



Humber College AODA Committee

Minutes

September 18, 2020, 9:30 a.m. to 11:00 a.m.

Microsoft Teams

In Attendance	Regrets
Aaron Brown (AB)	Anne Zbitnew (AZ)
Adam Benn (AB2)	Carina Cunanan (CC)
Amanda Soriano (AS)	Jennie Grimard (JG)
Christopher Schiafone (CS)	Joelle Awad (JA)
David Yen (DY)	Lynn Vanlieshout (LV)
Hiren Patel (HP)	Nancy Simms (NS)
Jason Rouatt (JR)	Natalie Bergstorm (NB)
Julia Ciampa (JC)	Phil Legate (PL)
Karen Hortopan (KH)	
Kimberly Zammit (KZ)	
Liana Acri (LA)	
Philip Burge (PB)	
Sacha Ally (SA)	

Items	Notes
Welcome and Introduction of New Members and Check in	<p>AB2 welcomed the team. Committee members provided a brief check in and reported being well.</p> <p>The Committee welcomed Jason Rouatt who will be taking the place of Alexandra Ross on behalf of the Humber Libraries.</p>
New Business	Recording of meetings
Recording of Meetings	We will begin recording meetings for those members who are unable to attend due to scheduling conflicts.
Review and Approval of Minutes: May 21, 2020	<p>May 21, 2020 minutes approved by Committee.</p> <p>AB put forward the motion, seconded by PB and supported by the Committee.</p>
Follow up on To Dos (Standing Item)	<p>All immediate to dos were completed in advance of the meeting.</p> <p>SA read out the parking lot items so they are top of mind for the Committee as we proceed through the meeting.</p>
Update on CHRED AODA training compliance	SA provided a brief update on AODA training completion statistics. There was a significant rise in the percentage of staff that have completed the AODA modules since the last report. This was due in large part to staff and faculty contracts that had yet to be finalized. Therefore, there are currently fewer active employees. We will continue to monitor these numbers and will consider another mass email reminder to staff.
Discussion: COVID-19 and the AODA: What (if any) has the impact been on accessibility?	The Committee had a robust discussion on the impact of COVID-19 on accessibility and considered ideas as to what the Committee could be doing in response. Some of the topics of conversation included:

Are there specific things the committee should be doing in response to COVID-19?

- Testing accommodations have changed significantly in response to the remote learning environment. There is often a high volume of students taking tests at the Test Centre for accommodation purposes. In the remote learning environment, faculty have instead transitioned to take home exams/ quizzes and virtual assignments rather than relying on supervised remote exams which can seem overly intrusive. This has reduced students' reliance on the Test Centre and may be a good universal design practice. It also reduces the high stakes situations that exams can present.
- Some faculty have been using the remote exam route (Respondus) with good experience and this has again lessened the volume on the Test Centre.
- Some students requiring note taking accommodations are able to use the transcription features within Blackboard.
- There were also concerns raised about faculty's ability to record sessions in Blackboard Collaborate. They may be encountering technical issues.
- Increased amount of technical issues experienced by students that faculty are being required to assist with.
- Consideration needs to be given to how the material is being presented. Screen sharing doesn't allow the same ability to interact with the information as if the documents themselves are shared.
- The Library has provided increased assistance with making documents accessible in a variety of formats for students. The Library has also been dedicating more resources to scanning because many faculty often don't have that capability remotely. Some students are reporting struggling with the increased number of resources being made available to them and locating the correct resources when necessary.
- AB shared a list of accessibility issues that are being discussed within the larger Ontario college sector including accommodation requests being respected, mask wearing anxiety for those who are unable to wear masks, or who read lips; and scheduling related issues resulting from physical distancing guidelines.

	<ul style="list-style-type: none"> □ The Faculty of Social and Community Services conducted a needs assessment for students during the COVID-19 lockdown. □ The point was raised that the way signage has been implemented for the COVID-19 physical distancing guidelines is completely inaccessible to the blind and would have a disparate impact if not dealt with. <p><u>Things that could be done:</u></p> <ul style="list-style-type: none"> □ A suggestion was raised about drafting a 1 page housekeeping script on how students can make their experience more accessible eg. Captioning, accommodation request, etc. □ A suggestion was made for conducting a needs assessment under COVID-19 conditions. □ Physical accessibility as it relates to signage was raised as a concern. Signage being placed at eye level and what that means for persons with disabilities whose eye level may not be the same as others, especially when the signage has a QR code which needs to be scanned. Also raised was the possibility of the Committee working with the Humber’s signage committee to consult on those accessibility related concerns.
<p>Subcommittee Report Back</p> <p>1) Resource Curation: <u>Subcommittee members:</u> Jason Rouatt Phil Legate</p>	<p>1) Resource Curation:</p> <ul style="list-style-type: none"> □ The Subcommittee has a few new members. They will be circulating ideas about how they would like to move forward. They will be considering whether there are resources or checklists that they can better circulate within the Humber Community based on the platform or technology that is being used and they will be clarifying the scope or intention of the website resource audit that was previously conducted

<p>Karen Horotopan Amanda Soriano Anne Zbitnew Liana Acri</p> <p>2) Attitudinal Barriers Subcommittee <u>members:</u> Adam Benn Jennie Grimard Aaron Brown Sacha Ally Hiren Patel</p> <p>3) Needs Assessment: How does accessibility affect folks that are most marginalized? <u>Subcommittee members:</u> Kimberly Zammit David Yen Philip Burge Christoper Schiaphone</p>	<p>2) Attitudinal Barriers</p> <ul style="list-style-type: none"> □ The Subcommittee shared that they had found a staff member of the Humber Community that is willing to take part in the social media campaign to raise awareness of how Humber has effectively dealt with attitudinal barriers. □ The Subcommittee are actively attempting to locate a student to be profiled. They are aiming to have the video project ready for the International Day for Persons with Disabilities on December 3rd. □ They will be communicating with Marketing and Communications for the necessary approvals as well as the different parties involved in the proposed videos. <p>3) Needs Assessment: How does accessibility affect folks that are most marginalized?</p> <ul style="list-style-type: none"> □ The Subcommittee will be holding off on the the previously proposed E/F building elevator signage as it doesn't have the same relevance given the current physical distancing protocols in place. □ The Subcommittee will work on promoting mental health awareness which was identified as barrier in a previous focus group that was conducted by the Subcommittee. The topic of mental health awareness has grown increasingly relevant given the circumstances created by the COVID-19 pandemic. They will begin looking at platforms and mechanisms they can use to raise awareness. They are looking at a possible launch date of January 2021.
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<p>Review of Parking Lot and Finalizing of To Dos for next meeting – Standing Item</p>	<ol style="list-style-type: none"> 1) What responsibility do members have in disseminating information – Can look at this in the new academic year 2) The Subcommittee also advised that they considered the promotion of the barrier form and recommended that the breakdown of barrier form requests could be useful to observe trends over time - Ongoing 3) Invitation to the Dean of Students – Ian Crookshank to an upcoming AODA meeting to raise awareness of the work being done
<p>Next Meeting Date and Checkout</p> <ul style="list-style-type: none"> - Friday, November 20, 2020 - Location: Microsoft Teams 	<p>AB2 provided a summary of next actions and wished the Committee a good weekend.</p>