

## CfDC October Meeting Agenda

- Introductions
  - Done in the chat
- Opening quotation
  - “To me, disability is not a monolith, nor is it a clear-cut binary of disabled and non-disabled. Disability is mutable and ever-evolving. Disability is both apparent and non apparent. Disability is pain, struggle, brilliance, abundance, and job”
    - Alice Wong (Founder of the Disability Visibility Project)
- Agenda:
  - Invited Guests: Allison Kusher, Director of Disability Equity and ADA Coordinator, ECRT
    - Slides will be sent out later.
  - The ADA team introductions
    - Allison Kushner
    - Phil Deaton- New policy about digital accessibility
    - Erin Norris- works on the website and thinks about what the next steps of the website will look like.
    - Dr. Stephanie Beatty- Helps provide access to meetings, training, events, educate about interpreters and working with deaf individuals.
    - Casie Watson- Sign Language interpreter at ECRT.
    - Erin Metz- works with making sure accommodations are met and helps with workshops.
    - Jordan Funk- Disability Specialist in ECRT
    - Angie Gruendl- looking forward to answering questions employees have about the accommodation process.
    - Sarah Caruso- Log incoming cases and assign them. Assist with ASL and Carte interpreters.
    - Adding a 3rd disability specialist
  - What are they up to?
    - “Report a Barrier” form for any and all accessibility concerns
      - Associated QR code for placement across campus
      - Ability to upload images in the form
      - Addresses physical and digital accessibility issues.
    - NDEAM
      - Inaugural NDEAM resource fair event
    - Upcoming events
  - Questions:
    - Will there be a virtual option to access the content shared at the fair?
      - Flier information
        - CfDC flier
      - Most are available through the events page
      - Drop-in hour this month for people to virtually ask questions

- Is there a place where that information is collected making it discoverable in one place?
  - Yes they will be on the website including recording of presentations.
- Relationship with Work Connections? The place where staff is directed to for staff needing accommodations.
  - ECRT does not have access to provide extended sick leave or paid benefits.
  - This office looks at accommodation at work for accessibility.
  - No need to go to work connections if they do not need time off.
  - ECRT can help determine whether or not an individual has a disability but there is a different threshold because they are not looking at giving paid benefits to employees
- Seems like you are competing? Who does what? Many people in the disability community have had issues with Work Connections and it leaves him wondering if ECRT is a place for everyone to go if it does not address pay benefits. Can people feel comfortable going to you for support for everything short of paychecks
  - Yes. We appreciate this question. They work directly with LSA and work together around reasonableness for all of their cases. Where there is not a navigator program ...
  - Looking about how to adjust the work for individuals
  - Don't look through medical lens but look through lived experience.
- Could you spend a little time explaining how you work with "reasonable accommodations" as a framework, and how you might work with those with medical/disability-related trauma in prior experiences to help people who might work with you?
  - What has been traumatic for folks in the past is not knowing what the interactive process looks like: what steps, privacy, who is talked to, what autonomy does the individual have in the process?
    - The team is trying to make the process be more transparent than it has historically been.
    - Make the office a place where you can ask questions before you move forward. This allows you to get your concerns addressed before negative experiences take place.
    - Reasonable accommodation
      - They have a presentation on what reasonable accommodation means that they would be happy to give the council.
      - This idea can sometimes present a barrier.
      - Learning about barriers as part of their condition in relation to their work/role here at U-M.
      - Maybe work on case studies to

- NDEAM/ADA Team workshops are listed on the Happening @ Michigan event calendar: <https://events.umich.edu/group/4765>
  - Are these events being recorded for later viewing?
    - Yes they will be recorded for later viewing
  
- Announcements
  - The Neubacher Award Ceremony is going to be held November 1st at 1:00pm in Weiser Hall on the 10th floor. It will be followed by a reception. All are welcome!
    - There will be an in-person and virtual component in order to make everything accessible.
    - <https://sessions.studentlife.umich.edu/track/event/14398>
    - LSA technology services would love to hear your accessibility feedback about this event
      - You can reach out to LSA tech or Todd Austin
  - Disability Community Month Calendar on the CfDC website so everyone knows what is happening!
    - Disability Community Month Calendar: <https://docs.google.com/spreadsheets/d/1c-XnolmDCwPMixzTBYw2sryKUD0fo3jEexdCrJLrQdl/edit#gid=0>
    - CfDC Google Calendar: <https://calendar.google.com/calendar/u/0?cid=ZGIzYWwJpbGl0eWNvbmNlc m5zQHVtaWNoLmVkdQ>
  - HearsDustin event: <https://sessions.studentlife.umich.edu/track/event/14323>
    - HearsDustin Event October 19 Flyer: [https://drive.google.com/file/d/1VGvpUM5YS0Fq0oyHZwW\\_uXmbczf5pQLA/view?usp=drive\\_link](https://drive.google.com/file/d/1VGvpUM5YS0Fq0oyHZwW_uXmbczf5pQLA/view?usp=drive_link)