

President's Advisory Committee on Disability Issues

February 26, 2018 · 443 Administration Building

Minutes

Voting members: S. Bryant, Chair, P. Pasik, Vice Chair, D. Smith Van-Buren, S. Stofflet, J. Schwartz, C. Okolo, K. Yermak, A. Simonov
Ex-Officio members: D. Barker, K. Elliott, K. Pennock, M. Hudson, J. Pedraza, J. Norris
Guests: G. Pierce, Steve Beard, MSU Police Department

The chair called the meeting to order at 3:05p. Voting members approved the agenda for February.

Voting members approved the minutes for October 23, 2017 and November 27, 2017. Approval of the minutes for January 22, 2018 will be submitted for approval at the March meeting.

NEW BUSINESS

1. **New interim president:** PACDI members should expect to meet with the new interim president, John Engler, in April unless they are informed differently. In preparation for that meeting, the chair of PACDI will create a draft 2017-18 activity report and circulate it among members for feedback, prior to finalizing it. Questions were raised as to whether the interim president has shared information with anyone about changes he would like made relative to inclusion or whether he has asked to be educated about PACDI and what it does, prior to the April meeting. The answer to both questions was no.
2. ***"Not on the Radar: Sexual Assault of College Students with Disabilities"***, a National Council on Disability Report published, January 30, 2018. J. Norris, Title IX Coordinator and ADA Coordinator recalled that Dr. Amy Bonomi, Chair of Human Development & Family Studies at MSU gave a presentation before PACDI on sexual assault last year. She shared some of her reactions to the report, while taking into consideration Dr. Bonomi's presentation, and provided thoughts on how PACDI could get involved and work collaboratively on this issue.

The report raised several questions that are important for MSU to consider in terms of responding to the needs of its disability community who face emergencies. Does MSU utilize interpreters or does campus police understand what the issues might be with people with disabilities and to what degree are they prepared and/or trained to provide emergency assistance. These are some of the questions that the report raised and require further research for answers.

The report also noted that MSU participated in an AAU survey and while the survey gathered data on individuals who identified as having a disability, it failed to ask at what point did they become disabled— before they experienced the sexual misconduct or after? The survey also failed to address whether the disability was a factor in the perpetration. For example, when someone experiences sexual misconduct, it can trigger PTSD (post-traumatic stress disorder), depression, and anxiety—emotional-related conditions that are disabilities. This raises a question as to whether the perpetrator knew the individual was disabled or was that a factor in how they became a victim. These questions are important to include in this type of survey, and the hope is that they will be included the next time this survey is done or if MSU chooses to,

they will be included in a custom designed survey to collect data needed about the MSU student population.

MSU has a robust set of experts who can assist with framing these types of questions in a custom designed survey instrument that will help to identify at risk populations and prevention strategies. J. Norris has been working with the Research Consortium and hopes to head in the direction of creating a custom designed instrument, to be able to look at data coming out of incidents reported to the Office of Institution Equity.

Recently Interim President Engler named the formation of an expert advisory workgroup for Relationship Violence and Sexual Misconduct. PACDI may want to request that he appoint someone to represent the interest of persons with disabilities on that workgroup to ensure that discussions are inclusive.

Also, of interest to the committee are prevention strategies for students with disabilities who the report mentions, are not being addressed in sexual assault education programs. Is there a gap and how can PACDI move forward to rectify that? J. Norris stated that the MSU Sexual Assault and Relationship Violence Prevention Program (SARV) is located in Student Affairs and Services. SARV oversees the incoming freshmen training on sexual assault in two layers: 1) all incoming freshman are required to complete an online course that changes every year; and 2) all incoming freshman and transfers are required to participate in a 2-hour in-person workshop. SARV also offers a variety of supplemental workshops that are community specific.

There is a special workshop for international students, for LGBTQ identified students and there is a series for Greek Life students. A recommendation was made for a while now about the benefit of creating and offering a special workshop geared toward individuals with disabilities. Another gap exists in prevention and leadership programs for faculty, administrators and staff. The Title IX office has been very active in the two years since it was created and a lot of progress has made, although, there is still a lot of work to do.

The successes of the Title IX Office have been in fine-tuning our policy, procedures, reporting, and addressing incidents that are reported and being investigated and these are things that must be maintained and that is very important. However, we are also focusing on improving ways in which information is communicated so attention is on this important function as well. The Title IX office shares a new communicator with the Office for Inclusion. Efforts are being made to improve communication of the work being done in the office and in offices that Title IX is collaborating with. The current phase of the Title IX external review focuses on prevention, outreach and awareness. The plan is to release the report in March and the president will take action to address gaps identified in the report.

3. “Do MSU Police Officers have access to trained interpreters during emergency situations on campus?”

Guest speaker, Steven Beard, stated that the MSU Police has a Special Victims Unit (SVU) that sponsors different types of training and programs for trauma that includes diversity training for its officers. There are special protocols in place for identifiable disabilities or disabilities that are determined through trauma or through traumatic events. Some of the current police officers are

bilingual but the Police Department relies significantly on the MSU community for assistance to have the necessary experience and knowledge of resources to assist people with disabilities that are staff members and located in office buildings. It is important to recognize that in cases of emergencies in office buildings, police officers will not be the only responders, as each building has designated emergency action teams trained to address emergencies in their buildings.

Approximately 270 people have been trained as EMT team leaders and approximately 450 team members are spread out across campus. EMT team leaders are expected to be familiar with any special needs that people in their buildings have and be trained on how to respond; that includes physical and non-physical disabilities. Safe exit routes are pre-planned and mapped in each building. Everbridge, a mass emergency notification system is used to alert the community and can be installed on your phone. Emergency evacuation maps in buildings are ADA compliant.

SVU partners' with the Office for International Students and Scholars (OISS), and the Resource Center for Persons with Disabilities (RCPD). When there is an individual involved where English is not their first language and a police officer is not on staff who can speak or understand the language, the Police Department will reach out to OISS for assistance. There is also a service available that provides police trained translators over the phone. If necessary, a countywide broadcast to try to locate an officer who might speak the language of the individual involved. RCPD assists with individuals with particular disabilities so that police officers can make the necessary accommodations.

Additional outreach efforts include the Office of the Vice President for Student Affairs and Services, the Family Resource Center and Counseling Center professionals to coordinate efforts and to make sure the necessary resources are available for students.

There is a framework built into the emergency operator center that includes on-call lists and referrals to the different offices, including the Title IX Office or MSU's sexual assault contacts. These are the protocols that all MSU Police are trained on and they are instructed to follow the protocols, including handing out literature packets relevant to the circumstances. Over the last 20 years, these services have been used, approximately, five times. The MSU Police provides the emergency training and it relies on its campus partners to broadcast the information to the campus community.

A question was raised as to whether MSU has a "Care" team—communication, action, response and evaluation? J. Norris replied that MSU has a Title IX coordinated multi-disciplinary response team that meets every week and the MSU Police has a representative on that team, along with staff from OIE, Student Affairs, and REHS. If necessary, other campus units are included to address specific cases. This team provides a forum for information sharing and for looking at cases holistically; to identify what actions or support is needed at a given time.

4. Update (written) provided by Michael J. Hudson, Director, Resource Center for Persons with Disabilities

Due to a full agenda in February, M. Hudson was asked to provide a written update of activities in RCPD instead of his usual oral presentation. The update described RCPD's mission and included an executive

summary that explained the unit's continuing commitment to provide quality, inclusion and innovative programs that help people with disabilities fully engage the promise of MSU. In addition to trend data on population growth in specific areas of disabilities and disorders—psychiatric disabilities, autism spectrum disorders and deaf/hard of hearing—dashboard indicators of services provided by RCPD staff between May 15, 2016 and May 14, 2017 was also described. Thanks to a very generous private gift from Dan and Jennifer Gilbert, M. Hudson was able to expand his staff by adding three new RCPD positions this year. This staff expansion allows RCPD to provide more leadership through timely and deeply interactive work with students.

Old Business

- PACDI Bylaws were approved as revised.

Comments & Announcements

- “Our Community: Engaging to Move Forward” are sponsored by Academic Advancement Network, Office for Inclusion, WorkLife Office and the Graduate School. Members were encouraged to participate in the last one scheduled for Friday, March 2nd.
- The Cesar Chavez Commemorative Conference is taking place on February 27th at the Kellogg Center and PACDI was invited to attend. The keynote speaker will be Dolores Huerta, a nationally known civil rights activist.

Next Meeting: Monday, March 26, 2018. Joint presentations will be facilitated by Athletics, Auxiliary Services, IPF/Engineering and Architectural Services, Facilities Planning and Space Management.

Adjourned: The meeting at 3:45p