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, March 17, 20201

12:00-1:30 pm

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

Passcode: 725395

1. **Call to Order**
   1. Dorianne Pollack called the meeting to order at 12:01 p.m.
   2. **Roll Call and introductions**
      1. Dorianne Pollack, Chris Lanterman, Pamela Powell, James Ingram, Shane Canitz, Jessy Zukosky, German Fermin, Leila Monaghan, Sean Kugler, Calvin Legassie, Hannah Caproon, Matthew Edwards, Darold Joseph, Megan Momeyer, Heather Williamson, Matt Van Schoick, Monica Brown, Don Carter, Taryn Williams, Jamie Axelrod
   3. James Ingram read the Land Acknowledgement
   4. **Approval of minutes from February meeting** 
      1. Dorianne Pollock made a motion to approve the February CDAD minutes. James Ingram seconded the motion
      2. A vote was held, and the motion passed unanimously
2. **Old/New Business**
   1. Announcement from James Ingram that he will step in as a new CDAD co-chair when Dorianne retires
   2. Universal design and curriculum discussion tabled to next meeting
3. **Updates and Announcements**
   1. [**Diversity Fellows**](https://in.nau.edu/center-for-university-access-and-inclusion/diversity-fellows/)
      1. Chris acknowledged and welcomed the new Diversity Fellows, who had their first meeting last Friday
      2. Discussion about opportunities for Diversity Fellows to engage with CDAD and about the Diversity Fellows who have already demonstrated their willingness to engage in disability work
         1. Diversity Fellows will be required to start attending commission meetings next semester
      3. Clarification about the differences between COCOM, the diversity commissions, and the Diversity Fellows, as well as potential overlaps and opportunities for collaboration
   2. **CDAD Leadership Awards**
      1. Nominations still being collected
      2. Please send any last-minute nominations today or tomorrow, so Chris can create a ballot soon
   3. **Finalized All Gender Restroom Signage** (see end of agenda)
      1. Dorianne and Shane reported on cost-sharing discussion during last COCOM meeting
         1. Total estimated cost for the signs is $4200 (not including Braille lettering)
            1. All commissions have decided to contribute. Specifically:

LGBTQIA has voted to contribute up to half of the cost

CED has voted to contribute up to $1,000

CSW will vote on a specific amount to contribute during their next meeting

* + - * 1. Not clear what funds the ADA account will provide
    1. Discussion on how much CDAD is willing to contribute
       1. Calvin asked about any other spending plans for year
          1. Unclear (Chris plans to ask Lauren)
       2. Suggestions:
          1. $1,100
          2. Total amount left in CDAD budget
          3. Since CDAD budget does not roll over at the end of each fiscal year, to cover some of Braille cost

So ADA fund, which does not expire, can be used for future projects

* + 1. Calvin made a motion to allocate the remaining funds of the CDAD budget (amount currently unknown) for the All Gender Restroom Signage project, with the contingency that CDAD does not have any remaining projects or events that necessitate funds. Once the available funds are known, this amount will be committed to the signage expenses. Motion seconded by Sean Kugler.
       1. A vote occurred and the motion carried
       2. Chris will consult with Lauren to learn CDAD’s remaining budget
  1. **Accessible Campus Mapping Project** (Chris)
     1. Has been an ongoing project for several years (about ten years)
        1. Spearheaded by Lauren Copeland-Glenn
     2. Two goals of the project:
        1. Map out accessible paths of travel across campus
        2. Making a campus map that is accessible to people who require assistive technologies
     3. Coming to fruition soon
        1. Quantum Spatial company has done high-resolution scans of the campus to get discrete GIS points, and has committed to creating the accessible interface
        2. Discussion about the contributions to the project by Christopher Edwards, whose drones were used for mapping campus, and by the College of Engineering, Informatics, and Applied Sciences

1. **Discussion and Action Items**
   1. Disability Language – Person First vs. Identity First
      1. Chris introduced the ongoing controversial debate of whether it is better to use person-first or identity-first language
      2. [Guidance from Association on Higher Education and Disability](https://www.ahead.org/professional-resources/accommodations/statement-on-language)
         1. Jamie summarized the main points:
            1. The purpose of the guidance was to clear up some of the confusion about when to use person first vs. identity first language and to be more consistent on organizational level in their presentations and projects
            2. Decided to use (as an organization) “disabled people”, instead of “people with disabilities”

Advocates identity first language

Clarifies that although AHEAD will be using this language at an organizational level, individuals are free to utilize whatever resonates with them

* + - * 1. More and more people have been advocating for disability first language because they believe their disabilities are an integral part of them and how they interact with the world
    1. Purpose of today’s conversation is answering the following question:
       1. Do we as a commission want to take a position in our work and materials to emphasize one over the other, or just educate about both sides of this conversation?
    2. Chris opened the floor for discussion:
       1. Suggestion that the ideal is to ask person how they would want to be referenced
       2. Five members of CDAD discussed personal reasons for preferring person-first language
       3. Suggestion to invite Amanda Kraus (current president of AHEAD) to get more information on the benefits of identity first because these are unclear to some members of CDAD
          1. Discussion of how language convention is one of driving factors of identity first language

That is, it is conventional to say, “they are a white person”, not “they are a person who is white”

* + - * 1. Commissioners mentioned specific communities of disabled individuals who seem to prefer identity-first language

Deaf community largely prefers “deaf people” vs “people with hearing impairments”

Many individuals on the autism spectrum have been found to prefer identity first language as well

* + - 1. Concern brought up about identity first language
         1. How using it even in a broad style (to talk about a group of individuals) might negate the practice of using person first language with individuals which has been fought and advocated for extensively
         2. Additionally, Identity first language has been established for more groups than just disabled individuals
    1. Proposal that it may be better to focus on not using harmful terms, instead of choosing to use just identity first language or just person first language
       1. Discussion about benefit of both forms of identification and how they can be used for different purposes and in different contexts
          1. Chris related this to code-switching, which is especially important in the context of intersectionality
       2. Also highlighted the importance of educating individuals that not all individuals with disabilities prefer the same self-identifiers
          1. Helps avoid bias, because bias occurs when individuals assume those of one community are identical in nature and opinions
    2. Reminder of the importance of not erasing the history of words
       1. For example, if we stopped using the word disability, the history of discrimination based on disability might be
  1. Chris concluded that the purpose of this conversation is not to make a policy decision or any other type of decision, but that it is a good topic to stay informed about and an important conversation to continue going forward

1. **Adjournment** 
   1. Chris thanked CDAD and adjourned the meeting at 1:29 p.m.

**Finalized All Gender Restroom Signage**

“All Gender”means this single-stall restroom is intended for use by people of any gender, including those who do not identify with binary male or female gender identities, for people with disabilities who may use the space with an attendant or require more space or privacy, and for families. NAU respects and affirms the rights of transgender, nonbinary, genderqueer, and/or gender non-conforming people, families, and people with disabilities to utilize this space.”