



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

Commissions for Disability
Meeting Minutes
February 15, 2021 – 1:30-3:00 p.m.

Attendees: Co- Chair Dr. Rob Spirko, Co-Chair Jill Malolepszy, Dr. Janelle Coleman, Addie Welch, Dr. Adam Cureton, Austin Boyd, Dave Ndiaye, Dr. Elizabeth MacTavish, Dr. Emma Burgin, Dr. Heather Hartman, Kinley Koontz, Riley Toll, Dr. Talisha Adams, Tarah Keeler, Dr. Eric Moore, Stephanie Cook, Michael Howze, Catherine Luther

1. Introduction and Minutes Approval

- a. The Co-Chairs called the meeting to order.
- b. Members introduced themselves and their role on campus for meeting guests.
- c. Meeting minutes were approved from the November 30th, 2020 Meeting

2. What has CFD Been Up To?

- a. .Co-Chair Malolepszy gave a brief update of what the Commission for Disability has been working on since our last meeting last semester.
 - i. The Co-Chairs have been
 1. meeting regularly with Dr. Coleman and the Division for Diversity and Engagement.
 2. Representing CFD at CDI meetings
 3. Have met with Stephanie Cook to explore partnership between the Commission and the community
 4. Regular planning meetings with GRA

3. Working Agreement

- a. Co Chair Spirko introduced the idea of setting some ground rules of general conduct and accountability expectations among the Commission members. Members made comments and suggestions about the language used in the agreement.

4. Disability First vs. People First Language Discussion

- a. Members discussed the conventions of using disability first language vs. people-first language in the Working Agreement, website, and other Commission communications. The Commission recognizes that different subgroups and individuals within the disability community may prefer one over the other. Conversations around the topic will continue and all Commission communications will be mindful of the context in which communications are shared.
- b. A space on the new CFD website will be dedicated to explaining the different viewpoints on this issue to serve as a resource for the campus community and beyond.

5. Priorities to be sent to the Chancellor

- a. Based on member feedback and discussion from previous meetings, the Co-Chairs decided the three top priorities of the Commission to be sent to the Chancellor's office.



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- i. **Campus Accessibility Plan**
 1. This document needs to be assessed, updated, and submitted to the Chancellor's office for feedback and approval.
 2. Further clarification was provided by Heather Hartman that the accessibility plan had made it to the desk of previous Chancellors, but never received significant or substantial feedback.
 - ii. **Outreach and Visibility**
 1. To develop comprehensive training and education materials
 2. Host an event to help highlight and celebrate disability identity
 - iii. **Campus Disability Center**
 1. To explore the viability of the idea of the initial proposal to create a Campus Disability Center
- b. The Co-Chairs and members discussed the proposed priorities and highlighted the importance of having student, faculty, staff, and community representation in working toward these goals. The Co-Chairs also briefly discussed longer-term goals and events they would like to see hosted.
- 6. Feedback Mechanisms**
- a. The Co-Chairs, Dr. Coleman, and members discussed strategic ways in which the Commission could seek feedback on initiatives while bearing in mind the scope of the Commission.
- 7. Subcommittees**
- a. The Co-Chairs presented several subcommittees to the group: Communications, Education and Outreach, and Faculty & Student Interest.
 - b. Members asked questions about the scope of these subcommittees. More flushed out objectives of each subcommittee is to come, but the Co-Chairs gave general overviews.
 - c. Dr. Coleman led a discussion about the importance of adding in a Membership and Bylaw committee that could handle new membership processes, the bylaws, and eventually awards.
 - d. Members will soon receive the opportunity to indicate their preferred subcommittee with detailed descriptions of the objectives of each subcommittee.
- 8. CFD Awareness Event**
- a. Co-Chair Malolepszy had a meeting last week with Commission member, Dave Ndiaye to co-sponsor an event with SDS and the Division of Student Life on March 23rd hosting Haben Girma, a world-renowned disability advocate. Jill asked for feedback and interest in sponsoring the event, and Commission members were enthusiastic in their support.
- 9. Action Items**
- a. Co-Chairs will send out Google Form for members to indicate their preferred subcommittee placement
 - b. Other documents such as the Working Agreement and Bylaws will be sent to members for comments