions to put money towards a focus of their choice
6. The Commission on Commissions helps groups work together and support each other
	* 1. Gabe: The president likes how the budget is working. The intersectionality has been important
			1. Each commission has been given $6000. If it’s not used by the end of the year, the remaining budget will be lost. The commissions will be given another $6000 next year, whether or not the previous $6000 has been used fully
			2. Calvin suggested using the remaining funding to have an end of the year celebration with all of the commissions
7. Mental Health Symposium schedule and marketing
	1. The scheduling and marketing is out. There are posters for the entire month around campus and accessible versions have been sent out. We only have one event left
	2. Update on *All You Need is Love:* *Cultivating Compassion for Yourself and Others* event:
		1. The event was well attended. There were around 100 people who attended in person, as well as individuals who attended online
		2. There was a larger proportion of students than expected. This speaks to the continued desire on the part of students to have more events
		3. This event offered tools and approaches related to self-compassion that individuals could practice and utilize
		4. The event was a FCB leadership pathway event which influenced attendance. The more collaborations the better
		5. The event was recorded. After the series is edited it will be posted online
	3. The event in March, *Eat What You Love, Love What You Eat,* is hosted by Health Promotion in conjunction with Eating Disorders Awareness Month
	4. Jamie: The events this year have mainly been about proof of concept. Overall there has been pretty positive response. The events were put on by CDAD with collaboration from multiple groups on campus
		1. Jamie asked the commission for feedback and opinions on what the commission wants to do in terms of keeping the series going. Should it be a CDAD run series? Should another organization take it on? How does CDAD want to be involved?
			1. Lauren: CDAD needs to write out the goals for the symposium so that whoever takes it over can continue with the current vision. The events are not just about the western views of mental health. They are inclusive of different cultures, ideas, etc. There needs to be written rules about the structure of the types of events to include
			2. Commissioners discussed playing an advisory role and passing the event off to the Mental Health Task Force. Lauren suggested creating a committee that represents diverse groups on campus. Commissioners agreed that CDAD should continue to support the series
	5. Jamie: The December event, Epic Fail, was about resilience and the normalization of failure became very student driven. There have been requests from students to lead something similar. Jamie has had some discussions with the Mental Health Task Force about having a similar event this April. He will keep people updated on what that looks like
8. Request for $1000 of CDAD money to Black Leadership Summit, and $250 to the Price of Nice event (moved to April 13th from 4:30-7 p.m. in the International Pavilion)
	1. CDAD still has the majority of this year’s budget remaining (at least $5400)
	2. Jamie discussed using the remaining budget to support intersectional activities, whether they are directly related to disability or not
		1. Earlier this year, CDAD reached out to other organizations for support and didn’t get a lot of response
		2. The commission discussed the importance of creating a culture of intersectionality and a sense of community collaboration
	3. Dr. Angelina Castagno published an edited volume called *the Price of Nice*: *How Good Intentions Maintain Educational Inequity.* Angelina will be holding a book event with a panel of 4-5 authors at NAU on April 13 from 4:30pm-7:00pm. The book discusses the impact of not making the hard choices that contribute to change in the educational environment. Angelina came to the Commission on Commissions to ask for support. Funding is needed to support travel, food, and the venue. There is one chapter that focusses on disability
		1. Co-chairs and commissioners expressed support of the event
		2. Calvin motioned to give $250 to support the event
		3. All in favor: motion passed unanimously
	4. The Black Leadership Summit is an event designed to bring together the black fraternal organizations on campus for a weekend of community building, presentations, trainings, and workshops, for all students, faculty and staff. In the last few years the event has attracted students from all over Arizona, and presenters form across the country. Denise TrimbleSmith saw an opportunity to create this event, to galvanize the community as a whole, and to bring in experts. It has been really successful over the last few years. The event had been dependent on STAC funding, but STAC can no longer meet the need of the funding this year. Denise is looking for folks to help fund this year’s event, as they build a plan to sustain this event in the future
		1. The commissioners expressed support for the event, in order to keep the event’s momentum going
		2. Calvin motioned to fund the black leadership event up to $1000 as needed
		3. Mathew seconded
		4. All in favor: motion passed unanimously
9. Self-ID working group update
	1. Lauren: The working group met last month and will meet again next week. The group is working on creating a campaign that will allow people to feel comfortable self-IDing. It is important for individuals to know who is looking at the information, why we care, what will be done with the information, etc. The working group has been using the Employer Assistance and Resource Network on Disability Inclusion website to find information on best practices. The group discussed the possibility of having a self-ID button on directory information
	2. Calvin suggested creating a webpage similar to the LGBTQIA Out and Proud webpage, as a place to direct people looking for jobs or potential students who want to know if there are individuals who they can identify with on campus
10. Scavenger Hunt
	1. The scavenger hunt will take place on March 27 from 11:30am-1:30pm. The event will consist of an hour long scavenger hunt and an hour of discussion. The group will meet at the “French fries” outside of the du Bois Center and regroup at the business college
		1. There will be a class from Construction Management of at least fifty students joining. Please invite anyone who might be interested
		2. All commissions are encouraged to go
		3. There will be great conversations on accessibility. Changes have been made on campus as a result of this event
11. GLI/CDAD event Sustainability Means Inclusiveness
	1. On Friday, March 6the Global Learning Initiative Social Justice Forum Group is going to host a forum on the intersection between sustainable and inclusive design. The event will be held at the International Pavilion from 2:00-4:00pm. There will be a conversation on sustainability and inclusivity with Agnes Drogi (Department of Construction Management), Alan Francis (Department of Construction Management), Chris Lanterman (Department of Educational Specialties), and Matthew Muchna (Office of Sustainability)
12. ADA 30th Anniversary
	1. Lauren: Tom Olin is a photographer who documented the disability rights movement over time. He has a roving exhibit with around 30 images and will come to NAU to set them up. The presentation will consist of him walking everyone through the images. Tom is also willing to do a workshop and smaller group discussions. Descriptions of the images will be made available for those who cannot make it to the event. CDAD needs to find a location to house the images. There is no date yet but Tom Olin sounded like he’s leaning towards November
		1. Tom would like to have an exhibit at ASU and/or UA
		2. Jamie suggested putting together a committee of folks from the colleges, community, and independent living facilities to work on creating a small tour for Tom
		3. Mathew: He’s a legend in the disability community
		4. Commissioners discussed NAU departments to collaborate with, such as the journalism and photography departments
13. Working groups to help move efforts forward on campus (provided basic overview, will talk more in-depth at next month’s meeting)
14. The commission discussed the need for a working group to create a partnership with Career Services
15. The group will look into formal ways to support and inform the work of Career Services, in order to best support students as they transition out of college
16. The commission discussed creating a working group to work on making information and communication technology accessible
17. The commission discussed creating a working group to assess and remediate documents on campus that are inaccessible
	* 1. There is a lot of information that gets disseminated around campus to inform students about programs, events, etc. People need proper training on accessibility. The working group could do outreach and training for individual groups on campus
18. Sean motioned to adjourn the meeting at 1:30. Calvin seconded the motion: All if favor