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, February 17, 20201

12:00-1:30 pm

Zoom link: https://nau.zoom.us/j/84135079531

Passcode: 725395

1. **Call to Order**
   1. Chris called the meeting to order at 12:02 p.m.
   2. Calvin Legassie read the land acknowledgement.
   3. **Roll Call and introductions**
      1. Chris Lanterman, Shane Canitz, Robert LeMoyne, Matthew Wangeman, Megan Momeyer, Lauren Copeland-Glenn, Sakénya McDonald, German Ferman, Andrea Barrantes, James Ingram, Matthew Van Schoick, Alyssa Deaver, Calvin Legassie, Heather W, Jill Young, Pamela Powell, Sarah Lipsey, Stephanie Del Giorgio, Monica Brown
   4. **Approval of minutes from November and January meeting** 
      1. Stephanie Del Giorgio moved to approve CDAD´s November minutes. James Ingram seconded the motion
         1. Motion passed and the minutes were approved
      2. Lauren Copeland-Glenn moved to approve CDAD´s January minutes. Calvin Legassie seconded the motion
         1. Motion passed and the minutes were approved
2. **Old/New Business**
   1. **Disabilities Study Minor** (Matthew Wangeman)
      1. Provided good and bad news
         1. Bad news: Social and Behavioral Sciences (SBS) told the Institute for Human Development (IHD) that after this semester NAU will no longer help fund the online classes
            1. Matthew W. said he knew it might happen for about 6 years now
         2. Good news: IHD has received a one-time gift for the minor ($25,000) but could happen again if the donor likes how the money is used
            1. IHD now needs to figure out how to spend the money, hopefully to expand the minor
      2. Chris asked if CDAD could do anything to help support the disability studies minor
         1. Sakénya replied that by the next CDAD meeting, they should have more clarity and will let CDAD know how they can help
      3. Matthew W. clarified that its students’ tuition payments do not go back to the minor
         1. Both classes he teaches are full and the minor continues to grow, so the minor is robust
      4. Monica Brown asked if are there other minors and academic programs that rely on outside funding
         1. No one knew, but Monica said she could use her role as Ombuds to look for policies and to ensure that equity is being achieved
3. **Updates and Announcements**
   1. **Diversity Fellows** (Lauren Copenland-Glenn)
      1. All applicants were notified yesterday
         1. Lauren estimates that the announcement of the Diversity Fellows will occur this week
   2. **The two candidates for NAU President were announced yesterday** (Chris Lanterman)
   3. **CoCom Updates** (Lauren Copeland-Glenn and Chris Lanterman)
      1. CoCom met last week and continued to work on the bylaws
      2. Discussed Diversity Awards Celebration
         1. University Events presented a few options for the upcoming awards celebration:
            1. A virtual event via YouTube after the Spring semester ends
            2. A drive-in event after the Spring semester ends
            3. Postpone the celebration until the fall, when we might have the opportunity to hold it in person
         2. Lauren cited low attendance at previous event and Zoom screen fatigue as potential reasons identified by some CoCom members to postpone the ceremony
            1. University Events needs to know ASAP since they are currently planning for this semester
         3. Chris opened for discussion
            1. A commissioner brought up that it would be more congratulatory to hold the event in person
            2. Concern discussed about having in-person event in fall (may not be safe for public health)
         4. Chris said that the topic will be discussed at CoCom and that he will report back to CDAD what their recommendation to University Events will be
   4. **CDAD Leadership Awards** (Chris Lanterman)
      1. Due soon, but still open (closes February 19th)
      2. Chris encouraged everyone to nominate worthy candidates by this Friday so he can put together a ballot
         1. Need to send name of recipient to University Events by March 1st
   5. **CDAD Co-Chair Nominations** (Chris)
      1. Dorianne’s term is ending and a new staff co-chair is needed for CDAD
      2. Currently, Chris has received one self-nomination
         1. Asked for any more nominations by Friday so he can create and send out a ballot next week
      3. Lauren promoted the role, explaining how it provides great leadership experience and allows the individual to make a difference across campus
      4. Question asked about time commitment for being a co-chair
         1. Chris outlined the major duties of the position: working behind the scenes to coordinate and develop agendas, review minutes, and facilitate meetings
            1. Hosting the commission meeting every month, opportunities to represent CDAD in other conversations, and developing/facilitating events especially during Disability Pride and Heritage Month, and participating in CoCom which normally meets monthly as well
         2. Lauren estimated the weekly time commitment as around 3 hours a week, but acknowledged that this is highly variable and is higher during Disability Pride and Heritage Month
            1. Chris confirmed that this was a reasonable estimate
   6. **Diversity Curriculum Committee and Diversity Requirements**
      1. Chris reported meeting with committee last Monday
         1. There is currently a proposal on the table to revise the general education requirements for undergraduate students
            1. Liberal studies requirements are currently 3 credit hours surrounding U.S. ethnic diversity and 3 credit hours of global diversity
            2. Proposal to require 3 additional credit hours surrounding the topics of indigenous people or dimensions of difference and identity (which would include disability, gender identity, and socioeconomic status which are not covered anywhere else)
            3. Undergraduates would need to take 9 credit hours of courses that are at least 50% focused on these topics and that incorporate the topic of intersectionality
         2. This proposal is also currently being reviewed by the University Undergraduate Committee
         3. Concern brought up by several commissioners about historical connotation of ‘difference’ as negative
      2. Lauren asked about funding (especially through the provost office) since it is curriculum development and relates to the Diversity Strategic Plan
         1. Jill reported that the proposed change document states the adjustment will be revenue/resource-neutral
            1. Frustration expressed by many faculty about this lack of funding
            2. Lauren thinks this could be a topic to address using the Diversity Strategic Plan to potentially garner funds
   7. **Universal design in curriculum**
      1. Tabled to next meeting
4. **Discussion and Action Items**
   1. **University Spaces and Cultural Design (Taryn Williams)**
      1. Asked CDAD members to contact her about the changes they would like to see in spaces and designs on campus to make them more accessible and equitable
      2. Chris asked for an update on the Cline library renovation
         1. Taryn reported that a steering committee of 15 members meets monthly
            1. Currently discussing how to make the library more inclusive and voting on design strategies that will then be presented to the President
      3. Lauren suggested making a working group to discuss these topics and modifying the virtual scavenger hunt to include more topics such as who is reflected and represented in campus spaces
         1. Taryn agreed saying it would help her connect with individuals and get the input she needs
   2. **Flagstaff Public Library Programming (Andrea Barrantes)** 
      1. Provided a general overview of the library site including tax information, application for library cards, events, and services (hold and pickup services, databases, online resume and cover help, job prep, book club kits)
         1. Items returned are quarantined for five days
         2. Community members can print up to 10 pages double-sided for free
         3. Provided [Flagstaff Public Library’s new catalogue](https://www.flagstaffpubliclibrary.org/)
      2. [Books by Mail](https://about.usps.com/publications/pub347/pub347_v03_revision_102015.htm)
         1. Federal program, funded by Flagstaff Post Office intended primarily for those who are blind or visually impaired
            1. A certification of disability by health or social service providers is required to participate
         2. Plan is to start the program by March 1st
         3. She will share information with CDAD when the program starts
   3. **Discussion of language: person first vs disability first** 
      1. Tabled to next meeting
   4. **All Gender Restroom Signage**
      1. Calvin reported that two concerns with the proposed restroom signage were brought up and ultimately resolved at the February LGBTQIA meeting (connotation of the word genderqueer and concern about potential targeting of individuals using the bathrooms
         1. After students and other interested parties weighed in, it was decided to keep the word ‘genderqueer’ on the sign, and that the signs had the potential to do more good than harm
            1. In fact, as an educational institution, NAU has a unique responsibility and opportunity to educate our campus community about the need for and intended use of the all gender restrooms
      2. Discussion about language used to describe the disability aspect of the signage (person-first vs. disability-first language)
         1. Lauren read the current statement to CDAD
            1. Timeline goal identified as the end of fiscal year to ensure CDAD uses all its funding
            2. Before then, CDAD needs to vote on whether to use funding and to finalize the language

Lauren suggested sending out statement to CDAD listserv, so commissioners can review the language (with a deadline of two weeks to

Working group set to meet next week to review the language and return any feedback)

* + - 1. Lauren estimated the total cost to be about $4500
         1. Other commissions will probably contribute a little but not equally as LGBTQIA and CDAD

1. Chris thanked CDAD and adjourned the meeting at 1:33 p.m.