



Minutes Mayor's Commission on Disability Concerns August 7, 2017

Minutes of the MAYOR'S COMMISSION ON DISABILITY CONCERNS meeting held on Monday, August 7, 2017, 6:30 p.m., at Tempe Public Library, 3500 S. Rural Rd., 2nd Floor Board Room, Tempe, Arizona, 85282.

MEMBERS Present:

Chair Irene Mochel
Vice-Chair Paul Bennewitz
Rachel Phillips by phone
Katherine Schmidt
Diane Moran
Wendy Dietrick by phone
Ben Campbell

MEMBERS Absent:

Jeff Oats

Guests:

Office of Strategic Management and Diversity Staff Present:

Michele Stokes, ADA Compliance Specialist

Chair Irene Mochel called the meeting to order at 6:30 P.M.

Item 1. Call to the Public

No public were in attendance.

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Item 2. Review and Approval of Minutes – June 5, 2017 Minutes

The June 5, 2016 CDC Minutes were **APPROVED** as amended

Motion: **Ben Campbell, Comm.**

Second: **Diane Moran, Comm.;** Motion carried unanimously

Item 3. Discussion: CDC Strategic Plan

Discussion was held on the Tempe City Council priorities and the Office of Strategic Management and Diversity priorities related to disability access (ADA) and Inclusion. The Access and Inclusion priorities include:

3.13 Achieve a score of 100 on the self-assessment tool for “Disability Social Inclusion: in accordance with the Tempe Disability Inclusion Plan **(T-DIP)** and the National Council on Disability.

The T-DIP is still under development and is being modeled after the National Council on Disability’s National Disability Policy: A Progress Report which includes a vision for 2040 when the ADA will turn 50 with recommendations to achieve this vision.

3.14 Achieve accessible sidewalks, curb ramps and crosswalks in all city rights-of-way (ROW) as outlined in the Tempe ADA Transition Plan (**ADA T-PLAN**).

The City is in its second year of the ADA Transition Plan development. Approximately \$1 million a year will be used to achieve ADA compliance

over and above Capital Improvement Projects, streetscape projects, road construction and more.

The first phase of the ADA Transition Plan included the downtown area ROW, parking, and 10 parks. The second phase, in progress now, includes ROW located north of Baseline, 10 parks and an Emergency Management Shelter review. The third phase, will include ROW located south of Baseline; remaining parks and all Tempe public buildings.

4.7 Achieve or exceed Council adopted standards for improved access and usability as documented in the “**Above and Beyond ADA**” plan.

The “Above and Beyond ADA” plan is under development; it will include goals that are not reflected in ADA T-PLAN or in the T-DIP. It currently includes the grant-funded ADA Wayfinding Pilot regarding public transit stops.

A brainstorming exercise was conducted to determine the five highest priorities that the CDC should encourage and support in 2018 to increase or promote access and inclusion in Tempe. This doesn't mean that other priorities won't be addressed, but that these five are the highest priorities.

Fifteen priorities were provided. Three in each category listed below, reflecting historical CDC activity, Council Priorities, and identified needs:

A. Employment

B. Commission Involvement

C. Communication

D. Training

E. Policy

Discussion included recognition that the following also needs to be addressed. Some were reflected in the June 2017 minutes.:

1. Identify how to build relationships with disability non-profits in Tempe.
2. Engage with the TCAA Tempe Community Action Agency disability efforts.
3. Prepare quarterly reports on city-wide activity showing progress.
4. Identify disability legislative activities the CDC can review for advisory recommendation for Tempe support or opposition.
5. Invite regional disability organizations to become a "CDC Partner" to:
 - a. Present to the CDC and complete a survey on their services.
 - b. Attend round-tables to share and facilitate community inclusion.

Commissioners discussed the priorities, opportunities, and on-going activities, then rated the following as the highest priorities for 2018:

1. **Employment** – Promote city internships and volunteer opportunities for youth and adults with disabilities
2. **Policy** – Recommend disability policy changes and code clarification to increase access and inclusion.
3. **Training** – Provide quarterly disability inclusion and access training to city staff.
4. **Employment** - Promote vendors who can provide employment services (via Access Tempe) to people with disabilities.
5. **Training** – provide public information on city policies increasing access and inclusion

Next month's meeting will include an exercise to refine the priorities by adding goals and activities.

Item 4. Discussion: 10/31/17 – Deaf/Hard of Hearing/Disability Job Fair

A flyer and draft press release was shared regarding the Tempe Presents: Deaf & Hard of hearing/Disability JOB FAIR which will be held at the Tempe Library, lower level, on October 31st, which is Halloween. The Job fair will be from 10 a.m. to 2 p.m. This is the second job fair the CDC has hosted. Staff is working with Tim Stump and Sue Kay Kneifel of Arizona@Work to bring in employers and applicants. ASL Sign Language Interpreters will be provided. There is no cost to the employers or applicants.

Item 5. Discussion: 11/14/17–Mock Interview Appaloosa/Arizona@Work

A Workshop to facilitate preparation of job applications, resume reviews and interview practice will be conducted with Tempe High School Seniors with disabilities. The event is on November 14th from 10 a.m. to 1 p.m.

Sponsors include Arizona@Work, Tempe High School Transition to Work and Rehabilitation Services Administration, along with several employers, including Goodwill. The event is facilitated by the CDC and the Office of Strategic Management and Diversity. A flyer is being developed and the CDC will have a table available to invite them to apply for a Tempe Mayor's Disability Award.

Item 6. Discussion: 4/17/18 – 30th Annual Mayor's Disability Awards

Venue. Information was provided to facilitate a decision of venue. The Commission chose the **Tempe Center for the Arts, Studio Theater** as the venue.

Sponsorship letter. A sponsorship letter was provided for review. An additional award category was added: "Employee of the Year."

Award Categories. The award categories for the 30th Annual Tempe Mayor's Disability Awards, will be:

- Outstanding Student
- Community Service
- Employee of the Year
- Exceptional Educator
- Employer of the Year
- Business Leadership
- Pride of the City
- Architectural Accessibility

Registration: Commissioners agreed to facilitate a ticket process to eliminate long lines and to simplify the registration process. The event will use **Eventbrite** for registration management, to distribute tickets, to ensure room capacity is not exceeded, and to ensure seating goes smoothly.

Discussion was held that a meeting is to be scheduled to conduct a walkthrough for those commissioners interested, to ensure familiarity with the venue.

Item 7. Discussion: Commissioners and Staff Announcements.

Information was shared about events coming up for city employees and the public. Also, information was shared as September is Deaf Awareness Month and October is Disability Awareness Month. CDC information is provided as appropriate at the events. Those underlined are Commission facilitated:

- 8/22/17 City Employees – Deaf Etiquette 101 Training at Escante Center
- 9/9/17 Public – Hearing Loss Assoc. of America – Working Adults Chapter
- 9/13/17 City Employee – TLC: ADA Training: Deaf and Hard of Hearing
- 10/1/17 Public Information only: October is Disability Awareness Month
- 10/1/17 Disability Award Sponsorship information will be distributed
- 10/31/17 Tempe Presents: Deaf / Hard of Hearing/ Disability Job Fair
- 11/14/17 Interview Appaloosa for High School Seniors with Disabilities

Motion to adjourn: **Commissioner Ben Campbell**
Second: **Commissioner Diane Moran, Motion Carried.**
Meeting adjourned at 7:40p.m.

Next meeting is scheduled for September 11, 2017, at 6:30 p.m.

Prepared by: Michele Stokes, ADA Compliance Specialist

Reviewed by:

Ginny Belousek, Office of Strategic Management & Diversity Manager