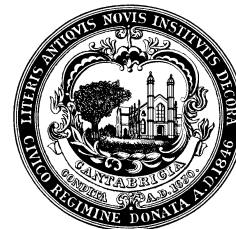


City of Cambridge

Commission for Persons with Disabilities

51 Inman Street · Cambridge, MA · 02139-1732

617-349-4692 voice · 617-492-0235 TTY · 617-349-4766 fax



Philibert Kongtcheu
Chair

Gary Dmytryk
Secretary

Loring Brinckerhoff
Avril de Pagter
Mary Devlin
Jerry Friedman
Stelios Gragoudas
Valerie Hammond
Nicole Horton-Stimpson
Jackie Jones
Daniel Stubbs

Rachel Tanenhaus
Executive Director/
ADA Coordinator

Kate Thurman
Project Coordinator

**The next meeting of the Cambridge Commission for Persons with Disabilities
will be held online via Zoom on Thursday, March 11, 2021 at 5:30 PM**

PLEASE MAKE EVERY EFFORT TO JOIN BY 5:30 PM

AGENDA

Please keep your microphone muted when you are not speaking

- | | | |
|--------------------------------------------------------------------------------------------------------|---------|--------------------|
| 1. Introductions
<i>If needed, alternates named</i> | 2 min. | |
| 2. Approval of February 11 Minutes | 2 min. | CCPD Board |
| 3. Announcements | 3 min. | CCPD staff / Board |
| 4. Chair's Report
<i>Discuss 12 Month Agenda for Advisory Board Projects
Records Management</i> | 20 min. | Phil Kongtcheu |
| 5. Board Discussion
<i>Sub-committees</i> | 30 min. | CCPD Board |
| 6. Public Works Update | 10 min. | Jerry Friedman |
| 7. Executive Director's Report | 10 min. | Rachel Tanenhaus |
| 8. Project Coordinator's Report | 5 min. | Kate Thurman |
| 9. Public Input
<i>See pages 2&3 for instructions on providing public comment</i> | 3 min. | general public |
| 10. Old Business | 2 min. | CCPD Board |
| 11. New Business | 2 min. | CCPD Board |

CART/closed captioning will be provided for this meeting.

Captions can be turned on within the Zoom platform. Additionally, you may stream CART in a separate URL at <http://bit.ly/CCPDCART>
(captions will not appear until the meeting has started)

The City of Cambridge Commission for Persons with Disabilities, does not discriminate, including on the basis of disability. The Commission for Persons with Disabilities will provide auxiliary aids and services, written materials in alternative formats, and reasonable modifications in policies and procedures to persons with disabilities upon request.

The next CCPD meeting will be held online on Thursday, April 8

Due to the pandemic, CCPD is not meeting in person for the foreseeable future.

Members of the public: See instructions on following pages on how to watch the CCPD meeting and provide public comment via Zoom

Instructions on How to Join the March 11, 2021 CCPD Meeting as a Member of the Public

Join Online:

Registration is required in order to view the meeting or to participate in public comment.

Register online at

https://cambridgema.zoom.us/webinar/register/WN_414Lmau4QTy1k3t4q8-NAg

After registering, you will receive a confirmation email containing information about joining the webinar. For more information regarding Zoom technology visit:

<https://www.cambridgema.gov/Departments/citycouncil/zoomonlinemeetinginstructions>

Join by Phone:

If you do not have access to the internet, you may also call into the meeting using a phone by dialing any of the following numbers and entering the Webinar ID (registration is not required). For higher quality, dial a number based on your current location:

+1 301 715 8592

+1 312 626 6799

+1 929 436 2866

+1 253 215 8782

+1 346 248 7799

+1 669 900 6833

When prompted, enter the webinar ID: **839 8182 5379**

NOTE: your microphone will be automatically muted until you are called on to speak during the public comment period of the meeting. See instructions on the following page for how to “raise your hand” in order to indicate that you would like to provide public comment.

Instructions for Providing Public Comment During CCPD Meetings via Zoom

Anyone wishing to address the Cambridge Commission for Persons with Disabilities (CCPD) during the Public Comment section of the agenda may indicate that by "raising their hand" virtually within the Zoom platform. The host (CCPD staff) will call on members of the public to speak in the order in which their hands were raised. Please note that while you may raise your hand at any point during the meeting, you will not be called on to speak until the Public Comment period of the meeting.

To raise your hand:

- On a Mac or PC:
 - Click "raise hand" in the webinar control panel
 - Alternatively, you may use the keyboard shortcut to raise and lower your hand:
 - Windows: press "Alt+Y"
 - Mac: press "Option+Y"
 - When you are called on by the host to speak, you will be prompted to unmute your microphone (you must unmute yourself, as the host does not have the ability to unmute individuals).
 - After you have spoken or once your 3 minutes are up, your microphone will be muted by the host

- If you are calling in by phone:
 - Press *9 to raise and lower your hand
 - When you are called on to speak during the public comment period, you will need to press *6 to unmute yourself (press it again to mute yourself)
 - Note: your phone number will be visible to only the host of the meeting (CCPD staff). Because your name will not be displayed, we will call on you when it's your turn to comment by using the last four (4) numbers of your phone number to identify you. For example, "The person calling in from the number ending in ####, you may now provide public comment."
 - After you have spoken or once your 3 minutes are up, your microphone will be muted by the host

Once they have the floor, members of the public are asked to identify themselves, and each speaker is limited to not more than three (3) minutes. Although the public comments should, whenever possible, address one or more items on the agenda for that particular meeting, if time permits, the Chair may allow a speaker to comment on matters that may not directly address an item on the agenda, but do concern the Commission.

Thank you for your patience as we work together to make virtual meetings accessible for everyone!

Draft

Cambridge Commission for Persons with Disabilities

Minutes for Thursday, February 11, 2021

Online via Zoom

Meeting was called to order at 5:30 pm

Present:

Members: Loring Brinckerhoff, Avril de Pagter, Mary Devlin, Gary Dmytryk, Jerry Friedman, Stelios Gragoudas, Valerie Hammond, Nicole Horton-Simpson, Jackie Jones, Philibert Kongtcheu, and Daniel Stubbs

Staff: Rachel Tanenhaus and Kate Thurman

Documents/Materials Used:

- Agenda
- Minutes from the January 14, 2021 Meeting

Minutes:

A motion to accept the January 14 minutes was seconded and unanimously passed.

Update on Youth Programming:

Nicole provided an update on youth services provided by the Department of Human Service Programs (DHSP):

- The Fall on the Fields outdoor program was very successful with about 200 kids. There were outdoor sites all over the City that allowed for proper social distancing.
- The Cambridge Program run by David Tynes for kids with disabilities has been operating all along.
- Cambridge Youth Programs hosted internships for youth through the Office on Workforce Development.
- Nicole is currently working with the Family Support Initiative:
 - Free afterschool virtual programming for grades K-8. While this is open to all K-8 children in Cambridge, enrollment has been very low. It is split up by age groups, but youth want to be with their friends, so they will sign off if they don't see their friends there. It is a very structured program and is not intended for drop-in.
 - The Family Support Initiative provides distance learning, mentoring, and resources for families. It is split up into hubs with four managers. Nicole is working with the school principals and her team is creating relationships and programming for what the principals are saying is needed. For example, they are providing one on one support to middle school students and creating drop-in sessions for kids to connect with one another. The teams assist families, providing some case management, supporting them around food resources, fuel assistance, etc. The teams follow-up with families to be sure their needs are being met.
 - There are criteria for this program:
Students qualify for free school lunches; are in danger of failing; and/or are not showing up for school.

Chair's Report:

Phil reported:

- He would like to create a road map for advisory board work and projects for the next year.
- Board Orientation:

- Phil met with Kate, Rachel, and Gary to discuss board orientation, which is separate from the retreat.
- Orientation has been set for Thursday, March 25 from 5:30—7:00 PM and will be held via Zoom
- Phil has become more familiar with Commission materials by going through the most recent orientation manual, which needs some updating. He said the process of going through the manual is an orientation in and of itself.
- Phil noted that he and Gary sent a copy of the previous orientation manual to board members, and Gary asked members to look through it and note what needs to be updated.
 - Forming a sub-committee to gather notes and come up with a revised orientation manual
- He asked members what they would like to see going forward:
 - Spotlighting board members during meetings, giving them time to speak about their area(s) of expertise and work.
 - Taking inventory of the talents and skills that members bring to the table and what they have done professionally in terms of expanding disability awareness.
 - Doing a member “show and tell” and possibly a larger event in the future.
 - Doing work on neurodiversity.
 - Phil asked members to email him, Gary, Kate, and Rachel if they would like to present on a topic.
- Phil spoke about the United Nations (UN) Convention on the Rights of Persons with Disabilities (CRPD).
 - He was a delegate for the CRPD in 2015 and met Michael Stein, Attorney and Director of the Harvard Law School Project on Disability (HPOD). Michael Stein helped write the CRPD, which the United States has yet to ratify.
 - The CRPD was built from the Americans with Disabilities Act (ADA). The ADA is about accessibility and the CRPD recognizes that disability rights and needs extend beyond accessibility. It considers the whole person and makes disability rights a universal issue.
 - The CRPD was sent to the UN in the early 2000s.
 - The CRPD was ratified by many other countries and the Obama administration wanted to join it, but passing a treaty requires a two-thirds vote of the Senate, which failed.
 - There is now an idea to have individual states join the CRPD. Phil said this could be something that CCPD works on in conjunction with Michael Stein, who has offered his assistance. The idea is to address local issues around inclusion, such as expanding access to adaptive sports.
 - Rachel noted that the City’s Law Department would also need to be involved.
 - Phil said that Michael Stein has offered to come to a future CCPD meeting to speak about the CRPD.
- Phil spoke more about adaptive sports:
 - A significant number of people with disabilities have passed away due to isolation from being locked in their homes. PwD need to be able to go outside and participate in recreational activities.
 - Adaptive sports are not financially accessible to everyone. For example, adaptive skiing costs at least \$90 and not everyone can afford that.
- He also spoke about forming sub-committees:
 - Fundraising and Outreach Committee
 - Rachel noted that CCPD is not currently set up to accept money and suggested she, Kate, Phil, and Gary will meet with Ellen Semonoff to talk about how this would work.
 - Jackie mentioned having expertise in running silent auctions.
 - Document Committee

- Update CCPD bylaws, orientation manual, ordinance, and resources like CCPD’s website information.

Update on Language Justice Working Group:

Kate, a member of the City’s newly formed Language Justice Working Group, reported:

- Language justice is the right everyone has to communicate, to understand and to be understood in the language(s) in which they feel most comfortable. This includes written language, as well as sign language.
- The Family Policy Council, which falls under DHSP but is chaired by the Mayor, is currently investigating ways to develop city-wide supports and systems to ensure language justice and provide language access resources to families, community organizations, schools, and City departments.
- Kate read the goal of the working group:
 - The Family Policy Council will investigate ways to develop city-wide supports and systems to ensure language justice and provide language access resources to families and providers; if appropriate, the council will develop recommendations for implementation. (Language access includes written translation, interpretation/live translation, cultural translation, civic engagement, and social justice.)
 - The desired outcome of the group is developing policies and procedures that will work toward ensuring full participation and equity for communicators of all languages in Cambridge; and to ensure compliance with Title VI of the Civil Rights Act of 1964, and other applicable federal and state laws and their implementing regulations with respect to persons with limited English proficiency (LEP).
 - Title VI of the Civil Rights Act of 1964 prohibits discrimination based on the ground of race, color or national origin by any entity receiving federal financial assistance. Administrative methods or procedures, which have the effect of subjecting individuals to discrimination or defeating the objectives of these regulations, are prohibited.
- The Language Justice Working Group (LJWG) is comprised of a diverse group of people from multiple City departments, as well as area nonprofits.
- The LJWG just launched a survey for provider agencies (schools, nonprofits and City departments) to gather information in order to understand the needs of the community, and to learn what's working well and where things need to be improved.
 - The group will use the information from this survey to develop recommendations to improve language justice policies, practices, supports, and resources needed to ensure equitable access.
- Kate’s role in the group is largely to ensure the inclusion of people with disability-related communication needs.

Executive Director’s Report:

- Rachel reported doing a presentation for the Friends Meeting House in Cambridge on making their programs and services more inclusive and accessible to PwD.
- She was contacted by City Council about hostile architecture. The MBTA has installed benches in several stations that have arm rests, keeping unhoused individuals from lying down on them. City Council asked if arm rests are necessary for accessibility. Rachel said that they can be helpful for some PwD, but that there are ways to go about providing them that do not result in a design that’s hostile to populations who may choose to lie down on the benches.
- Rachel said she read through the results of the survey that Phil sent out. She noted that CCPD’s bylaws and ordinance are not clear in differentiating roles between advisory board members and paid staff. One of the issues is that a lot of the things that are supposed to being done are things that the office

does as opposed to the board. Staff do work in areas of education, recreation, etc. around the City. She's going to look at how to best inform board members about the work of the office, making those communications more transparent. She and Kate have a good relationships with other City departments. Staff in other departments comes to them on a day to day basis. She's open to feedback on how we can get advisory board members that information in a way that's not boring or overwhelming.

- Rachel noted that staff does not do fundraising, but they do work on the budget. CCPD has a page in the budget book, including data on how many technical assistance questions they've answered, etc. She and Kate have done presentations for other City departments and have worked on many inter-departmental projects. Rachel would like to share this information with the board without taking up too much of the board's time during meetings.
 - Jackie asked if it would make sense to have a virtual calendar of CCPD events and projects. While not a bad idea, Rachel noted that most of CCPD staff's work isn't appropriate to share in a public calendar or format.
 - Rachel said she could bring a list of projects staff is working on.
 - Phil suggested Rachel attach a summary of what staff has been working on to the agenda every three months. Since board members receive the agenda in advance of the meeting, they will have the opportunity to ask questions at the meeting. Rachel will look into this.
- Rachel has emailed Ora, who facilitated CCPD's prior retreat in 2017. She will be speaking with Ora about facilitating a retreat for current board members.
- Rachel said that Ellen is also interested in providing guidance on the direction the board is going. She's unable to attend CCPD board meetings because the Human Services commission meets at the same time, but she is happy to meet with Phil, Gary, Rachel, and Kate.
 - Nicole noted that Ellen created Nicole's position, DHSP Inclusion Manager, and is very in-tune with the needs of children with disabilities. Ellen also works across the lifespan.

The meeting adjourned at 7:03 pm.

Respectfully submitted by Kate Thurman