



**Minutes  
Mayor's Commission on Disability Concerns  
November 4, 2019**

Minutes of the MAYOR'S COMMISSION ON DISABILITY CONCERNS meeting held on Monday, November 4, 2019, 6:30 p.m., at Tempe Public Library, 3500 S. Rural Rd., Board Room, Tempe, Arizona, 85282.

**MEMBERS Present:**

Irene Mochel, Vice Chair (Acting)  
Ben Campbell  
Bethany Lien  
Jeffrey C. Oats  
Maranda M. Childress  
Paul Kent  
Rene Williams  
Viki Peer

**MEMBERS Absent:**

Katherine Schmidt, Ph.D., Chair

**Guests:**

John Federico, Tempe Transportation Commission, VMAAG

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

Michele Stokes, ADA Compliance Specialist

**Vice Chair Irene Mochel** 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 7, 2019 Minutes**

**Motion:** Request approval of the October 7, 2019 CDC Minutes.

Approval of the minutes with correction.

**Motion:** Commissioner Jeff Oats

**Second:** Commissioner Bethany Lien

**Motion not approved. 4 approved, 1 absent, 4 abstained due to absence at the October 7<sup>th</sup> meeting.**

**Votes**

\_A\_ Katherine Schmidt Ph.D.  
\_ Rene Williams  
\_ Paul Kent  
\_ Maranda Childress,  
\_ Ben Campbell  
\_Y\_ Bethany Lien  
\_Y\_ Jeffrey C. Oats  
\_Y\_ Irene Mochel  
\_Y\_ Viki Peer

(Note: Staff conferred with City Clerk and the Law Department on whether the reason for abstention was required or typical when commissioners were not present for that meeting, i.e.. four Commissioners were absent at the Oct. 7<sup>th</sup> meeting. It was determined that abstention was not required by either the Open Meeting Law or Robert's Rules of Order for not being present at the meeting. However, if Commissioners are uneasy or unsure of approving minutes at any time, they have the option to abstain. The minutes will be carried over to the December 2 meeting for approval.)

### **Item 3. Advancing Abilities and Inclusion Focus Group Feedback**

The Advancing Abilities and Inclusion (AA&I) Focus Group originated from former Chair Wendy Dietrich's and the Commission's work with Councilmember Robin Arredondo Savage to brainstorm ways to advance inclusion of people with disabilities in Tempe.

The AA&I Focus Group was hosted by Council Member Robin Arredondo Savage and Strategic Management and Diversity Equity and Inclusion Manager Jonae Harrison. Vice-Mayor Lauren Kuby also was in attendance and provided closing remarks.

The purpose of the Focus Group was to kick off a "Listening Tour" to gather information first from city department directors and staff, on areas where Tempe could increase disability inclusion. Staff, Interns, and Commissioners were attendant as "Listeners."

The AA&I Focus group meeting was held on October 30 at the Tempe History Museum and consisted of about 60 attendees which included department directors and front-line staff. Information was solicited via a question and answer session. Information was shared regarding upcoming ADA and disability related training opportunities; Strategic Management Goal 3.13 on Disability Social Inclusion; the ADA Transition Plan and the ADA Story Map; Access Tempe – a database of disability organizations, disability employment supports through Tempe's Building Employment Supports and Training (BEST) efforts.

Three staff and an ASU Intern Jackson Doe, took notes, and each table was also provided a note pad to include any information they did not feel comfortable bringing up. Additional notes were taken on flip charts. The notes will be compiled and analyzed to determine areas to further research and address.

Three Commissioners attended: Chair Katherine Schmidt, Commissioners Rene Williams and Paul Kent.

### **Feedback:**

**Commissioner Paul Kent:** We attended in “Listening Mode” and there were good comments from everyone. They brought up the need for information on visible and invisible disabilities and need for information on accommodations. They also commented on concerns and the needs of aging parents of adults with developmental disabilities, aging adults.

**Commissioner Rene Williams:** There was discussion about subtle disabilities, disabilities in communications, accommodations. They told their stories of situations they have experienced. They brought up Social Security and the need for housing supports.

**Next Steps:** The next steps will be to report to the Mayor and City Council on the information received and potential actions to recommend, after the feedback is recorded. Early next year, a public involvement plan, to hear suggestions and comments furthering the “Listening Tour,” concept to the community, will be developed. Information will be solicited from disability advocacy groups and disability agencies to determine actions Tempe can take to advance abilities and inclusion of people with disabilities.

### **Item 4. Mayor's Disability Awards Status**

#### **In progress:**

- Save the date card are being printed for mailing.
- Research will be completed to outreach to schools and disability agencies.
- Seeking speaker and entertainers
- Sending letters to prior sponsors and employers who will be at the Youth Mock Interview Appaloosa
- Confirm televising by Tempe Chan. 11.

### **Item 5. Youth Mock Interview Appaloosa – 11/21/19**

The event is coordinated with Arizona@Work and Arizona D.E.S. Rehabilitation Services Administration, Vocational Rehabilitation. Tempe hosts the event which will have 40 employers, three sessions of class instruction on interview etiquette, mock interviews and a 30-second elevator speech opportunity. Chair Kathleen Schmidt, Commissioners Irene Mochel and Paul Kent volunteered to staff the CDC table.

### **Item 6. Training Opportunities**

The handout with both ADA and BEST training opportunities was provided. It includes information on three local ADA conferences that will be provided by others in 2020.

**2020 ADA Training for City employees** (Commissioners are invited to attend). Feb. 18, April 14, July 21, Nov 17 in the TLC Room on the Lower Level of the Tempe Public Library from 9:30 to 12:00.

**2020 BEST Training** (Commissioners are invited to attend.) Jan 23, Mar 25, Jun 23, Sep 23 in the TLC Room on the Lower Level of the Tempe Public Library from 9:30 to 12:00.

**Local ADA Conferences:** These are provided by other organizations and there is a cost for registration.

- **Save the Date: Jan 16-17, 2020.** The National ADA Symposium Winter ADA Conference coordinated by the Great Plains ADA Center, will be in Phoenix at the Black Canyon Conference Center. ADA Certification training and information is available on their website <https://adata.org/events-calendar/upcoming>.
- **Save the Date: October 20-21, 2020.** The Arizona ADA Coordinators Coalition Conference will be at Ability360, Phoenix, Arizona. It will cover Government ADA topics. National enforcement agencies and others will share detailed

ADA information. More information soon! Contact: AADACC Chair Nanette Odell, [nanette@adalifequest.com](mailto:nanette@adalifequest.com).

### **Item 7. Tempe's BEST Update.**

Tempe's Building Employment Supports and Training 4<sup>th</sup> quarter report was provided showing 91% of the tasks were completed for the year.

A second-year grant for \$124,731 was awarded by Arizona Developmental Disabilities Planning Council (ADDPC) to continue the pilot program. Tempe is will provide more than 100% match of \$152,731 in cash and in-kind supports, which includes wages for six part-time, temporary positions.

### **Item 8. Announcements**

Commissioner Paul Kent: There will be a Tempe Neighborhood Associations gathering at the Graduate Hotel on November 12<sup>th</sup> at 5:30.

Next September we should consider if we want to do something related to Service Animals as it is Service Animal Month.

Ben Campbell will be ending his term next month.  
(Staff originally said it was Paul Kent, which was in error.)

**Next meeting is December 2.**

Meeting adjourned at 7:45 p.m.

**Motion: Request for adjournment:**

**Motion:** Commissioner Jeffrey C. Oats

**Second:** Commissioner Bethany Lien

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

**Votes**

\_A\_ Katherine Schmidt Ph.D.  
\_Y\_ Irene Mochel, Vice-Chair  
\_Y\_ Rene Williams  
\_Y\_ Paul Kent  
\_Y\_ Maranda Childress,  
\_Y\_ Ben Campbell  
\_Y\_ Bethany Lien - Call In  
\_Y\_ Jeffrey C. Oats  
\_Y\_ Viki Peer

Minutes Prepared by Michele Stokes, ADA Compliance Specialist

Reviewed by:

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Jonae Harrison, JD, Equity & Inclusion Manager  
Strategic Management and Diversity Office