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, November 18, 2020

12:00-1:30 pm

Zoom link: <https://nau.zoom.us/j/97305163757>

Passcode: 810291

1. Call to Order at 12:01 pm
   1. Roll Call and introductions
      1. German Fermin, Brianne Kanu, Dorianne Pollack, Chris Lanterman, Shane Canitz, Jonathan Lee, Lauren Copeland-Glenn, James Ingram, Chelsea Green, Stephanie Del Giorgio, Alyssa Deaver, Jessy Zukosky, Matthew Van Schoick, Jill Young, Johnathan Lee, Calvin Legassie, Monica Brown, Jamie Axelrod
   2. Approval of [minutes from September and October meetings](https://in.nau.edu/cdad/commission-on-disability-access-and-design/meeting-minutes-and-agenda)
      1. German motioned to approve September and October minutes. Jonathan seconded. Commissioners voted and the motion carried.
2. Old/New Business
3. Updates and Announcements
   1. Working group on career development
      1. Chris updated commission on the collaboration efforts with career development. Topics of the working group included:
         1. Ensuring all future career development events are accessible and that resources are available continuously
         2. Tips for job candidates to discuss disability and to what degree in job interviews etc.
         3. Educating supervisors on campus about how to work with/support students with disabilities
      2. Calvin asked commission if there were any other topics the subcommittee could focus on related to CDAD or disability-related issues on campus with career development
         1. Suggestions included:
            1. Addressing accessibility issues with Handshake

Lauren posited that a long-term goal is to begin utilizing of PeopleSoft, instead of Handshake, for student employees on campus

* + - * 1. Psychosocial support and information for students with disabilities who are searching for or currently working a job

How to receive accommodations in the workforce etc.

* + - * 1. Locating and steering students toward companies which are more accommodating of individuals with disabilities

Having lists of these companies

* + - * 1. Educating supervisors on campus about how to interview, hire, and support individuals with disabilities
      1. Monica advised that if anyone on campus comes to her with concerns about bias and discrimination regarding disability, she can help bring it to the attention of the appropriate parties (as part of her new role as an Ombud)
  1. CoCom meeting
     1. Letter to ABOR regarding presidential search
        1. Chris reported how CoCom has drafted the letter about the importance of making sure the candidate selected to be the next university president is well-versed in diversity issues
        2. Lauren reported that the interviews may begin early in the spring, suggesting that the timeline may have been moved up
           1. Lauren encouraged everyone to use the [ABOR Feedback Site](https://www.azregents.edu/nau-presidential-search), because the search committee will review new feedback at the beginning of each meeting
     2. Discussion on difficulty finding leadership for commissions and need for more support for leaders
     3. Update on Diversity Fellows Program
        1. Nominee forms closed yesterday at 5:00 PM
        2. Lauren gave an update of the progress
           1. Range of individuals across campus
           2. Currently 33 nominees

CoCom will review each candidate so they can make a recommendation to the president

* + - * 1. Diversity Fellows will serve 3-year terms
        2. Not all ten slots will be filled this year to allow for continuous presence
        3. Chief Diversity Fellow and the leader of CoCom will be liaisons to the president and help inform the commissions and the Diversity Fellows
      1. Plan is to request stipend funding for commission co-chairs as well, to help recognize their effort and more easily fill these positions in the future
         1. Discussion on importance of having course releases and more support for diversity commission co-chairs
    1. OGEI and [DSP](https://in.nau.edu/center-for-university-access-and-inclusion/diversity-strategic-plan/)
       1. Restructuring of classified and service professional staff was brought up at the CoCom meeting, and how that staff’s time is accountable to the service team.
          1. Concern that restructuring would make it difficult for some folks to serve as co-chairs due to not being allowed to take the time off to attend commission meetings
          2. Diversity Strategic Plan makes it clear that we need to provide better support for faculty and staff alike, including counting time spent at commission meetings (including preparation) as recognizable work.
  1. Diversity and Equity Awards Celebration
     1. [YouTube – NAU Social Channel](https://www.youtube.com/channel/UChvEiVGqF-nlDEBD3kMjbXA/videos)
     2. Discussion of high and low points of this year’s virtual format
        1. Suggestions
           1. Keeping the follow elements when Diversity Awards are eventually in-person events again

Speeches of awardees

Key-note speaker

* + - * 1. Include a live component next year so people feel compelled to watch the Diversity Awards together right when it is released
  1. Disability Pride and Heritage Month (DPHM) Recap
     1. Discussion of Crip Camp Event
        1. [Available on Netflix](https://www.netflix.com/title/81001496) and YouTube to view
        2. About 50 individuals attended
        3. Commissioners talked about how it would have been beneficial to have Judy speak after the viewing of the documentary
     2. 3-part workshop series
        1. Very well attended and good feedback
        2. Some sessions were recorded and can be disseminated
           1. [DPHM Social Media and Accessibility Presentation](https://nau.zoom.us/rec/share/kYXgJyXM_fZsg4_crfodHFU2ys3uVzqe4IyK2KwrjJqWEFlAx7Mv48oV5PMMJqiE.CRRh3ADmdgbSSYEG) by McKenzie McLoughlin and Maria DeCabooter
           2. Lauren suggested recording all workshops next year, so they are more accessible
     3. Virtual Scavenger Hunt
        1. Will now be accessible year-round
        2. No debrief/conversation component, unlike in past in-person events
           1. Discussion on necessity to include this component in the future
  2. Letter to IMQ on Accessibility
     1. Written and signed by cochair(s) from each commission
     2. Letter acknowledges exceptional programming done by IMQ on campus, but stresses importance of making sure information/programming sent out by IMQ in the future is accessible for all students
  3. Diversity Curriculum Committee –disability in diversity curricula
     1. The committee is meeting to revise the diversity requirements
     2. Lauren encouraged individuals to advocate for including disability in the diversity curricula
        1. One suggestion was to reach out to members of the committee and discuss disability with them, perhaps inviting some to come speak with CDAD

1. Discussion and Action Items
   1. CDAD Leadership Award Nominations
      1. The nomination form will be opened soon
      2. Qualifying individuals are those who have done work in in the last year striving toward disability inclusion, acceptance, awareness etc.
         1. Typically, 3-4 awards given out each year (usually one for staff, faculty, and student)
      3. Lauren suggested closing the nominations by February 15th, so the results will be ready for discussion at the CDAD February meeting
         1. Commission agreed on this timeline
   2. Gender Inclusive and ADA Accessible Restroom project
      1. Contact Rick Michels ([Rick.Michels@nau.edu](mailto:Rick.Michels@nau.edu)) for more information or to participate
      2. Currently developing signage to educate individuals who the restrooms are intended for
         1. Calvin said they are seeking someone from CDAD to give input on the disability side (what language to use to educate university on the intention of those restrooms)
      3. Jamie informed about the support of several deans and other administration for this project
   3. [Flagstaff Library Ramp Project](https://forms.office.com/Pages/ResponsePage.aspx?id=lYsB_XOhx0Kba9_sTTgHYDeOGQEDJ4RHgmR0S0PB-Q5UOUtSTTRGMDAwTElXVVVMNEVVN05aWUVaRC4u) – Input Requested
      1. Co-chairs discussed importance of sharing concerns and suggestions for the plan, especially about the grand staircase and outside amphitheater which would not be accessible for all individuals
         1. Two main ways to provide feedback
            1. Via link provided
            2. Via planning meetings open to the public (Zoom format)
      2. Dorianne shared that the design team is trying to make decisions about design by November 24th
2. Lauren announced that the next CDAD meeting will occur on January 20th
3. Lauren moved to adjourn the meeting. Dorianne seconded the motion. Meeting adjourned at 1:32 p.m.