

## CfDC May Meeting Agenda

- Introductions
  - Done in the chat
- Guest; Christina Kline - Equity, Civil Rights and Title IX Office Associate Director
  - ADA Coordinator Role
    - Provides guidance and assistance about UM's responsibilities under the ADA and other similar laws
    - In practice, the office serves as a resource for questions, connections to other resources, facilitating accommodations requests, etc.
    - If people aren't sure where to start, can always start at ECRT
    - ADA is the floor, this role also works on how the university can improve beyond what is required
  - Updates from Christina
    - Creating an ADA Advisory Board
      - History
        - Title IX coordinator created an advisory board of University and community partners to provide feedback, and it's been a positive opportunity to remain up-to-date on people's needs and wants
      - Goal is to increase communication between ECRT/the ADA Coordinator and the community more broadly
      - Wants to avoid complacency and ensure that the ADA compliance is working as effectively as possible
      - Also allows for finding out spaces where people are confused or mistaken about ADA compliance so Christina can provide more information/clarification on those topics
      - Will look like
        - About 8 people, meeting quarterly or monthly
        - Want to have undergraduate, graduate, faculty, staff
        - Want to invite people who have had multiple experiences with the ADA process, including people who have been patients at michigan medicine
        - Communication about this is coming in the next few weeks
        - If people are interested, they can contact Christina directly
          - [cdtkline@umich.edu](mailto:cdtkline@umich.edu)
    - Creating and providing regular trainings and Q&A opportunities
      - ECRT is creating information session on on rights, process for requesting accommodations, and resources that are available
      - This would allow ample time for Q&A as well
      - Primary groups this training will reach
        - People who aren't familiar with ECRT/Christina

- Supervisors and managers
- [Website](#) is being updated, ECRT website should be rolling out soon
  - Makes the information more clear and streamlined
- Questions and Discussion
  - Christina is very open to feedback about these ideas and other questions
  - What are the steps for a staff or faculty to be recognized as a person with disability and obtain the accommodations they need?
    - There are a few ways this can happen, but people can start with the ECRT
    - If someone goes to ECRT, they'll discuss what the individual is looking for and Christina and her team can help figure out what process is most appropriate (ex. Accommodations may not be useful for everyone)
    - Specific steps are different for every person
      - Usually begins with a disclosure (to supervisor, ADA coordinator, etc.)
      - Then a discussion/back and forth between the employee and unit (interactive process)
        - Brainstorm accommodations, alternative accommodations, what are the existing barriers?
      - "Reasonableness" assessment is individualized within each unit
      - Not a one and done process, can be reconsidered as barriers and jobs change
  - What does the title ADA coordinator imply in terms of other legislation?
    - Rehab Act has different requirements, but by complying with the ADA we usually hit all the requirements for every other law
    - Christina does work on compliance with all relevant laws
  - How can CfDC support Christina's work?
    - If there are issues, let Christina know! Feedback is important
    - When things come up at meetings, council chairs have been reaching out to Christina
    - Part of the reason for the name revamp is to increase trust in the community
  - Work Connections has gotten feedback after denying a number of requests for accommodations. Can Christina help with that?
    - Christina can't discuss individual cases

- If someone gets denied through Work Connections and has no solutions going forward, they can come back to Christina's office
- Work Connections is being looked into based on the feedback from CfDC and other groups/individuals
- How is ECRT working through the removal of the mask mandate and the potential changes in accommodations?
  - Michigan Medicine went back in person very quickly, so they've been working through that already
  - ECRT can work directly with people requesting hybrid/WFH/other flexibility, will have a case-by-case discussion
  - Asks what the essential functions of the job are - some need to be in person more than others
- Do you believe there may be an opportunity or need for more collaboration or assistance from Medical Ergonomics?
  - There's always an opportunity for more collaboration!
  - Have heard positive experiences about people who have worked with Cindy and Medical Ergonomics
- Has there been any improvement to the accessibility of the jobs website?
  - This is the application website for the University
  - Christina will bring this concern to Phil Deaton, the digital accessibility coordinator
    - Phil is also rolling out the standard practice guide soon for digital accessibility
- Announcements and matters arising
  - Disability Pride Events!
    - Virtual Event: July 28 at 4pm ET
    - In Person Event at Eastern Market: August 23 from 10am-3pm
  - Mentorship Program - feel free to share with other networks!
    - [Mentor Sign Up](#)
    - [Mentee Sign Up](#)
    -
- Adjourn