



**Minutes  
Mayor's Commission on Disability Concerns  
November 5, 2018**

Minutes of the MAYOR'S COMMISSION ON DISABILITY CONCERNS meeting held on Monday, November 5, 2018, 6:30 p.m., at Tempe Public Library, 3500 S. Rural Rd., Board Room, Tempe, Arizona, 85282.

**MEMBERS Present:**

Chair Wendy Dietrich  
Vice-Chair Katherine Schmidt  
Ben Campbell  
Jeff Oats  
Jeffrey Sherman  
Paul Bennewitz  
Rene Williams  
Paul Kent

**MEMBERS Absent:**

Maranda M. Childress

**Guests:**

John Federico, VMAAG Representative  
Irene Mochel, Former Commissioner  
Alexandra Mooney, Strategic Management & Diversity ASU Intern

**Office of Strategic Management and Diversity Staff Present:**

Michele Stokes, ADA Compliance Specialist

**Chair Wendy Dietrich** called the meeting to order at 6:30 p.m.

**Item 1. Call to the Public.**

No comments.

**Item 2. Review and Approval of Minutes – October 1, 2018 Minutes**

**Motion:** Approval of the October 1, 2018 CDC Minutes with changes.

**Motion:** Comm. Rene Williams,

**Second:** Comm. Jeffrey Sherman

**Motion carried unanimously, 7 approved, 1 abstained, 1 absent**

**Votes**

Wendy Dietrich

Katherine Schmidt Ph.D.

Rene Williams

Abstained Paul Kent

Absent Maranda Childress

Ben Campbell

Paul Bennewitz

Jeffrey C. Oats by phone

Jeffrey Sherman

**Item 3. Presentation: Tempe's Disability Social Inclusion Metrics by Alexandra Mooney, Strategic Mgmt. & Diversity ASU Intern**

ASU Student Alexandra Mooney presented information on her internship project to develop Tempe's disability social inclusion metrics covered under performance measure 3.13. This measure is to: *Achieve a score of 100 on the self-assessment tool for "Disability Social Inclusion" in accordance with the plan and the National Council on Disability recommendations."*

She and staff met with department representatives on each area to determine information relevant to the metric and data.


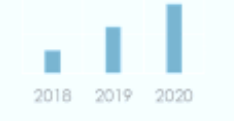




The focus within these areas is to reduce poverty and increase inclusion.

**Why focus on poverty and inclusion?** National Disability Policy: A Progress Report highlights these two areas as highest priority. “Existing public policies programs are designed to provide economic support for people with disabilities, but often create barriers that impede upward mobility.” In Tempe, we want to do all we can to decrease isolation and poverty.

There are 10 areas of Disability Social Inclusion Metrics below. Five areas that were selected for the internship are indicated below. Currently four have been completed:






- **Transportation** Services
- **Employment** Communications
- **Equality (in progress)** Policies
- **Programs** Activities
- **Events** Management

For each area, metrics were identified for review, research and refinement. The metrics for Equality are in progress. Further refinement will be completed with each area to facilitate comparable measurements, i.e. per capita or the like.

Data: Transportation				
Metric	Data location	Data type	Kind of data	Measurement
A. ADA Certified residents signed up for Paratransit services	Valley Metro	Public	ADA qualified transit riders ▶ Riders Choice # ▶ Dial-a-ride #	
B. ADA complaints received annually from paratransit services	ADA Complaints from Valley Metro	Private	# of ADA complaints received	
C. ADA complaints received annually from Orbit	ADA Complaints from Orbit	Public	# of ADA complaints received	
D. Frequency of fixed bus routes with service ≤15	Valley Metro	Public	# of bus routes not exceeding a 15 minute wait time	
E. # of boarding on public transit busses by people who are ADA certified	Valley Metro	Public	# of ADA certified people who board annually	

Data: Employment												
Metric	Data Location	Data type	Kind of data	Measurement								
A. # of accommodations requested	Human Resources	Private	# of accommodations	<table border="1"> <tr><th>Year</th><td>2018</td><td>2019</td><td>2020</td></tr> <tr><th>Count</th><td>4</td><td>3</td><td>2</td></tr> </table>	Year	2018	2019	2020	Count	4	3	2
Year	2018	2019	2020									
Count	4	3	2									
B. # of training opportunities in the city that address disability inclusion in employment	Human Resources	Public	# of training opportunities	<table border="1"> <tr><th>Year</th><td>2018</td><td>2019</td><td>2020</td></tr> <tr><th>Count</th><td>1</td><td>2</td><td>3</td></tr> </table>	Year	2018	2019	2020	Count	1	2	3
Year	2018	2019	2020									
Count	1	2	3									
C. # of policies the city has in addition to what is required by law	Human Resources	Public	# of Tempe and state policies	<table border="1"> <tr><th>Year</th><td>2018</td><td>2019</td><td>2020</td></tr> <tr><th>Count</th><td>1</td><td>2</td><td>3</td></tr> </table>	Year	2018	2019	2020	Count	1	2	3
Year	2018	2019	2020									
Count	1	2	3									

Data: Programs												
Metric	Data location	Data type	Kind of data	Measurement								
A. # of programs serving people with disabilities	Human Services	Public	# of programs	<table border="1"> <tr><th>Year</th><td>2018</td><td>2019</td><td>2020</td></tr> <tr><th>Count</th><td>1</td><td>2</td><td>3</td></tr> </table>	Year	2018	2019	2020	Count	1	2	3
Year	2018	2019	2020									
Count	1	2	3									
B. # of immersion programs	Human Services	Public	# of immersion programs	<table border="1"> <tr><th>Year</th><td>2018</td><td>2019</td><td>2020</td></tr> <tr><th>Count</th><td>1</td><td>2</td><td>3</td></tr> </table>	Year	2018	2019	2020	Count	1	2	3
Year	2018	2019	2020									
Count	1	2	3									
C. # of adaptive recreation and independent living programs	Human Services	Public	# of programs	<table border="1"> <tr><th>Year</th><td>2018</td><td>2019</td><td>2020</td></tr> <tr><th>Count</th><td>1</td><td>2</td><td>3</td></tr> </table>	Year	2018	2019	2020	Count	1	2	3
Year	2018	2019	2020									
Count	1	2	3									
D. Rate of Program completion	Human Services	Public	Completion rate	<table border="1"> <tr><th>Year</th><td>2018</td><td>2019</td><td>2020</td></tr> <tr><th>Rate</th><td>~25%</td><td>~40%</td><td>~60%</td></tr> </table>	Year	2018	2019	2020	Rate	~25%	~40%	~60%
Year	2018	2019	2020									
Rate	~25%	~40%	~60%									

Data: Events 				
Metric	Data location	Data type	Kind of data	Measurement
A. # of marketing tools with an ADA contact number	Community Services	Public	# of flyers	
B. # of ADA compliance complaints regarding events	Community Services	Private	# of complaints	
C. # of disability related events permitted by the city	Community Services	Public	# of permits	
D. # of marketing tools featuring people with disabilities	Community Services	Public	# of marketing tools	

The next step is to reduce the metric per area to the most important. The challenges in determining metrics in the disability inclusion area are:

- It is not “one size fits all”, one metric may work for some but not others
- The data is not easily accessible
  - Surveys are not always accurate
  - People do not want to take surveys
  - Disclosing a disability is not a requirement in most settings.
- Some services are not utilized by the disabilities community
- Marketing does not reach everyone.

Comments from Commissioners included:

- Develop surveys to capture information on Quality
- Compare program data with dropout rates for the general programs to show as ratio.
- Include community data if available
- Compare disability event complaints with general event complaints.
- Transportation data should include also Light Rail and the Street Car
- Information when its available .

#### **Item 4. Discussion: Adaptive Recreation**

Chair Wendy Dietrich provided information on the Rio Salado Master Plan and the need for more accessible activities to be available to the public. An Adaptive Parcourse, and installation of accessible exercise equipment along the sidewalk, was discussed.

A conceptual design of the Parcourse was created by Commissioner Jeff Sherman, Landscape Architect. The design includes sensory elements which would include tactile, vibrational, scent elements and an educational component. The concept is to celebrate all senses. The design includes a canopy, solar powered lights, and accessible garden path. Ability360 is exploring accessible equipment potential that could be funded via a grant.

**NEXT STEPS:** Reviewing the concepts and processes to strategized and go forward with the City Council Adapted Recreation Work Group, with city architects in Community Development architect Lisa Loyd, Public Works and Adapted Recreation staff.

#### Questions asked:

**Q. Would there be access by public transit?**

A. It is possible the Parcourse could be indicated as a destination point by Orbit. If not, the closest bus stop is at Curry and Mill, near the Marquis Theater.

**Q. Is parking accessible?**

A. The ADA Transition Plan has indicated that there are changes needed for additional parking access.

**Q. Are there plans for programming the space?**

A. Adapted Recreation Services and Ability360 would most certainly be available to program the space.

**Q. Will there be restrooms?**

A. Further evaluation will be needed to determine if a restroom can be provided. Besides determining if there is access to plumbing there are issues of security that would need to be addressed, as open restrooms are abused at times.

**Q. Will artists be involved?**

A. That will be determined in the future, upon approval.



**Item 5. Discussion: Tempe's Building Employment Supports and Training (Tempe's BEST) Grant status.**

The request for council action to accept funds and begin the program goes forward on November 15 for approval. The Program Coordinator recruitment is in progress. Contracts for training (GateWay Community College) and evaluation services (Life Quest) are in progress. A kickoff meeting with champions (city representatives) and partners (agencies) will be scheduled in December.

**Item 6. Review and Approval: 2019 Disability Award Categories**

Discussion included:

What is the purpose of the awards:

- Awareness of individual accomplishments and value to the community
- Celebration of people with disabilities and their accomplishments
- Reduction of stigma

Should award categories be reduced or left as-is until further review is conducted? Comments included:

- Leave categories as-is, but with the option to remove, if no nominations are received.
- Broaden the definition of the categories rather than restrict them.
- Make them all optional but more strict

**Motion: Except for Student Awards, all other awards will be optional, with the option to not award, if no nominations are received.**

**Motion:** Comm. Rene Williams,

**Second:** Comm. Jeffrey Oats

**Motion carried unanimously, 8 approved, 1 absent**

### **Votes**

\_Y\_ Wendy Dietrich

\_Y\_ Katherine Schmidt Ph.D.

\_Y\_ Rene Williams

\_Y\_ Paul Kent

\_Absent\_ Maranda Childress

\_Y\_ Ben Campbell

\_Y\_ Paul Bennewitz

\_Y\_ Jeffrey C. Oats by phone

\_Y\_ Jeffrey Sherman



**Item 7. Discussion: Nov 8 – LDP: ADA Hot Topics Training**

This training focused on employment, cultural and linguistic inclusion, the ADA Transition Plan and more. Contact staff if you wish to attend. It is free, but RSVP is required. Training will have CART and ASL Interpreters.

**Item 8. Discussion: Nov. 27 – Youth Mock Interview Appaloosa**

The Youth Mock Interview Appaloosa will be held 10 a.m. to 1 p.m., at the Tempe Public Library, in the Lower Level. About 15 employers will be on hand. Vice Chair Catherine Schmidt and Commissioner Jeffery Sherman volunteered to staff the CDC table at this event.

**Item 9. Discussion: Commission and Staff Announcements**

None

Meeting adjourned at 8:00 p.m.

Next CDC meeting: Monday, December 3, 2018, 6:30 p.m.

Prepared by: Michele Stokes, ADA Compliance Specialist

Reviewed by:

*Ginny Belousek*

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**Ginny Belousek, Office of Strategic Management & Diversity Manager**