

MINUTES: Faculty Assembly Disabilities Committee (DisC)
Thursday October 22, 2020 2-3 pm
Location: Zoom

<https://ucdenver.zoom.us/j/94684961332?pwd=djRjM2kwOU5jd1ZjbTJsd0UvUXdMdz09>

Attending: Linda Fried, Sebawit Bishu, Gayle Bradbeer, Colleen Donnelly, Michael Greene, Maureen Melonis, Christine Sargent, Amy Ferrell, Mark Rabideau,
Guests: Nelia Viveiros, Carolyn Brownawell, Doug Kasyon

Guests:

- Nelia Viveiros, Associate Vice Chancellor for Academic Operations, serving as the Interim Vice Chancellor for Diversity and Inclusion.
- Carolyn Brownawell, Associate Vice Chancellor & Chief Human Resources Officer
- Doug Kasyon, ADA Officer.

Discussion of the analysis of the Disability Climate Report Memo from June 26, 2020.

In addition, to recommendations cited there Timberly Roane has addressed physical issues with FACAB which we will be updated on, and she and Colleen Donnelly are working on lighting in the Atrium of the North Classroom which is a UCD only issue.

Discussion/suggestions with committee and guests:

- Univ wide statement on diversity and include disability creating a larger non-discrimination statement
- Include disability in the vision of diversity for the VC for Inclusion and Diversity
- Situate the DRS office and faculty engagement with it
 - Set up an advisory group for the DRS office
- Sense of belonging is very important. **Amy Ferrell** expressed interest in working on the social justice teach-ins.
- Important to self-disclose for the numbers for the reports to get funding and develop services (update portal info?)
 - Many do not disclose. CC_305 says does not release but it is connected through personal portal. Uncouple from personal info. **Carolyn will look further at this.**
 - The explanation why needs to be more than “it helps the institution.” Compliance is not the full answer.
 - We need to address the vulnerability of disclosing disabilities for students, professors and staff, and address stereotypes and microaggressions that are part of the workplace. Nelia as well as Faculty Assembly is looking into bias and sensitivity training for all protected and minority groups affected, and we want to ensure persons with disability are included.

Minutes: Approved minutes for August 2020 and September 2020.

November meeting agenda:

UCCS disability committee will join us for the first half-hour of the November meeting.
Then we will talk about what would like to create and split up into working groups.
How to improve the pedagogy and access as faculty and staff for students.
Discussing disability beyond accommodations and access, engaging students and faculty as a
community,