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, January 20, 20201

12:00-1:30 pm

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

Passcode: 725395

1. **Call to Order:** Chris Lanterman called the meeting to order at 12:03 p.m.
   1. The land acknowledgement was read.
2. **Roll Call and introductions:**
   1. Chris Lanterman; Dorianne Pollack, Shane Canitz; Stephanie Del Giorgio; Don Carter; Calvin Legassie; Jill Young; Sean Kugler; Taryn Williams; German Fermin; Sarah Lipsey; Andrea Barrantes; Leila Monaghan; Scott Brown; Lauren Copeland-Glenn; Brianna Kanu; Jessica Szczepanski; James Ingram; Judy Manor; Leila Monaghan; Andrew Iacona; Alyssa Deaver; Chelsea Green; Pamela Powell
   2. Approval of [CDAD minutes](https://in.nau.edu/cdad/commission-on-disability-access-and-design/meeting-minutes-and-agenda/) from November meeting
      1. Tabled to next CDAD meeting.
3. **Old/New Business**
   1. Chris asked for any old/new business
      1. Lauren announced that the Title IX Hearing Board is searching for applicants
      2. Lauren shared the new closed captions option on Zoom
4. **Updates and Announcements**
   1. **Co-chairs’ statement on injustices and attacks on Democracy**
      1. Chris and Dorianne acknowledged the importance of addressing these injustices and furthering the work on equity, diversity, and inclusion both through the commission and collaboratively with other commissions and groups on campus
      2. Discussion on the inauguration of President Biden and the inclusive measures seen in it, such as:
         1. The National Youth Poet Laureate, [Amanda Gorman’s ‘The Hill We Climb’ poem](https://www.youtube.com/watch?v=2mTmTdOgv0M)
         2. Georgia fire captain, Andrea Hall, [who signed the Pledge of Allegiance at Biden Inauguration](https://www.youtube.com/watch?v=x1CIISxQmA4)
   2. **CoCom Updates**
      1. **Letter to presidential Search Committee**
         1. Letter highlighting the importance of the new university president actively supporting diversity, inclusion, and equity at NAU
         2. CoCom received acknowledgement that the letter was received by Search Committee
         3. Search purported to be moving forward rapidly (an official timeline hasn’t been released)
            1. Search committee will likely start meeting with candidates next week
            2. Discussion on the timeline: New president might start this summer
      2. **IMQ and Accessibility**
         1. Last semester, a letter was sent to IMQ acknowledging their important work and asking them to ensure that all of the information they send out is accessible
         2. Lauren has already done a training with the marketing support individuals about accessibility and will continue working with IMQ on this topic
      3. **Changes to leadership in commissions** 
         1. Chris mentioned some of the changes in commission co-chairs and asked CDAD to be aware of these new allies
         2. Lauren listed the names and affiliations of the new co-chairs
      4. Lauren announced that CoCom is primarily working on establishing their bylaws to formalize the group
      5. **Diversity Fellows update**
         1. The names of the top sixteen applicants, and the top 7 recommendations of CoCom, have been forwarded to the president who will ultimately make the decision
   3. **All Gender Restroom Signage**
      1. The LGBTQIA commission and CDAD are collaborating on this project
         1. The LGBTQIA commission created a subcommittee to clarify the language for the All Gender Restrooms signs
            1. Since these restrooms are also designed for individuals with disabilities, the LGBTQIA commission asked CDAD to also work on this project
            2. The LGBTQIA commission will work with the marketing department to meet NAU standards and ensure the intentions of the LGBTQIA commission and CDAD are met
      2. Lauren read the current signage message written by the LGBTQIA commission, who asked CDAD to comment on the language of the statement regarding individuals with disabilities
         1. Discussion on whether displaying the International Symbol of Access is sufficient to demonstrate that the restrooms are also intended for individuals with disabilities
         2. Recommendation to consider modifying what the restrooms are called to make the name more disability-inclusive
            1. Suggestion to rename the restrooms as “All Gender/Ability Restrooms”
         3. Discussion about using person-first vs. identity-first language
         4. The statement will be sent out to CDAD for comments and edits
      3. Co-chairs asked individuals to review the language and send feedback to them prior to CDAD’s next meeting
      4. Budget (LGBTQIA will vote on it during their next meeting)
         1. Estimated budget of $4,174 for permanent signs for the current 45 locations
            1. Proposal to use some of CDAD budget towards the signs (LGBTQIA commission is using some of theirs)

Plan to vote on this at next meeting

* + - * 1. The ADA holding account will cover some of the cost as well
        2. Consideration of determining the additional cost of adding Braille to the signs
  1. **Liberal Studies and Diversity Committee**
     1. Liberal Studies (undergraduate program) currently being revamped
        1. U.S. Ethnic, Global, and Intersectional requirements have been proposed for liberal studies requirements for NAU
           1. Previously, students were required to take three credits each of U.S. Ethnic studies and of Global studies
           2. Current proposal is to make 3 credits of Intersectionality studies a requirement as well
        2. Chris talked about the importance of advocating for disability as a class under this heading of Intersectionality
           1. Suggestion of using a cross-disciplinary approach to diversity topics that will ensure intersectionality
  2. **University spaces and cultural design** (Taryn Williams)
     1. Taryn described how the Cline Library remodel plan inspired her to examine the issue of many students not feeling like they belonged in many campus spaces
        1. Asked for CDAD’s help in altering design to help campus feel like a more inclusive place
        2. Gave the example of artwork and how it can either instill a feeling of belongingness or isolation/exclusion
     2. Chris tabled a discussion/brainstorm to next meeting on how to make campus a more friendly place design-wise for individuals with disabilities and other minority groups
        1. We will invite Taryn to come back
  3. [CDAD Leadership Award](https://in.nau.edu/cdad/commission-on-disability-access-and-design/leadership-award/)
     1. Nominations are now open and are due by February 10th
  4. CDAD Co-Chair nominations sought
     1. Dorianne’s term will be ending as co-chair soon
     2. Chris asked interested individuals to reach out to him or Dorianne by the next CDAD meeting
  5. [*COVID and Blind or Visually Impaired Persons*](https://www.huffpost.com/entry/blind-visually-impaired-coronavirus-pandemic-impact_n_60019b5ac5b6ffcab963c825)*, by Dorianne Pollack*
     1. Dorianne talked about how her article describes the unique challenges of social distancing for the visually impaired and blind
        1. Foundation for Blind Children asked her to collaborate with them on this issue
  6. Due to time constraints, the below are tabled to next meeting
     1. NAU Teaching Day
     2. First Year Learning Initiative (FYLI)
     3. College of Education
     4. Accessibility of Flagstaff Public Library – Entrance remodel
     5. Update on Flagstaff High School and Diversity
     6. CDAD achievements 2020-2021
     7. *Dean of Students (Scott Brown) and CDAD/other commissions collaboration*
     8. *Planning for community involvement*
     9. *Call for contributions to CDAD website*

1. Chris adjourned the meeting at 1:33 p.m.