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, August 17, 2022

11:00-12:30 pm

[Join Zoom Meeting](https://nau.zoom.us/j/82446749885?pwd=OGJLSm1CaFY1SmNJclNVVER5aFVqdz09)

Meeting ID: 824 4674 9885

Password: 941222

1. **Call to Order**
   1. **Land Acknowledgement**
      1. James Ingram read the land acknowledgement.
         1. James also invited anyone to read an alternate land acknowledgement
   2. **Roll Call and Introductions**
      1. James Ingram, Audra Travelbee, Warren Clifford, Chris Lanterman, John Schaffer, Jesse Zukosky, Jamie Axelrod, Renee Harmon, Lauren Copeland-Glenn, Jeremy Musgrove, Juana Martinez, Matthew Van Schoick, Pamela Powell, Don Carter, Sean Kugler
   3. **Approval of minutes from June meeting** 
      1. Chris Lanterman made a motion to approve the June CDAD minutes. Audra seconded the motion.
      2. A vote was held, and the majority voted affirmative. No abstentions.
      3. Vote passes: the minutes are approved
2. **Announcements and Information Items**
   1. **CDAD meeting time changed for the Fall semester**
      1. Will now meet on the second Thursdays from 11-12:30 p.m.
   2. **University Advisory Board updates**
      1. HLC – change of conditions around communication and accreditation
      2. Upcoming search for new VP of DEI/CDO
         1. Samantha Clifford will represent CoCom
         2. DFs also have representation
         3. Will also have broad representation from across campus – including graduate and undergraduate students (currently selecting representatives)
            1. Others who are not on the search committee will also be able to engage with the finalist candidates
            2. Importance emphasized of ensuring disability is part of the emphasis on diversity

Grants have identified that disability is in NAU’s definition of diversity (and that NAU is one of the only institutions bringing disability into the diversity conversation)

This has helped NAU get many grants and can help us in other ways

* + - 1. Will hear more about the search (process and who is on the search committee) within 1-2 weeks
         1. Search firm engaged
         2. Intend to have new VP/CDO of DEI by Spring term
  1. **COCOM meeting with the president** - Chris
     1. Cochairs and DFs will meet with president on August 29th
     2. Opportunity to express where everyone stands in respect to DEIJ and Elevating Excellence
        1. And to hear the president’s views/plans
  2. **Diversity Curriculum Committee – CDAD representation needed (faculty)** 
     1. Another opportunity to ensure disability becomes part of the diversity emphasis within NAU
     2. If interested in participating, contact [James](mailto:James.Ingram@nau.edu) or [Audra](mailto:audra.travelbee@nau.edu)
        1. Must be a faculty member
     3. Lauren proposed writing a letter to the Faculty Senate about representation on DCC and requesting a modification to the rules to allow staff to participate as well
        1. DCC struggling to find enough faculty to fill the positions
           1. Current rule is also perpetuating the misnomer that only faculty can fulfill the duties
           2. Many non-faculty members have suitable expertise and could contribute
        2. Many commissions have non-faculty members
        3. One potential solution/compromise could be letting non-faculty join as non-voting members
        4. Chris asked whether a letter from CDAD or CoCom would be more appropriate
           1. Lauren: both, but since the disability studies community is very small and the non-faculty are especially knowledgeable in this area, recommends that CDAD writes the letter
        5. Audra and James will draft a letter and then bring it to the next CDAD meeting for feedback
  3. **New Associate Director of Facility Services** – Lauren
     1. Will oversee grounds and custodial
     2. He will send his information
        1. In his previous work, did work with adults with disabilities and job programs
           1. Will know how to start pilot program with FUSD
           2. Plan to invite him to participate in CDAD
  4. **John Schaffer now Co-Advisor for NAU4ALL**
  5. **Diversity Awards Celebration** – Lauren
     1. Didn’t have one in Spring – had opportunity to hold during Presidential Installation events instead
        1. Will send out invitations soon
           1. Event occurring on September 21st
           2. Will be inside with a buffet meal
           3. Not sure where yet (campus very booked)
        2. Working on entertainment
        3. Need co-chairs to have scripts – every Commission has ten minutes to present awards
     2. Every commissioner invited, but need to RSVP, so know what to expect
     3. Will have Spring celebration as well in April

1. **Action and Discussion Items**
   1. **Chronic Illness Support Group (CISG) Masks Advocacy** 
      1. CDAD’s letter of support was composed and sent out via the CDAD listserv for member feedback and approval
         1. Received one concern via email that it was solely focused on students
            1. James clarified that the issue was raised by students, but in the concluding sentences, there is a statement about how the change could benefit all persons experiencing chronic illnesses under a modification of the covid mask policy
         2. Other thoughts for revisions/appropriateness?
      2. Jamie reported on a relevant conversation with the Provost Office: faculty have made similar requests on their own behalf (to ask students to wear masks in their classroom) and there was concern by the Provost Office that students would feel pressured to wear masks, fear being penalized or facing academic retaliation if they did not
         1. Chris asked if the Provost Office had any recommendations
         2. Jamie: they didn’t weigh in on the student side of it
         3. Question asked: would it be possible for faculty members to anonymously request that students wear masks, so the students don't know if it is the professor or a student asking?
      3. Discussion on how faculty can still wear masks with students who are hard of hearing
         1. Amplifying microphones that can go under masks
         2. Jamie does not recommend clear masks (not as protective and fog up easily)
      4. Shane will add a section to the original advocacy letter about also granting faculty the ability to anonymously request their students to wear masks
         1. James and Audra will send both letters out
   2. **Restroom signage** 
      1. Will start to be hung up around campus this week
      2. A QR code will be included on the signage linking to the [All-Gender Restroom page](https://in.nau.edu/center-for-university-access-and-inclusion/all-gender-restrooms/)
      3. The section on disability language and resources is slim
         1. If you have any suggestions, please email [Lauren](mailto:Lauren.Copeland-Glenn@nau.edu) or [Shane](mailto:snc294@nau.edu), who will be finding some resources
   3. **UDL workshops** – Chris
      1. Through FD, will offer a series of 10 workshops on UDL, which will follow up and expand on the presentations from Teaching Day and the Spring Symposium
         1. Fridays from 11:30 to 1:00 (hybridized) – starting September 16th and then every three weeks in Cline Library
            1. One session for an intro section and then one session for each of the nine guidelines for UDL from CAST
      2. Research has found that one of the most important elements for the success of students with disabilities in higher education is universally available academic supports, since 3 in 5 students with disabilities won’t self-identify to the university, but will still likely use these services
         1. So these findings could be good leverage to make these academic supports more accessible from the start
      3. Trying to get UDL into BBL training, but not a lot of traction yet
      4. Will not be using Canvas for regular academic programs until May of 2023
         1. This year, courses will be migrated, and training will be developed for faculty (training will be moved to Canvas before courses)
         2. Faculty development will be now called Teaching and Learning Center (directed by Amy Rushall)
   4. **Impact of President’s message on COVID protocols for fall** 
      1. NAU will be following CDC guidance
      2. Discussion about the impact this might have the disability community
   5. **Disability Pride & Heritage Month (DPHM) Planning**
      1. Sitting Volleyball STAC funding
         1. Set for October 6th
      2. Peanut Butter Falcon (October 4th)
         1. Kickoff event for DPHM as part of CAL Film Series
            1. Panel discussion or speaker?

Suggestion: Best Buddies would be a good fit – John Schaffer will invite them

John and James volunteered to help recruit individuals with intellectual disabilities to share their stories following the movie

Other suggestions: Special Olympics; Pine Pals (student club on campus like Best Buddies); adaptive rec team

* + - 1. Had to switch movies, since Coda isn’t available yet
    1. Confirmed: Disability Pride and History Month Event: Sensory Craft Activity at IMQ to Tuesday, October 18 from 5 – 6 pm
    2. Maysoon Zayid
       1. Lauren will reach out to Megan Proctor and see if Sun Entertainment can help sponsor (either during DPHM or as Spring event)
    3. Accessibility workshops
       1. Need topics – can recycle some, since not everyone attends
       2. Want four – will do every Friday (7th-28th: one hour each)
          1. Want digital accessibility workshops (perfect for Zoom)
          2. Will be UDL workshops on 10/7 and 10/28 (can advertise as part of DPHM)
          3. Another by Rye and Lauren

Brainstorm: hyperlinks, meaningful text, alt text

* + 1. Matthew’s Talk?
       1. Lauren will reach out to Matthew to see what his talk will be about
    2. Accessibility Expedition
       1. No date set yet – but probably 14th or 21st
       2. Lauren will meet with NAU4ALL and set a date
    3. IHD
       1. Have a grant
       2. Want to advertise their events (need to contact)
       3. October 20th at 7:00 p.m. Violinist and Autism Advocate event (Laura Nadine Dooley)
    4. Other ideas?
       1. For future, using VR to make places more accessible for students (especially for with intellectual disabilities) – James
       2. Short-how to videos on accessibility in documents – not sure if will be available for October (Lauren and Sean)
          1. Revamp of Accessibility website – a lot may be ready to go at that point, can highlight
       3. Tables in the pedway – walkthrough of different entities involved with diversity
          1. Want to invite Best Buddies and NAU4ALL
    5. STAC funding so can get food and prizes for Sitting Volleyball and prizes for Virtual Accessibility Expedition
    6. Audra reminded CDAD of her [running document for DPHM](https://docs.google.com/document/d/16_dHlrfZtP0Yj-3d4CfhqVu_Q5V1UEONaYkvVJeVbUc/edit)
  1. [Symposium on Disability Cultural Centers in Higher Education](https://dcc.uic.edu/symposium/)
     1. Report back from Sean
     2. Great two days of talks
     3. Started some national groups with DCC professionals, which will have monthly meetings headed by Stanford.
        1. Also have a Discord server for discussions
     4. Also made contacts with other universities, both those who are currently going through and those who have already been through a similar DEIJ transition

1. **Old or New Business**
   1. None reported
2. **Adjournment** 
   1. James thanked everyone for participating and adjourned the meeting at 12:30 p.m.