

FA DisComm Sept. 20<sup>th</sup> Minutes:

Attending: Colleen Donnelly, Linda Fried, Mariana Prestigiacomo, Thorsten Spehn, Maureen Melonis, Amy Ferrell, Matthew O'Brien, Sophie Cook

- Introduced new members present, discussed ongoing problems with server/communication which should be addressed by FA in next couple weeks
- Discussed HR/ADA updates – now federally compliant, microaggressions removed, adequately describes how to receive services and individual safeguards.
- Discussed status of DRS – director and assist. director retiring, unclear if a new DRS director has been hired.
- Project for ESI cabinet – identifying best disability and accessibility serving institutions. List of identified “best” circulated and members are each looking at a few schools – discussion and report will be done in next meeting. Members assigned 4 schools to investigate using 2 questions. Materials due Oct. 10.
  1. Who is engaged in the decision making about disability and accessibility? What persons or offices are engaged?
  2. What is being done? What is unique? What are they doing beyond accommodations and compliance. I.e. student academic support, student activities and community, faculty-staff engagement, offices created, etc.
- Identified other projects for the year: education of campus to disability/accessibility issues – posters and working with other teams; spring event with students on history of disability and possible performance.



## FA Disability Committee

### Meeting Notes from October 18, 2023, 12:00

#### Committee Members Present:

Colleen Donnelly (Chair), English  
Linda Fried (Vice Chair), Business  
Thorsten Spehn (recorder), Political Science  
Maureen Melonis, Bioengineering  
Kyle Ehrhardt, Business  
Pepe Sánchez, SPA  
Matthew O'Brien, Business  
Mike Greene, Integrative Biology  
Amy Ferrell, SEHD  
Mary Prestigiacomo, AL  
Sophie Cook, CAM

#### Notes:

The chair started by discussing issues related to the email server, but it seems that, finally, everyone is now receiving emails through the FA DC server.

Committee members introduced themselves. There are four new members. Welcome!

Colleen asked Thorsten to send the Accessibility Operations Taskforce (AOT) final proposal to all members because of it being a good introduction to where we are at the school, where we're going in the future. Especially for those who haven't done disability work.

Brief talk about the new DRS director. It took a long time to find out who she was. Her name is Hannah Lewis. She has been invited to the next meeting. She is a disability advocate. A lot of us are hoping this may be a new day in terms of relationships with DRS.

Colleen briefly talked about the work of the AOT and the amount of 30,000 to be spent on workshops, trainings, incentivizing Ally after it rolls out in January.

She also mentioned the work the committee has done over the years including the disability symposium with over 200 attendees and addressing accessibility issues in North Classroom Building. Future projects include a poster campaign and student-run events.

Colleen then explained what AVC Antonio Farias wanted to know: What is happening in really good schools in the country? What is the upper structure about who's sort of running disability programs.

The issue was to try and find out who was running things at these schools and then the issue was what do they do beyond accommodations and what is required?

The rest of the meeting was spent looking at the information about disability services and institutions on Campuses based on the information compiled by the group. Each committee member reviewed the institutions assigned to them.



It was agreed that the following institutions represented best practices or had aspects of best practices (in no particular order):

- Wright
- Iowa State
- University of Arizona
- University of Washington
- University of Chicago
- California State University, Sacramento
- University of Michigan

Stanford University and Georgetown University are still working on implementing better practices but look promising.

Some of the best practices that stood out included:

- Disability Cultural Centers with active event schedules
- research centers on disability or specific kinds of disabilities,
- outreach centers that connected students with the wider community,
- inclusive centers that connected students, faculty, and staff.
- Existence of social spaces, social clubs and working spaces that connected students with disabilities and those without and that catered to the specific needs of disabled persons (i.e. computer space in Portland State)
- DRS centers that worked on a social model of disability and offered a wide range of services
- DRS centers that made accommodations easy
- Bigger teams devoted to the needs of disabled persons on campus with larger FTE
- Peer mentoring programs for students and faculty
- Connections between different university offices across campus such as recreation and fitness, career services, travel abroad at Michigan
- Funding to support student groups
- Considering disability as part of DEI and addressing intersectionality by facilitating connections between marginalized groups

There was some debate about whether the focus should be on best practices or best institutions. Maureen and Thorsten argued for best practices.

Colleen asked everyone to try to find out more about the structure. To see how things are run, how they are being coordinated and to get that information to her by Monday if possible.

Thorsten suggested that one way to analyze and differentiate would be to see whether we are looking at a network of campus institutions with relatively equal co-decision making and deliberation or more of a hierarchical model with strong guidance from the top.

The meeting concluded at 1:12 PM.



## FA Disability Committee

### Meeting Notes from January 17, 2024, 12:00-1:00 PM

#### Committee Members Present:

Colleen Donnelly (Chair), English  
Thorsten Spehn (VC and Secretary), Political Science  
Maureen Melonis, Bioengineering  
Pepe Sánchez, SPA  
Matthew O'Brien, Business  
Mike Greene, Integrative Biology  
Amy Ferrell, SEHD  
Mary Prestigiacomo, AL  
Sophie Cook, CAM

#### Meeting Minutes:

Chair Donnelly discussed the best accessibility practices report in IHEs that was presented to VC Antonio Farias and others. The report was well-received and has been circulated.

Committee members were asked to spread the work on ALLY launch and encourage their faculty to participate and to invite the Ally Ambassadors to meetings.

Colleen reviewed the activities being offered this semester.

- Feb 14 11-12:15: Ableism Seminar w/CFDA
- March 1: Training on Executive Functioning w/Denver Academy (first cohort training)
- March 12: Student Event (disability awareness month) – Wheelchair Sports Camp (used to also create student group and add members to taskforce)
- April 5: Accessibility Documents Workshop

Committee members were asked to participate in these events and to promote them in their units.

Badging (certificate) in accessibility practices is being prepared in collaboration with the CFDA. Attendees must attend the Feb 14, March 1 and April 5 events to receive the certificate in accessibility practices.

CAM may be interested in supporting the March 12 Student Event performance, Sophie and Matt will pursue the matter. Mike Greene pledged financial support.

Determined to try to work with Lynn Mandziuk in CAM's graphic design course for our poster campaign involving 4 posters and potential social media this semester.

In the next week or two, we will see if we can get this set up and plan to work with the students throughout the semester. If the class does not accept the project, we will return to working through the posters ourselves during our next meeting.



Unanimous vote for Thorsten Spehn as new VC/Secretary. We thank Linda Fried for her service in that capacity.



## FA Disability Committee

Meeting Notes from Feb 21, 2024, 12:00-1:00 PM

### Committee Members Present:

Colleen Donnelly (Chair), CLAS/English  
Thorsten Spehn (VC and Secretary), CLAS/PolSci  
Maureen Melonis, Bioengineering  
Pepe Sánchez, SPA  
Matthew O'Brien, CAM  
Mari Prestigiacomo, AL  
Sophie Cook, CAM  
Kyle Ehrhardt, Business  
Amy Ferrell, SEHD

### Meeting Minutes:

#### Discussion of March 12 Spring Fling Event: Wheelchair Sports Camp

Partnership with CAM. Logistical issues are being worked out. CAM will provide student help for the event. Ushers, check in desk, refreshments, setup and breakdown. About 12 students. Matt, Sophie and Hanna have pledged support.

UComm has provided a branded version of the event flyer. Com members are urged to announce and promote the Spring Fling event. Use Canvas to email the flyer to your students.

**January minutes were approved** with pending corrections to names and PU affiliations.

#### Accessibility Practices Certificate

Colleen briefly discusses the Accessibility Practices Certificate with a plea to advertise the March 1 Executive Functioning session and the "Making the documents accessible" session on April 5. Both sessions will be held in person.

Sophie brought up TIPS' Inclusive Pedagogy Academy. Colleen said that it is an intensive and involved program.

Sophie: report on progress on Posters/Flyer. Design internship groups with one group assigned to us. Students are expected to start soon (early March) and reach out for us. There would be a March 26 consultation with final design delivered by May 7. Sophie will be the point-person on this. Posters to be used for a social media campaign.

Trying to get students to engage as part of their education. Peter Anthamatten's student is working on a project that is mapping accessibility on campus. This could be a model for future projects that integrate awareness and inclusion efforts to education.

#### Disability Data Initiative

HR has been contacted for raw data on the number of accommodations requested during the last 5 years. Thorsten suggested that a request could be made to OIRE.



HR should provide annual updates on disabled community in the spirit of transparency. This could go through FA. We could draft a memorandum in this committee to be voted on in FA.

#### Discussion of House Bill 21-1110 (Digital Accessibility)

There will be additional bills. Colleen shared some insights from CO legislative committees. Colleen is on the one on Higher Ed. How to deal with movement to increase greater accessibility on campuses. UC will probably lead the way. Decision makers do not know where the expertise lies on campus.

#### Faculty Pushback on Ally Rollout

Accessibility is about more than technical training and document remediation. Colleen has been telling concerned parties who believe that OIT should handle course accessibility that that might mean surrendering control over their courses including copyright.

Training on how to remediate documents. What kind of program and training support is needed? Grants for Adobe Acrobat or other programs?

Colleen reviewed the activities being offered this semester.

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- April 5: Accessibility Documents Workshop

Committee members were asked to participate in these events and to promote them in their units.

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## FA Disability Committee

### Meeting Notes from March 27, 2024, 12:00-1:00 PM

#### Committee Members Present:

Colleen Donnelly (Chair), CLAS/English  
Thorsten Spehn (VC and Secretary), CLAS/PolSci  
Maureen Melonis, Bioengineering  
Pepe Sánchez, SPA  
Matthew O'Brien, CAM  
Sophie Cook, CAM  
Kyle Ehrhardt, Business

#### Past Meeting Minutes:

Meeting minutes from Feb 21, 2024 approved.

#### Spring Fling Report

Discussion of Spring Fling event. It was a relatively small gathering, but it was successful. VC Farias was there in addition to Chancellor Marks and her personal assistant. Colleen expressed her thanks to CAM who organized student support. The students were awesome!

Sophie suggested that Kailen from Wheelchair Sports Camp be presented with her UCD diploma which she did not receive because she did not pay a library fee. Sophie wants to reach out to Deans to get the diploma, plan a ceremony and maybe, get additional people involved, have Kailen talk about her activism for the disabled community.

#### Accessibility Practices Certificate

Discussion of past and future programming through the CFDA, including some pushback from TIPS on the issue of certification. There is currently no standard on certificates although there is a working group developing guidelines. In any case, faculty can not be subject to standards developed by TIPS.

#### Student Poster and Sticker Discussion

DisC is teaming up with CAM to have students design posters and a logo. Posters are to be used for a social media campaign.

Report on student "pitch" presentation from March 26 which was attended by Sophie, Colleen, Amy and Thorsten. Different color schemes, fonts and images were discussed and suggested. The logo was subsequently redesigned with input from other committee members including Pepe Sánchez with the image of a brain added to the head of the person in the wheelchair. Here is the final image:





#### Brainstorming Session on Future Projects

Short discussion on this. Potentially get greater student involvement through research projects like the one done by Peter Anthamatten in which a student is mapping accessibility on our campus.



## FA Disability Committee (DisC)

Meeting on April 17, 2024, 12:00-1:00 PM

### Committee Members Present:

Colleen Donnelly (Chair), CLAS/English  
Thorsten Spehn (VC and Secretary), CLAS/PolSci  
Maureen Melonis, Bioengineering  
Pepe Sánchez, SPA  
Matthew O'Brien, CAM  
Sophie Cook, CAM  
Kyle Ehrhardt, Business

### Meeting Minutes

1. Meeting Minutes for March 27 Meeting enthusiastically approved
2. Discussion of DisC Logo and branding issues with UComm.

The committee had collaborated with students from the College of Arts and Media to design an accessibility logo to strengthen our team's identity and promote awareness of accessibility efforts on campus. The final logo had been finished and agreed to at the March meeting. We received news from UComm that the logo was not in compliance with university branding standards. Chair Donnelly and Vice Chair Spehn then attended a short meeting with Ian W. (no longer at UCD) and Antonio Farias on April 12. Colleen and Thorsten let everyone know that the logo is student work and that changes are no longer possible. We also explained the various components of the logo. In the end, UComm agreed that the logo does not violate branding standards because it is an internal emblem to be used on campus only.

3. Discussion of Accessibility Awareness Campaign Posters

Students created 4 amazing-looking posters combining imagery with short educating messages as displayed below. These are the first drafts. Thank you, Sophie, for your liaison work with this!



Discussion involved a number of suggestions to improve the messaging by reducing the amount of written content through consolidation and elimination with focus on the most important messages.



4. Discussion of upcoming events such as Executive Functioning workshops
5. Brainstorming ideas for new DisC tasks and/or projects.  
Getting students involved in projects related to accessibility such as mapping in geography but potentially also other fields with stipends to incentivize this work.