**Proposal to Create the Committee on Disability Access and Inclusion (CDAI)**

There are currently several groups that work with issues of accommodation, accessibility, and inclusion on campus, including governance committees such as the Disability Accommodation Advisory Committee (DAAC; *FPP* 6.33.), the Advisory Committee for the Office for Equity and Diversity (OED) (*FPP* 6.22.), the Committee on Access and Accommodation in Instruction (CAAI), and the Provost's Accessibility and Usability Committee, as well as offices and programs responsible for ADA compliance such as the McBurney Center, OED, FP&M, and of course the ADA Coordinator located within the Office of Compliance in the Office of Legal Affairs. In addition, DoIT is in the process of finalizing a staffing proposal to support access in the web and digital environment and OED will gain a position to work on employee accommodations.

The proposal below focuses the work of these various bodies into one shared governance committee to provide advice to leadership and the campus on accessibility matters and advocate for the diverse needs of the disability community at UW-Madison. It further connects that single committee to the ADA Coordinator, while maintaining the various links across campus to others who work with these issues. This proposal was developed by Cathy Trueba, Director of Compliance and the current campus ADA Coordinator, in consultation with the Secretary of the Faculty. It is based on the charges for the existing committees mentioned above, modified to reflect current campus needs in this area, with substantial input from current and past members of those bodies and other stakeholders.

FPP 6.xx –COMMITTEE ON DISABILITY ACCESS AND INCLUSION

A. MEMBERSHIP.
   1. Three faculty
   2. Two academic staff
   3. Two university staff
   4. Two students (one undergraduate and one graduate or professional school student)
   5. ADA Coordinator (Ex Officio voting)
   6. McBurney Disability Resource Director (Ex Officio voting)
   7. Office for Equity and Diversity Disability Coordinator/Employment (Ex Officio voting)
   8. Facilities, Planning and Management Accessibility Specialist (Ex Officio voting)
   9. Digital Technology Accessibility (Associate) Director(Ex Officio voting)

   The committee relies on expertise from a variety of offices that work in the area of access and accommodation, including but not limited by enumeration to: Athletics; Division of Diversity, Equity and Educational Achievement; Division of Student Life; Libraries; Office of Admissions and Recruitment; Office of Human Resources; Office of Legal Affairs; Recreational Sports; Teaching Academy; Transportation Services; Undergraduate Advising; University Health Services; University Housing; University Marketing; Vice Chancellor for Research and Graduate Education/Graduate School; Wisconsin Union.

The committee shall select its own chair from among the faculty members on the committee. The committee may select a co-chair from among the other voting, non-ex officio members. Terms of faculty and staff members shall be three years; terms of student appointees shall be one year. Each committee member will serve on the main committee and at least one subcommittee.

B.  FUNCTIONS
1.  Advise the University ADA Coordinator and relevant institutional units with primary responsibility for ADA compliance, and support their work to ensure the policies, programs, and services of the institution are accessible for students, employees, and guests of the university who have disabilities.
2.  Guide or contribute to assessment outcomes leading to improvements in the campus experience.
3.  Promote educational activities that support an inclusive campus community and compliance with laws relating to individuals with disabilities.
4.  Review applicable policies and practices. Recommend new policies, practices, or changes to existing policies or practices to campus governance bodies or institutional leaders, as appropriate.
5.  Lead and/or participate in university initiatives designed to measure campus climate, increase the diversity of the campus community, and improve the experiences of people with disabilities.

C.  SUBCOMMITTEE ON INSTRUCTIONAL ACCESS
Instructional access includes but is not limited to classroom, laboratory, internship, externship, study abroad and field experiences; admission and application processes; grading; curriculum requirements.
1.  Membership:
    a.  One faculty (co-chair)
    b.  Two academic staff
    c.  One student
    d.  McBurney Director (co-chair)
    e.  Division of Student Life representative
    f.  Digital Technology Accessibility (Associate) Director
    g.  Libraries representative
    h.  Office of Admissions and Recruitment representative
    i.  Teaching Academy representative
    j.  University Health Services representative
    k.  Vice Chancellor for Research and Graduate Education or designee

2.  Functions
    a.  Review policies and procedures and recommend changes to ensure the instructional environment is accessible to students with disabilities.
    b.  Develop and/or recommend best practices and training for instructors on accessible and inclusive instructional design.
    c.  Serve as the first level appellate body for the denial of an academic or instructional accommodation where there is no existing internal appeal or grievance process.

(Continued)

D. SUBCOMMITTEE ON EMPLOYMENT ACCESS

 Employment Access includes but is not limited to matters concerning the recruitment and retention of employees with disabilities, policies regarding the provision of reasonable accommodations in the workplace, and education and training regarding workforce members with disabilities.

 1. Membership:
  a. One faculty (co-chair)
  b. One university staff
  c. Office for Equity and Diversity Disability Coordinator/Employment (co-chair)
  d. Facilities, Planning and Management Accessibility Specialist
  e. Division of Diversity, Equity and Educational Achievement representative
  f. Office of Human Resources representative
  g. Office of Legal Affairs representative
  h. UW Marketing representative

E. SUBCOMMITTEE ON PHYSICAL AND DIGITAL ACCESS

 Physical and technology access includes but is not limited to ensuring that the physical and digital environment and processes that underlie these environments (i.e., procurement, training, utilization policies, etc.) are accessible to students, employees, and visitors with disabilities.

 1. Membership:
  a. One faculty (co-chair)
  b. One academic or university staff
  c. One student
  d. McBurney Disability Resource Director or designee
  e. Facilities, Planning and Management Accessibility Specialist
  f. Digital Technology Accessibility (Associate) Director (co-chair)
  g. Libraries representative
  h. Recreational Sports representative
  i. Athletics representative
  j. Transportation Services representative
  k. Housing representative
  l. Wisconsin Union representative
  m. UW Marketing representative
  n. UWPD representative