

UMD Commission on Disabilities Meeting Minutes

June 18, 2024 - 10:00 am via Zoom

[ZOOM LINK](#)

ID: 91089439824 - Passcode: Si0wL5

[May 2024 Meeting Minutes](#) (for reference)

Agenda

Present: Lisa Kittelson, LeeAnn Illminen, Jodi Strundeen, Jackie Heytens, Gina Pudlick-Hendricks, Lauren McDonald

1. Bylaws Review

- [Current Bylaws Document](#)
- [Bylaws Suggestions Document](#)
 - Please use “suggesting” mode or comments to add suggestions to this document.
- Broke out into two smaller groups and worked through the Bylaws suggestions document ([Bylaws Suggestions Document](#)).
 - Few items discussed:
 - adjust bylaws to guiding principles
 - will there ever be a time where there is a chair only or continue with just co-chairs? Consider having flexibility over time chair/co-chair(s)?
 - voting: **All decisions** will be made by majority....call out what decisions do need a majority vote
 - a. Decisions regarding the Commission's budget and/or officer positions require an official vote. All other decisions can be made be the group and/or co-chairs as needed.
 - Consider looking at other commission bylaws to compare
 - a. [CERE Bylaws](#)
 - b. [QT Bylaws](#)
 - c. [Commission on Women Strategic Plan](#) (no bylaws on website).
 - Jodi will clean up the copy document with minor updates and spacing and provide a version with area for commission discussion strikethroughs for the August meeting for review and vote on during the September meeting.

2. Commission Website Review

- Let's check out the [Commission website!](#)
- Suggestions
- Website review moved to August meeting

3. Marketing Team (Lauren, Jackie, Meryl, and Pam)

- Pens have been shipped & should arrive this week.
 - Black ink
 - Half maroon and half gold clips
- [Brochure design proof](#)
 - Motto: "Accessibility: A Shared Commitment"
 - There was a miscommunication between us and the Print Shop. This will be changed on the proof.
 - Do we print the motto with or without quotation marks?
 - a. Revisit at August meeting, didn't discuss.
 - Front Cover: need help narrowing down photo covers (see review of images section below)
 - Reminder: the darker photos may not print as well
 - Thoughts on colder weather photos vs. warm weather photos?
 - Thoughts on Duluth photos vs. UMD photos?
 - Back Cover
 - Change the language next to the QR code:
 - a. "Scan the QR code or visit d.umn.edu/commission-disabilities for more information"
 - i. Preferred this option in discussion at meeting.
 - b. "Scan the QR code or visit our website for more information" and put the web address somewhere on the page?
 - Do we need to include the equal employment opportunity statement?
 - a. Decided, that yes this would be good to include. 3 versions to choose from: <https://policy.umn.edu/hr/hiring-appc>. Given space limitations this seems best:
 - i. The University of Minnesota is an equal opportunity educator and employer.
 - Any other thoughts?
 - Lauren will be sending out a Google Form for voting on the images for brochure cover.
 - Review of images:
 - a. Narrowed down images for voting to include:
 - i. Pg 7: seems light enough and includes campus and community.
 - ii. Pg 9: proof to confirm not too dark with printing
 - iii. Pg 10: looks brighter and appreciates campus plus community in the image
 - iv. Pg 11: proof to confirm not too dark with printing

- b. Maybe Images (but hard to identify UMD with the image)
 - i. Pg 4: contrast of image and text color seems good
 - ii. Pg 6: would need text updated to black
- c. Removed following options with rationale:
 - i. Pg 1: only 1 light on
 - ii. Pg 2: champ is walking
 - iii. Pg 3: image too dark and no accessible parking in parking lot
 - iv. Pg 5: Duluth image and decided want image to be representative of UMD, plus bench and stairs isn't inclusive
 - v. Pg 8: Admissions has used this image and too dark, doesn't print well
 - vi. Pg 12: highlighting only one building, plus stairs aren't inclusive
 - vii. Pg 13: image seemed too dark for printing
 - viii. Pg 14: Duluth image and decided wanted to be representative of UMD, plus stairs aren't inclusive
 - ix. Pg 15: Duluth image and decided wanted to be representative of UMD, plus stairs aren't inclusive

4. Summer Inclusivity Scan

- Path from campus to Chester Park, Jodi will look at dates for this and reach out via email

5. Inclusivity Scan Tracking Document

- LeeAnn Illminen will adjust documents over the summer for review at the August meeting.
 - A few recommended updates from discussion:
 - Just use Google Sheet as the active document linked to the website, and can just have view only access for anyone. More accessible and easier to keep up to date.
 - Confirm all buildings are current and match [UMD Building's List](#)
 - Spell out the whole building and put in parentheses abbreviation [e.g. AB Anderson Hall (ABAH)]
 - Consider using separate tabs for groupings of scans (e.g. curb cuts possibly being on an outdoor scan tab)
 - Separate year and month into two columns so easier to sort by year
 - Add column of past scans and include past years scanned from notes column

6. Campus Partners

- Disability Resources Office (DR Team)-
 - no DR team members present: no report
- Intellectual Disabilities Educational Initiative (Annette)
 - Note from Annette - I am running the marathon for the first time, and imagine my excitement when I found out Grandma's Marathon keynote speaker is Ironman Chris Nikic, who I follow on social media and whose story I share with my students each semester. Chris has Down syndrome. Here's his story (where he shares his self-advocacy to be included in the fitness and education spaces):

<https://www.youtube.com/watch?v=Xsql-BD2GMs>. I'll be there - and if anyone wants to join, that'd be amazing!

- Chancellor's Council on Campus Culture (Christine)
 - Christine not present, no report: Final report was sent to Interim Chancellor who will share it with Chancellor Nies. Hoping 4Cs will continue in the fall if Dr. Nies agrees to it.

7. Upcoming Events and Opportunities

- None at this time - feel free to add!

Next Business Meeting

- No meeting in July. We will reconvene in August.
 - Watch for more information to come your way about our Summer inclusivity scan.
 - Watch your email for our annual membership survey. This will come out in mid-July and close in mid-August.

Additional Details from Annette's Note:

[Here are the details:](#)

KEYNOTE SPEAKER

Chris Nikic, Endurance Athlete & Author (*1% Better: Reaching My Full Potential and How You Can, Too*)

Friday, June 21 | 12:00 p.m. | DECC, Paulucci Hall

Chris Nikic is an American-born endurance athlete, and in 2020 he became the first person with Down Syndrome to finish an Ironman triathlon. He was later awarded the Jimmy V Award for Perseverance and named the Best Men's Athlete with a Disability at the 2021 ESPY Awards.

Nikic has now competed in each of the World Marathon Majors, and he and his dad, Nik, have published a book called *1% Better: Reaching My Full Potential and How You Can, Too* that chronicles the inspiring and compelling story of how Chris set and accomplished his goals.

PANEL DISCUSSION

Featuring Ideas on Inclusion of Disabled & Neurodivergent Athletes

Friday, June 21 | 1:00 p.m. | DECC, Paulucci Hall

Nik Nikic, the father of Chris Nikic (*see above*), will be joined by Luke & Kelly Rogers of Special Olympics Minnesota to talk more deeply about disabled and neurodivergent athletes and their space within the endurance sport industry. It's important this group not only feel welcomed at events like Grandma's Marathon but also that the events themselves continue to make themselves accessible to everyone, including those who may need special accommodations on race day.