

## CfDC April Meeting Agenda

- Introductions
  - Done in the chat
- Campus Wide Issues
  - Brainstorm
    - What current or emerging issues exist?
    - What topics could be brought to a council meeting?
  - Parking has come up frequently in CfDC meetings
  - GEO is considering asking for a requirement for faculty supervisors on disability awareness
    - GEO has been considering disability issues a lot as they prepare for next round of contract bargaining
    - Grad students are supervised by faculty members with little to no experience working with disabled people, little to no awareness about disability
    - Law school does an IT accessibility training for all law faculty and staff, which has created a broader conversation about disability at the law school
    - Faculty are already required to do a lot of trainings, some of which don't really accomplish much
      - Disability is such a broad topic that it may not be easily covered in a training, since every disabled student has different wants/needs
      - What is the optimally effective way to achieve that?
      - A broad awareness raising training may still be helpful as a start
        - CfDC sees the need for baseline ADA knowledge, along the lines of OSHA, Title 9, etc.
        - A band aid training until we get a more centralized solution
    - People are interested in existing baseline ADA materials - please share!
      - ADA office may have some of those
      - Currently we don't know of any MyLinc courses about this
      - Disability Coordinators have done some trainings for individual units
      - For training we may want to reach out to the Center for Academic Innovations about a Teach-In about Accessibility.
        - quality may be higher than some of our Canvas courses
      - OIE site has some, currently hoping to launch a new ECRT website with resources
  - Centralizing accommodations processes for students and employees
    - Thinking of this in considering the potential for future trainings since the current system is so decentralized
      - Means that for grad students, one supervisor is usually fully in charge of your accommodations/fate

- GEO has thought about asking about this in the past
  - Someone at the graduate student union at University of Massachusetts Amherst (where they do have a centralized accommodations process) said they're currently trying to undo that centralization because the University doesn't have capacity to do everything
  - Ensure UM has the staff, funding, resources to make this feasible
- Hiring and accommodations for post-doctoral fellows
  - Recent issues with being unable to hire because the institution was unable to provide necessary accommodations
- What is the accommodations explanation for freshman and incoming students
  - Student IDEA board considered this and found Information is not frequently disseminated to incoming students
    - IDEA board has recommendations
  - Undergraduate admissions are working on changing this
    - Stephanie Riegle is contact for this initiative
- Many graduate students and post-docs (and faculty) are interested in mentorship from other disabled people who are further along in their careers
  - Ex. want advice on how/if to disclose, how to contextualize disability in a cover letter
  - UM would benefit from a mentorship program like this
    - Could be housed in a Disability Cultural Center
  - Council could put together a list of potential mentors
- Any updates on Work Connections and its practices of denying accommodations?
  - None at this time
- Disability community and cultural spaces
  - Disability Cultural Center updates
  - Potential space identified by SSD for SSD services; DCC would be a different and separate space
    - Compliance spaces (SSD) and celebratory/community spaces (DCC) should be different
- Need for a formalized academic program in disability culture/disability studies
  - Robert Adams may be working on that
- Higher level administration doesn't have a good system for dialoguing with people raising accommodations issues
  - They're reactive but not communicative
  - Connects with the decentralization discussed earlier
  - Facilities frequently charged with solving these problems, they could go to technology services, who have sound techs, among other resources
    - In the future, people can reach out to tech services about acoustics issues

- Contact Monika Dressler and Karl Aldag, LSA Technology Services
  - Acoustics at the university are generally poor
- Student IDEA Board Updates
  - Dilip is leaving for University of Toledo
  - Rob Sellers replacement search is underway, going well
  - New ODEI hire Debbie Willis has done work with Rackham committee on disabled students
  - Winter McLeod is a graduate student part time staff doing a deep dive into IDEA board recommendations
- Events
  - Crip Mentoring event on Friday at noon!  
<https://www.disconetwork.org/disco-events/crip-mentoring-access-advocacy-the-job-market>
  - GEO has a campus-wide disability town hall, Thursday, April 14 from 6-7:30 pm ET
    - Register to attend: <https://bit.ly/DisabilityTH>
- Ideas for Future CfDC Meetings
  - ADA Baseline training review
  - DCC updates
    - Concern that if SSD gets granted the space they are considering, UM may say there isn't a need for a DCC
    - [Student IDEA Board Report](#) has more information about DCC
  - Council can put together a list of potential mentors
  - Update on a formalized academic program on disability culture/studies
  - Digital accessibility policy/standard practice guide
    - Phil Deaton will have updates in the next few months
- Announcements and matters arising
  -
- Adjourn