

# DSF Meeting

# Minutes

**Location**: Zoom  
**Date**: July 12, 2021  
**Time**: **1:00-2:00 PM**

1. Call to order

Heidi Elmore called to order the regular meeting of the Disability Staff Forum at 1:05 PM on July 12, 2021, via Zoom.

1. Reminder: You do not have to be ADA Disabled™ to join this group. You can be curious, discovering what’s up, in the middle of a diagnosis, choose not to disclose, etc. We welcome everyone. We cannot promise anonymity because we are an open group – but we do provide peer support, resources, and a place to talk.
2. Restatement of Ground Rules
   1. Interpreters
      1. ID yourself
      2. Talk one at a time
      3. Understand that there may be a few seconds delay
      4. Interpreters won’t be introduced and will change regularly
   2. Use Zoom’s “raise hand” feature, please
   3. If we don’t have your email, please send it to Heidi or put it in the chat
   4. Reminder that we will discuss specific disability issues within break out rooms once we’re a larger group and/or if they are necessary
3. Introductions
4. Approval of minutes from last meeting

Heidi read the minutes from last meeting. The minutes were deemed approved by way of no objections to posting.

1. Open issues
   1. Membership
      1. Congratulate ourselves – We now have 50+ members!
      2. Outreach Blurb
         1. If you don’t have it, let me or Sheila know
         2. This can go with all emails and calendar invitations
   2. 2021 Objective #3: Outreach Campaign
      1. Newsletter went out on July 1st!
         1. When do we want this to go out each month?
            1. The 1st is fine.
         2. Does anybody have website suggestions to check monthly for events?
   3. Social Media Accounts – We need help with each of these. Responsibilities are to cross post from ListServ post or Newsletter.
      1. Facebook – need a 2nd for when Lauren isn’t doing well
      2. Instagram
      3. Twitter – Sharyn Blum will be doing this (for August – we need more Stanford specific hashtags)
      4. Cardinal at work – Donna Galvez
      5. Other Staff Affinity Groups – Sheila Sanchez will reach out
      6. [Disability@stanford.edu](mailto:Disability@stanford.edu) – Lina Le will update
      7. Slack – Heather Hoover is creating a channel
   4. University School Representatives
      1. Graduate School of Business
      2. School of Earth, Energy & Environmental Sciences – Isabel Carrera Zamanillo (interim)
      3. Graduate School of Education
      4. School of Engineering – Rachel Julkowski
      5. School of Humanities & Sciences
      6. School of Law
      7. School of Medicine – Donna Galvez (until someone else takes this)
      8. Dean’s Office
      9. Others??
   5. Events Sub-committee
      1. Social Events & Team Building Events
         1. Make sure there are structured and unstructured social events
      2. Need a chair person & members
   6. Education Sub-committee – Heather Hoover
      1. Educational & Informational Outreach Events
         1. Make sure there are structured educational events
      2. Need a chair person & members
   7. Budget
      1. Because of the funding sources, all budgeted items need to majority benefit University, benefits eligible employees. That means, for our events etc, family members/allies/SHC members are totally welcome but we may not be able to provide food or swag for them. (That’s fine since the current plan is pot lucks and brown bags, but we want to be transparent)
      2. From DAO - $788
      3. Donation link? – This won’t be around long so we’re not going to use it
      4. Heidi requested Be Well grant $600
         1. This was granted for $626.00! - We applied to have the accessible board & card game, including getting DSF shirts made for anyone that works it (logo front, “STAFF” back)
            1. Sheila – who handles this? They need a PTA to transfer the money
      5. Eventually we need a treasurer
2. New business
   1. What do we want to do for October? (National Disability Employment Month)
      1. Breaking Down The Myths About Disabilities & connect with other groups on campus
         1. What’s the goal of the campaign?
         2. Maybe come up with a more effective campaign
         3. Guest speakers
   2. Need a secretary (take minutes & read them at next meeting) – Lina Le volunteered
   3. Carson Smith facilitating a listening session at a meeting? – group decided to do at a later date
   4. August meeting suggestions:
      1. review representation (currently no black, Asian, male representation - others??)
      2. Expertise in certain areas
      3. ID disability or category of disability for break out rooms (for those interested)
   5. Parking – Can we help?
      1. C Parking at Stock Farm lot; place some Handicap spaces for "C" parking outside the parking structure – can we bring this up with Parking & Transportation?
         1. raising this to the group is appropriate, reach out to Sheila directly
         2. Put time on next agendas to talk about concerns or barriers folks are facing in the workplace – make this a more informal meeting/situation/discussion
3. Adjournment

Heidi Elmore adjourned the meeting at 2:00 PM.

Transcript below

Testing testing testing.

This is a test of closed captioning.

Testing testing testing.

>>HEIDI: For those of you just joining, it says we are beginning at 1:00 PM. We will begin at 1:05:00 PM.

>>SHEILA: Just so everyone knows, we will have sign language interpreters and a live captioner for every meeting. You won't need to make a request in advance anymore, we will just make sure it is automatic in all of these meetings. We have those on the calendar through the end of December. As we move into the new year, will go ahead and make sure that we have those for all of the meetings.

>>HEIDI: Thank you, Sheila.

>>HEIDI: For those of you just joining, we are going to get people until 1:05:00 PM to filter in. It is supposed to be a larger meeting than we have had in the past, I want to make sure that everybody who can join, can join and see all of the announcements.

>> Sheila, this is Patty speaking. Because I have pinned Kathy and Cheryl, it means I can see the other people when it's on a shared screen. If there's multiple people, do they mind announcing their name first before they speak?

>> If I could add something, I don't know how it is on your laptop but Kathy and I are saying that we seen the name of whoever is speaking, there is a side panel that shows up. You don't have that on your setup, okay.

>> Might be able to add the top of the screen, at the top of your screen, this is Heather. You are going to click on view options and click on side-by-side mode and you should be able to adjust manually to see the shared screen to make everyone else bigger.

>> I don't want to see so many people, I have to see Kathy.

>> Patty, if I can interrupt you for just a moment, I apologize. We are going to get started in a minute. I'm going to stop sharing the screen, this is just the title screen. When I stop sharing, it should resolve.

>> Okay.

>> There shouldn't be any more shared experience during this meeting.

>> Okay, no more shared screen during the meeting.

>> We don't have any presentations, I promise.

>> That is great, thank you.

>> At least not today.

>>HEIDI: We will give everyone one more minute.

>>HEIDI: It is 1:05:00 PM, I am going to stop sharing my screen. I'm happy to see a bunch of people here.

We have a lot of stuff to go over, what I'm going to do is just go through a bunch of this as announcements. Most of the beginning of this is going to be announcements just for people who need to know what is going on. Here we go. Just a reminder to folks who might want to spread the word, you don't have to be, as I have been saving, ADA disabled with the™ to join this group.

You can be curious, you can just sort of be discovering yourself, be in the middle of a diagnosis, in the middle of a journey, you can choose not to disclose. The only thing to your employer or whatever, the only thing that we have to say is that we can't promise anonymity because we can provide peer support and resources. A place to talk and hopefully when we are big enough, we can provide disabilities specific groups for folks. We welcome anybody, so just keep in mind that stuff when you're s

We are going to restate the ground rules here. Interpreters, we do have interpreters in this meeting. When you talk, we're going to ask you to identify yourself. We ask that you use the raise hand feature in Zoom. I may not be able to see all of your faces. It helps because the raise hand feature in Zoom bumps you up to the front. Please talk one at a time, I am a big hyper verbal.

I am not good at doing that, I will myself, try to talk, not talk over people. Please understand that there might be a few seconds delay because the interpreters have to interpret information and they are human beings. Interpreters will not be introduced, and they will change regularly. We went over the features. If we don't have your email, please feel free to send it to me or put in the chat and we can add you to the email list.

Let's see. Not this time, but maybe next time or the time after, we will discuss disability issues within breakout rooms. Once we are a larger group, if they are necessary. We don't want to, this time, pile on with a bunch of specific disability issues. Let's see. Let's do the reading of the minutes from last meeting, then we can do introductions. Last meeting, this is June. Last meeting we did determine what the ground rules were going to be.

It was called to order, they were introduced, our open issues, we resolved and the meetings are going to be the second Monday of the month. We congratulated ourselves for completing our first objective, which was getting our mailing list served. We formalized the advertising blurb, let's see. It centered around, we are still working on our website, which is our number two objective or 2021. We are still working on our outreach campaign and we introduced social media account, sort of community r

, disabled stand for staff members, faculty postdocs are okay, we can get full voting, you can get full voting rights if you are an actual member, which means somebody who works for Stanford and is staff. Then we have an ally category. On issues on disability issues, we prefer you not not vote, but still come and talk and participate in the community. We discussed our first event which we may discuss a little bit more.

It's going to be an accessible card game, we discussed events, subcommittee and education subcommittee. Chairpersons, members for those at some point. We want to program monthly, we have a budget from DAO, that is $800. We also got a be well grant act around $650. Eventually we will need a treasurer and we will figure all of that stuff out. We discussed the breakouts, to discuss specific disability issues.

That is the announcement portion. I would love it if we could all go around and introduce ourselves. Feel free to unmute yourself and– let's see. Maybe see what each person, tell me a little bit about yourself, tell us a little bit about yourself and tell us what you want to see from this group, what you want to get out of it because it is really important to us. I will go first, then you guys can pop corn it to the next person who has not gone. I am

Heidi Elmore, I am an admin in the division of oncology for the school of medicine. This is just something I am passionate about, I am a disabled person. I am not going to go into exactly what. Not right now, I decided we are not going to do that. Let me popcorn it over to you, I will cochair for the disability staff so let me popcorn it to Kathy.

>> Hey everyone, sorry? Is it Kathy or Kathleen?

>> Hold on just a minute, go ahead Cheryl.

>> I said Kathy, sorry.

>> Let me go back. My name is Kathy Haas, and I am the cochair of the San Francisco club of the deaf. I am sorry, DSF. Since 1980 I think, in the 80s anyway. We keep fighting to maintain this organization and I look forward to having so many of you who have joined us, thank you so much each and every one of you. Heidi,–.

>> That you are with us, Heidi.

>> I am faculty in the language center. I have been there for 40, not 40, 41 years now. Umm And I love the Stanford campus, the University, all the support and it is wonderful. I do look forward to having us grow and increasing our numbers. You know, really having a good collaborative group.

>> I am supposed to pick the next person? I am going to throw a dart and let's see who who's face it lands on. Kathleen?

>> Hi, I am Kathleen Tarr. and I'm in the program in writing and rhetoric. Sorry, I am wearing a Black tank top with caramel skin, glasses and multicolored mostly brown short curly hair. This is the first time I have attended this group and I'm interested in mostly because of work that I've done with disability, I was a Skadden fellow out of law school, which is considered the legal Peace Corps. I represented disabled veterans then, that was quite a long time ago and continued have writte

as disability access and virtual sport. I do a lot of work in the entertainment industry and so I am very aware of how media supports attitudes around peoples demographics, marginalized people. I am concerned about people with nonvisible disabilities and the way that representation is now being advocated in Hollywood. Because of over indexing of people with disabilities and nonvisible disabilities. Or I guess even double invisible. In that advocacy. Part of it is thinking how can this group hel

in that direction, but also I am interested in what this group is doing. Thank you.

>>HEIDI: Kathleen, choose the next person.

>> I forgot something I wanted to add, I am deaf and I forgot to mention that and didn't describe myself either but I am deaf. I see that we are trying to disregard labels and so on, but I am deaf.

>> As Kathleen was talking about marginalized communities, we are also a marginalized community.

>> Go ahead Kathleen.

>>HEIDI: Kathleen, pick the next person.

>> I am so sorry, Sarah.

>> Hello everyone, my name is Sarah Clark. I use she/her pronouns and am a white female identified individual with brown hair in a ponytail today with a red shirt and white stripes. Hello, everyone! I am a disability advisor over in the office of education, I work one-on-1 with students to determine accommodations. To really foster access and inclusion within academics and housing. I also identify

as (inaudible) and I'm here to hang out, she was happening and see where this group goes. And this is my dog. The next person, if I may, I will popcorn over to Sheila.

>>SHEILA: Thank you, Sarah. Hello everyone, I am Sheila Sanchez. I use she/her pronouns and weaken the diversity and access office. I have dark hair that is in braids and I feel very ethnic themed today because I just got back from Mexico on Saturday. I am so happy to be vacationing again. Our office, the diversity and access office support staff, faculty members of the public with disability accommodations.

We also do work with students in the non-academic space. Our office oversees the eight affinity groups. I consider myself an ally of the community as well as a strong applicant. While we are in a compliance office, my– I am personally committed to disability advocacy. I'm so excited to see everyone here today. My intent to continue on with the group in helping support this reboot, however we can.

It is really exciting to see everyone. Thank you all for coming. I will popcorn it over to Dave.

>> All right, thank you. I am Dave, an old white guy. I have been dying my hair gray for a few years. I am wearing a red cap, it is not MAGA a it is a Stanford capital please don't make the mistake. All of my superhero friends characterize me as being disabled because I can't even fly. But I am a lecturer in mechanical engineering and have been teaching a course for 15 years called perspectives in assistive technology. That looks and explores design development

of in use of technology that benefits people with disabilities to older adults. Before that I worked at the VA medical center and at their rehab work center looking at fabricating solutions that help veterans with disabilities. One issue that is high on my mind, is accessibility in classrooms. With my class, I have a lot of students with disabilities, I have guest lectureres with disabilities and community members with disabilities and I always have a hard time with getting an appropriate room.

I sent an email to Sheila about that this morning. I am already starting organizing my winter part of the course now. It is good to be a part of this group. I am interested in contributing and acquiring information. Thank you. Let's go with the next person, how about Valerie.

>> Hi everyone, my name is Valerie Kiszaka and I use she/her pronouns and department manager in small humanities department. In the school of humanities and sciences. I am a 50-year-old white woman with brown hair and it is pulled into a ponytail. I am wearing a Black and white striped shirt and big pink sunglasses. And a headset.

I guess I am here for several reasons, one is recently I realized that some of the things I have going on in my life are technically disabilities. The therapist I have right now, is encouraging me to really think about self-care and I am hoping that part of that will be being around others and finding support through a community like this. I think maybe I will just leave it at that for today. I love to hand it off to Sheila.

>> Hello, my name is Shaila. I am white brown skin and wearing, if I might say so myself, a fashionable short-sleeved jumpsuit that is olive green. I have star earrings on, and I have short shoulder length Black hair that is pulled up on the sides. I am the director of justice, equity, diversity, and inclusion for the school of medicine human resources group. I am an ally to the disabled community. Similar to Sheila, I am here to lend support however I can.

However I can help the group in any way, I plan to come to the meetings and have been helping with communications, doing advocacy and all in all spaces that I am in. I will pass it to Rachel.

>> I do think your jumpsuit is fashionable but I have a terrible fashion sense, don't go by that. I am Rachel, I am trans and I use they/them pronouns. My wife would tell you I look like a 13-year-old boy that is white with short Black hair. That has some salt and pepper going on on the sides. I am wearing a blue and white collared shirt with a space background. I am resonating with what a lot of others have said about why they are here today. Primarily, because

I want to learn, and want to feel like I am part of a community here that I can help empower and do more with. That is the kind of personal staff motivations and the second motivation is, I am managing director of the entrepreneurship school of engineering and technology adventures program. We do a lot of courses on technology adventure creation, entrepreneurship, innovation, we create a lot of educational materials used at Stanford and beyond. I want to do what I can to make sure

as we are revamping the curriculum coming in thinking not just about what is been really homogenous made narrative in entrepreneurship about who can generate wealth and who can create companies and who can create breakthrough innovations that I'm learning– [audio static]. To help shape for the better. Going forward. I will pass it to Heather.

>> Hello there, my name is Heather Hoover, I use she/they pronouns. I am a mixed-race individual with Black classes, short brown curly hair and a brown knitted T-shirt. I have just about every fiber of disability that there is, and I am also recently coming to terms with a hard of hearing identity which is very recent change in my life.

I am here because I have always been very passionate about disability advocacy. Therefore, I was very excited to see that disability staff start getting off the ground again. I am interested to see where this goes. Who has not gone yet? Let me give it to Kimberly.

>> Hello, my name is Kimberly. I apologize if there is background noise, I'm sitting outside. I use she/her pronouns and I am wearing a Black longsleeved jacket with sort of pink and brown glasses. I have sort of dark blonde hair pulled back in a ponytail. I am wearing a bright yellow T-shirt. Under the jacket. I am a postdoctoral scholar in the Department of chemistry. I am here, I guess the whole reason for me being here is partially for supporting the community. I am new to Sanford

and from my PhD I found that accessing a community even within the office of disability services. It was my focus for undergraduate. Especially when I was coming to terms with my (inaudible) as a grad student. I guess for maybe the less selfish reason is that I'm really interested in ways to make STEM and education, especially laboratory spaces more accessible and how we can make STEM more welcoming and continue

with those who have chronic illness and disability. Let me popcorn, oh boy. I will pass it over to \*UNTRAN8 \*.

>>LINA: Hello everyone, I am Lina and I use she/her pronouns. I have long dark brown hair and I am Asian-American. I am with Sheila Sanchez in the diversity and access office along with Rosa Gonzalez. I am here as an ally and to support where I can and to learn more about disability issues solutions rights etc.

I will pass it over to Donna.

>> That is me! Wait, my video is weird. Hi! This is me, you can decide. I am Heidi's friend, I work with her in the division of oncology. I am just here to support you guys and do whatever you guys need, I love all of you. The stories are really great, I am here to help with administrative needs or whatever you or Heidi wants me to do. I just like the sound of the group and I love the differences in people.

I just like everyone. I love you, Heidi!

>> I love you too, Donna. Thank you so much.

>> If anybody needs anything, just let me know. I am here to support you guys. I might figure out things about myself as well, which I already know where there. But anything you guys want, I am happy to help.

>> We will be more than happy to take you up on it.

>> I think we just have Jody.

>> I have to pick!

>> Just Jody is left.

>> Just Jody.

>> Hi, I am Jody with the dogs on the screen. Thank you Heidi, for the invite. I am Jody, I'm actually an occupational therapist at Stanford Hospital and part SMACK. of you cannot see me at the moment for several reasons, I am on call for the first responders, I provide support for the County in addition to Stanford. That is why I am calling secretly covertly. But I am white, older female with a very inflamed face right now, probably poison oak. My eyes are all swollen. But I'm doing well

of spy into this because I believe in support throughout the Stanford campus. Sometimes in the hospital, we feel like we are in a silo away from the University and the med school. I am also a big advocate not only for the disability but obviously the patient's eye tree, but also the staff who are getting ill and have their hidden disabilities for myself. I am pretty well except that I am having lower vision

, which makes it very difficult to chart. I take many many hours after hours to document and have to hide, turn off lights and it's been three years of just trying to get myself accommodations. It is ironic being an OT myself, not getting the accommodations. I mean the effort is there for sure, but having the support is really important and to kind of pull ourselves together so that we are more collaborative and supporting each other and maybe problem-solving, helping each other

be able to be as productive and enjoy life as possible is important to me. Thank you.

Do I pass it back to Heidi or Sheila?

>> It is good, Jody we know you are referred to by SMAC, you don't have to be a spy. You can come and talk to us whenever you want.

>> Thank you.

>>HEIDI: Let me get into sort of the meeting here. We approved the minutes, membership, we should congratulate ourselves, those of us who have been working on that. We now have over 60 members at least to the listserv, not everybody can come obviously. But go us! The outrage blur, if you don't have it and want to share it, please let me or Sheila know and we will go ahead and send it to you. It is a little thing on the website, it is on the bottom of all of my emails.

The 2021, I apologize, if anybody has anything they want to add, use the race hand feature. Does everybody know how to use that? Yes, okay. I just don't want to go through stuff so fast, I want to have time to socialize here. The 2021 objective number three is the outreach campaign. We have five objectives for this year so we are trying to burn through them. I don't want to go to too fast. The newsletter has gone out.

If anyone has an opinion on when we want it to go out, I am thinking around the 15th of each month. Do let me know, let Sheila know, if you are not comfortable letting me know, let anybody in this group know when somebody will filter it to us. I don't have a ton of help right now. That is why I am saying, let me know. If all of you, I'm going to go ahead and put the website, actually– Lina, can you put the website in the chapter. At some point if you can take a look at the website

and let me know if there is any changes, anything you want to add, that would be great. I can get it added to the list of disabilities and I am trying to get resource information for most of them. If anybody has suggestions on where to check for monthly events, I am trying to put together an accumulative calendar, sort of like Donna has seen it, like the one that we have at the Department of medicine website. Also, I have events for the newsletter and sort of what is driving this effort right n

Rachel said it, in a meeting last week, we are more like a startup. We have 3 or 4 people working on this right now and it is just keeping us going. Social media accounts, we do need help with each of these. This is what is driving people is knowing who and what we are. We have a representative, Lauren Brickin from Facebook but she is significantly disabled and we would like a second form when she isn't doing well. There is an Instagram but we don't have a lot of pictures yet. If you want to do

, Sharon will be doing this. She wanted to mention that we need more Stanford specific hashtags. If anybody knows of those, if you can let me know. I can filter it to her or I can give you her information. It should be on the website. It's under people. Cardinal at work, if somebody wants to take that over, I apologize, I didn't say what they responsibility is. What we would like people to do, it is just look at the newsletter and crosspost the events. That is the only responsibility for any of

on crossposting and getting with other staff affinity groups. Cardinal at work and the affinity groups, Sheila I don't know if you can let other folks know how to do that. Can you?

>>SHEILA: If people want to post to another lister?

>>HEIDI: Yes, or the Cardinal at worksite. I don't even know how to get in touch with those folks.

>>SHEILA: I can help with that.

>>HEIDI: Do you know?

>>SHEILA: Yes.

>>HEIDI: Disability at Stanford EDU, with us doing that. Then in slack, we have it up and running if anyone needs that information. I don't know who uses it or who doesn't use it. We have also established University school representatives. Isabel Carrera is going to be the interim one for school, Chris, energy and environmental sciences. For those of us who went to the visible disability class last month, she is the one that like that. Then Rachel (name), thank you, she is going

where they are going to do school of engineering. I am happy to do school of medicine, I'm sure Donna will help me. If there are other places where we need representation, let me know. I don't know if we have the Dean's office representative or if that is what she was group provides. I don't know. We want to have an event subcommittee and education subcommittee eventually. If anyone just wants to join those, even without a chair, just let us know.

>> (Inaudible) if you want me to try, Heidi.

>>HEIDI: I would love that Donna, thank you.

>> Don't judge me on this stuff people, I don't even know what I'm doing but I'm going to read the stuff and relay what I can.

>>HEIDI: I think trying is great. Heather wants to join efforts for education. I am more than happy to have you be on that committee and I will list you there. There is stuff in the chapter. There we go.

I will go ahead and list you there, Heather. Give me one second. I also apologize, I am having a serious flare up and I am just trying to concentrate. Donna, you said you are happy to help with–.

>> I am going to do whatever, for the Cardinal at work and whatever your school department rep thing or whatever anybody wants. I can help Heather or anybody else who is doing anything as well, if they want.

>>HEIDI: I know you like to pick up work.

>> I don't know what to really do come I just want to join, and help, and read, and I will send some stuff out and it will just sort of happened.

>>HEIDI: I am more than happy to have somebody help me with the school of medicine representative and then do the Cardinal at work. Just do some pickup work because we are going to need it. We are going to need it. I am going to put you, Heather Hoover under education subcommittee and we will just, you know what y'all, we will just figure it out.

That is all we can do. Budget, the one thing that did come up is because of funding sources, all budgeted items have the majority that benefit the University, benefits eligible employees. What that means is if you have a.edu after your name, that is what we have to think about for basically like budgeting sandwiches in slack. I am not here for the sandwiches in slack. If you are, let me know.

We can get you a sandwich. I am happy to purchase somebody a sandwich. I am just here for the community. It wasn't there for me, so I made it. I don't know what else to say. We do have some DAO $788 and we do have that be well granted we will work on the accessible award with parking event just to get people out and to do something. I have also identified Sharon who showed me this thing called emergency chat.

I don't know if you know about it but that is what we will use to communicate during the events. I don't have any idea if he can see this, Sheila I see your hand up. Basically, push a little button on your phone and it says meltdown, I gave you my phone because I can't process speech right now because this is a thing that happens to me. I am still capable of text communication and you can text back and forth.

For people, I haven't figured out for people with visual disabilities, but we are going to do aside from the actual games. We are going to figure it out. Like I said, eventually Sheila, you got me the PTA, right? Also, you have a question so go ahead.

>>SHEILA: I just wanted to jump in and offer a few thoughts. First of all, when it comes to any type of programming even though that amount that we have budgeted is a ridiculously low amount, we are hoping to increase funding or request additional funds. Our office of diversity and access office also has some extra funding that we can supplement.

I don't want funding to be an issue when we are thinking about programming or community building or those kinds of things. Keep that in mind, then the other thing I was just thinking about is, this may be an opportunity, Heidi, to really think about those subcommittees that we want to form. Then allowing people the opportunity to join those and then, within those subcommittees, maybe identifying the lead person

. I love the informal list of just getting together and learning more about people, building community. Then I think maybe supplementing that and also with some more of the structured activities of the events from the committees. That is just a thought I had.

>>HEIDI: Totally agree, I think we have to have the people though, first, obviously. I think we will get there.

>>SHEILA: One last point, I love the idea within the reps in the schools in the units. It may be an opportunity to sort of have a list that is like if you are from this school or department, this is sort of a go to person that you can connect with who sort of is an ally at a local level. I really like that, and I can help with maybe strategizing within the schools and units to we can target or do outreach to to maybe identify some additional representatives.

>>HEIDI: Sounds good. Let's see, that is the end of just announcements, thank goodness. There is some new business, if anyone wants to be a secretary like Donna, I know you said you want to do stuff, just to take some minutes or something during the meeting. I know we with super appreciate it. Just reach out if you want to do that.

>> Wait, say that again.

>>HEIDI: If you want to be the secretary, just to take some of these minutes because it is one thing to leave the meeting and try to take the minutes. I can show you how to do that, if anybody wants to do that.

>> I am so bad at minutes, remember I had to do that for Demetri, no! For your meeting. How about recording, is that a good idea?

>>HEIDI: No, I think that should be fine. I can get with Sheila about that, and Kathy. What do we want to do for National disability employment month? I am going to just ask you to unmute now and we can go ahead, if you would use the race hand future, I would appreciate it. Unmute at will.

>> Heidi, I don't mind taking minutes starting the next meeting until somebody else volunteers. I will do the minutes starting with August.

>>HEIDI: Thank you, Valerie. October is national disability– \*

>> Lina.

>>HEIDI: I didn't plan out the month because my brain is a potato. National disability unemployment month is in October, I know it is only July but we should probably think about something we want to do. I don't know if we want to do speed networking, or like I find that is a little over-the-top for me. Maybe not for you guys. Does anybody have any suggestions?

>> This is Heather, I know the oh AE last October did a mixed campaign. About common myths of disability at Stanford specifically relating to students. I think that might be a good idea on the employment side, just for example like you mentioned in the DXF, you don't have to identify D as disabled identity to claim membership in this group, breaking down the stigmas or misconceptions about disability and employment.

>>HEIDI: That sounds good.

>> That sounds good.

>>HEIDI: We will talk about this every meeting, pretty much until we figure something out. I don't think we are allowed back on campus yet. We are not allowed back on campus yet, so I don't know when we can do the board and card game thing. Heather, do you know how we can get in touch with somebody to run that?

>> Hours was mostly social media based and we connected with all of the other disability groups on campus to also share out to spread it out that way because there are so many groups on campus. There is peace, the Stanford disability alliance, the entire disability dot Stanford group, and I think we have a wider range than we think we do. Especially if we get our own social media up and running.

>>HEIDI: Okay. Sounds great.

>> I am not on any social media, none whatsoever. I hardly even use my phone. I am so not good in that avenue for you guys.

>>HEIDI: We have you on the Stanford email.

>> My email is my social networking.

>>HEIDI: Let's see, hold on.

>> This is Rachel, just continuing on the topic of what to do in October. I think one question I have, I love the idea of breaking down the myths campaign and I think there is a lot we could do with that. I think one question I have is, what is the goal of the campaign? Is the goal to bring awareness about this group in particular and increase membership, is the goal about just broadly about kind of awareness about

disability issues, is it about moving the needle in accommodations. I think we could come up with an even more effective campaign if we had a really specific goal, then could build something around that that has a call to action at the end.

>>HEIDI: That is a great idea.

>> That is good.

>>HEIDI: Would you and Heather like to be in touch and discussed that a little bit more? Rachel? Rachel and Heather, would you be open to– wow, I am bad at this today. You said yes, I am good. My auditory processing just figured that out right now.

>>SHEILA: This is Sheila, I would also be happy to join the small group to talk about events and planning, maybe as a combination, maybe what we could do as a smaller group is highlight some of the things that we might want to accomplish and what some of the deliverance would be and then we can

report that back at the next meeting and get some feedback. That way we are sort of generating, doing brainstorming in the smaller group and for anybody else that might want to join, we can put that out to the list. For those interested in event planning, or education outreach, that kind of activity, then we could put together a small working group for that if that sounds good.

>>HEIDI: I will let the small working groups speak for themselves.

>>SHEILA: Okay.

>>HEIDI: I'm going to move this along because we only have, go ahead.

>> This is Kathy. I am raising hi physical hand, sorry, not the zoom hand. I just wanted to say that sounds like a good idea, but I would like to say that would be nice to have a guest speaker. Someone who has experience, maybe who has a disability themselves, or unemployment, to be able to give a talk and share their experience. I think that would be nice, somebody who is deaf or hard of hearing, or someone else. Just at different events either virtually

or on campus when that is available. We could even invite the president and ask questions, tell them what we are up to. I think that would be enjoyable and to spread the word. Guest speakers. That is it.

>>HEIDI: Speaking of guest speakers, next month's meeting, Carson Smith will be facilitating a listening session. It takes about 10– 15 minutes and we sort of go through that with her and Sheila, can you explain a little bit more about that? We want sure, I think Carson, she is a fellow that is working, and undergrad alumni, sorry. She is working in the office of institutional equity and access

as a fellow for the next couple of years. She has been working with the individual staff groups to sort of help them with building some of the organizational structure, but then also talking about conflict resolution strategies, and how to channel that in sort of a central way so as groups may feel like they are not being heard, not being listened to, not being supported, who do they go to to report those concerns, how do those concerns get resolved. They are not necessarily a policy violation,

I think Carson wants to facilitate that kind of dialogue with each of the individual staff groups. So as DSF is rebuilding it, it might be a good opportunity to engage in that kind of dialogue but I also don't want that to become, it may not be that people in the group want to have that kind of discussion, I want to make space for that to be available. If we feel like

we just really want, as a group, to start building community and getting to know each other better, maybe that is a better angle to take. Carson could also just be available to help facilitate these meetings if that would be helpful as well so that people can feel more of just participating, rather than having to engage as the facilitator. I think she is available in a lot of different ways, Heidi.

>>HEIDI: You have specifically said that you wanted to grab her to facilitate a listening session for the August meeting.

>>SHEILA: I would love that, but I don't necessarily feel like just because we don't have to have that happen, I guess is what I want to be clear about. I am excited about building this group as a community. So it may not make sense for that to happen in August is all.

>>HEIDI: Does anyone have opinions about whether or not we want to have that in August?

No? You speak this is Kathy, it's hard to say.

>> May be at a later date. This is Lina.

>>HEIDI: Until we have decided on some events, maybe let move her to a later date. Is everyone okay with that? I am seeing everyone not their heads. We are going to move her to a later date.

August meeting, I would love to talk about representation just a little bit, to see how we can be more inclusive of people with disabilities, invisible and invisible, Black, male, female, trans, CIS, Asian, other folks, is anyone open to doctors for discussion?

>> This is Heather, on that topic I wanted to invite all of you guys to an event that O AE is putting on this Thursday. We are bringing Terrel Lewis who is a Black and hard of hearing advocate, also the creator of the only list of deaf incarcerated people in the country. He is holding an event this Thursday on the intersection of ableism and racism, disability and race and how they are so interconnected, you can actually separate them. I am going to put a link in the chat for you guys and

>>HEIDI: That event is on the front page of our DSF website so if you don't get that link from the chart, you're free to go also click there. Thank you, Heather. I didn't know you were putting that on, that is awesome. The only agenda item that we got out of the call for the agenda items was somebody wanted to know if disability staff forum or somebody there can help with parking. She said that C parking at the stock farm lot

doesn't have enough handicap spaces for parking outside of the parking structure. Is that something that we can come is that something that we even address, Sheila? I am not certain.

>>SHEILA: Yes.

>>HEIDI: I wasn't sure that was an appropriate request.

>>SHEILA: I love him, I think making space for those kinds of physical barriers for people to use this forum to report those concerns here. I think it is a great use of this group. Our office is available for sort of one-on-1 consultants if someone needs to ask questions or has a specific need. But I definitely think raising it to the group and hearing from other people as well, in other locations that might be a problem, I think that is really helpful. So, yes.

>>HEIDI: How do we address that?

>>SHEILA: It would be to reach out to me directly, but I think maybe even having some time on the agenda to just talk about any concerns or barriers that people are facing in the workplace might be a nice sort of agenda item to just hold space for.

>> That sounds good.

>>HEIDI: That does sound good. It is 1:57 PM and unless anyone else has something significant that they want to say, turn on your microphone and go ahead. I will return your three minutes to you.

>> Thank you, Heidi.

>>HEIDI: Thank you guys. Thank you for being a part of the community, it means a lot to me and a lot of other people who aren't here right now.

>>SHEILA: Great. Thank you. Heidi, I am also thinking it might be an opportunity for people who wanted to engage more frequently than just once a month meeting, it could be an informal group tickets together. Whatever every Thursday or Friday, every other week or something like that if people want to engage in a more informal way, I think that is worth noting two. As a community, feel free to just start throwing out ideas. That is the beauty.

Just rebooting, is that we want to know what would be helpful, what people want so that we can build and program around that.

>>HEIDI: Okay, exactly. I will see you guys next time.

>> Tell me if you want me to do anything, see you later.

>>HEIDI: Goodbye Donna, thank you for coming. Goodbye everyone. Sheila, can you stick on?