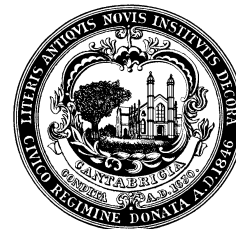


City of Cambridge

# Commission for Persons with Disabilities

51 Inman Street · Cambridge, MA · 02139-1732

617-349-4692 voice · Relay via 711 · 617-349-4766 fax



Keisha Greaves

*Chair*

Danielle Jones-McLaughlin

*Secretary*

Loring Brinckerhoff

Avril dePagter

Rayna Jhaveri

Melissa Miguel

Deepti Nijhawan

Emma Pan

Zach Solomons

Daniel Stubbs

Rachel Tanenhaus

*Executive Director/*

*ADA Coordinator*

Kate Thurman

*Deputy Director/*

*Assistant ADA Coordinator*

**The Cambridge Commission for Persons with Disabilities is holding an abbreviated meeting online via Zoom on November 14, 2024 from 5:30 – 7:00 PM**

PLEASE MAKE EVERY EFFORT TO JOIN BY 5:30 PM

## AGENDA

**\*Please keep your microphone muted when you are not speaking\***

- |   |         |                                  |
|---|---------|----------------------------------|
| 1. Introductions  | 1 min.  |                                  |
| 2. Announcements  | 2 min.  | CCPD staff / Board               |
| 3. Approval of October Minutes<br><i>See page 4 of this agenda packet</i>                                       | 2 min.  | CCPD Board                       |
| 4. Open Forum for Member Input  | 25 min. | CCPD Board                       |
| 5. Chair's Report<br><i>Upcoming Retreat Planning</i>   | 10 min. | Keisha Greaves                   |
| 6. Experience as a Participatory Delegate   | 10 min. | Danielle Jones-McLaughlin        |
| 7. Police Department Update on Pedestrian/Bicyclist Safety Campaign   | 10 min. | Deputy Superintendent John Boyle |
| 8. Public Works Update  | 10 min. | Melissa Miguel                   |
| 9. Staff Report   | 10 min. | Rachel Tanenhaus & Kate Thurman  |
| 10. Public Input<br><i>See pages 2&amp;3 of this agenda packet for instructions on providing public comment</i> | 3 min.  | general public                   |

### **CART/closed captioning will be provided for this meeting**

Captions can be turned on within the Zoom platform or streamed in a separate URL at <https://bit.ly/CCPDcaptioning>

(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 on  
Thursday, December 12, 2024 from 5:30-7:00 PM**

Members of the public: See instructions on pages 2 & 3 on how to watch the CCPD meeting and provide public comment via Zoom

# Instructions for Joining the November 14, 2024 CCPD Meeting as a Member of the Public

## Join Online:

Registration is required to view the meeting or to participate in public comment. Register online at [https://cambridgema.zoom.us/webinar/register/WN\\_em6hfbHTT3eB1GYDtXNkLQ](https://cambridgema.zoom.us/webinar/register/WN_em6hfbHTT3eB1GYDtXNkLQ)

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:

+1 309 205 3325

+1 312 626 6799

+1 646 931 3860

+1 929 436 2866

+1 301 715 8592

+1 669 900 6833

+1 719 359 4580

+1 253 215 8782

+1 346 248 7799

+1 386 347 5053

+1 564 217 2000

+1 669 444 9171

When prompted, enter the webinar ID: **858 1969 1857**

**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” to indicate that you would like to speak during the public comment period on the agenda.

## 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 (CCPD)

# Minutes for Thursday, October 10, 2024 CCPD Meeting

Online via Zoom

Meeting was called to order at 5:35 PM

## Present:

Members: Loring Brinckerhoff, Avril dePagter, Keisha Greaves (Chair), Rayna Jhaveri, Melissa Miguel, Danielle Jones-McLaughlin (Secretary), Emma Pan

Absent: Deepti Nijhawan, Zach Solomons, and Dan Stubbs

Staff: Kate Thurman

Guest speaker: Jose Wendel, Community Development Department

## Announcements:

- Kate announced that the Disability Law Center (DLC) is holding their REV UP MA 2024 Disability Voting Webinar from 1:00-2:30 PM on Tuesday, October 22. The non-partisan webinar will include information about preparing for the upcoming election, legal rights of Massachusetts voters, Accessible Electronic Vote by Mail, and accessibility requirements of polling places across Massachusetts. Register online at <https://www.dlc-ma.org/rev-up-2024-webinar/>

## Bike Voucher Lottery Program:

Jose Wendel of the Community Development Department (CDD) presented on the upcoming bicycle voucher lottery program. The details of the lottery program have not been finalized and will be released to the public as soon as they are. Applications are not yet being accepted. See attached presentation for more information.

- The Bike Access Program has not yet been finalized, so there could be minor changes
- Eligible Cambridge residents will be able to apply for a voucher (gift certificate) to put towards buying a new bike
  - Pedal bike
  - E-bike
  - E-cargo bike
  - Adaptive bicycle or tricycle, including handcycles & e-assist bikes, for residents with disability-related needs
- Eligibility criteria:
  - 16+ for pedal bikes
  - 18+ for e-bikes and adaptive bikes
  - Cambridge resident
  - Income eligible
- Because funds are limited, a lottery will be held to select winners from the pool of applicants who will receive a voucher to use towards purchasing a new bike from participating vendors. Winning applicants will also receive a voucher for purchasing accessories. The vouchers are like gift certificates and may not cover the full price of the winner's selected bike or E-bike.
- The City will contract and work with a specialized adaptive bicycle vendor
- Jose is working with Spaulding Adaptive Sports Center (SASC) to schedule an open house with physical therapists at Spaulding Hospital in Cambridge for disabled residents to try different types of adaptive bicycles (Editor's note: it was decided after the CCPD meeting to postpone the open house at Spaulding until the details of the

lottery program have been finalized). Members provided the following feedback for developing a flyer for the open house:

- Use as large a font as possible for any text
- Include the URL along with a QR code for a link to additional information
- There was some confusion over the term “voucher.” Jose said it will be more like a gift certificate for up to a certain amount that lottery winners can take to specific participating bike shops.
  - The certificate amount will be tiered depending on the type of bike (for example, certificates issued for adaptive bikes will be worth more than those issued for standard pedal bicycles because adaptive bikes are much more expensive)
  - The dollar amount of the certificates will be included with information about the lottery program once all the details have been finalized.
  - Some members suggested using the word “discount”
- There was a suggestion to include imagery that makes it clear that people with disabilities are included in the program. Otherwise, many will assume it doesn’t apply to them.
- Include in materials about the Spaulding Open House that physical therapists will be available to help disabled residents determine their needs for bicycle adaptations

## Minutes:

A motion to approve the September minutes was seconded and then passed unanimously by all present.

## Report Back on Meeting with MIT Job Connector:

Rayna and Danielle reported that they and Deepti met with Sara Reese and Ted, a member of her team, at the MIT Job Connector to discuss what they do for the community. Sara’s job is to do resource mapping. CCPD can use her skills to see what they do and maybe create some cohesiveness between parties to figure out how to connect people with jobs. See attached document, *Notes on Employment Opportunities for Cambridge Residents with Disabilities* by Deepti, Rayna, and Danielle for more information.

- MIT made an agreement with the City of Cambridge to provide this job connector to help offset all the MIT construction that’s happening. It’s a resource for residents to benefit from, created in consideration of the increase in traffic, business, resources that might be flowing through. However, it is not a direct job listing place where they will make introductions to recruiters
- Questions for CCPD staff
  - Do we have specific departments to create employment opportunities?
  - Are there local examples we could use to support the design of a pilot program if we want to do that?
  - Do the universities provide employment programs for folks with disabilities?
- Kate and Rachel will be joining Rayna, Danielle, and Deepti for their next meeting with the job connector on November 20
- Loring said this is a really good idea that Keisha is starting in her tenure because she’s getting us some follow up on guest speakers so we can get some traction beyond just presentations. Great example of how this commission could dig deeper and get more info. He also noted that this could be good information to put on CCPD’s website
- Emma asked if the Job Connector is hoping to grow into providing direct connections for residents to existing job opportunities. Rayna said that they are a very small staff, just 3 or 4 folks, so they don’t have the resources to go out and find and maintain those relationships. They do post job listings on their website, but they don’t make introductions between applicants and employers. Maybe CCPD can assist with that.
- Keisha suggested adding Partners for Youth with Disabilities to see if they could be a resource. Keisha will see if someone from PYD can come speak at a meeting
- Keisha also mentioned the Mayor’s Summer Youth Employment Program and asked Kate if there was a specific City of Cambridge employment program for youth with disabilities.

- Kate noted that youth with disabilities are integrated into the existing Mayor’s Summer Youth Program, but that her knowledge, the City doesn’t have a substantially separate program for kids with disabilities.
- The working group would like to meet with the Office of Workforce Development to discuss employment opportunities for Cambridge youth with disabilities

## Chair’s Report & CCPD Member Community Conversation:

Keisha gave an overview of results from the CCPD member survey, which were discussed by all members. The following topics were mentioned in survey responses:

- Guest speaker ideas
  - Community members
  - Disability coordinators and diversity, equity, and inclusion managers from local businesses and universities
  - City of Cambridge employees, engagement, special education,
  - Advocates like Kathy Martinez, Dr. Temple, and Mia Ives-Ruble
  - ADA compliance and assistive technology
  - Members of other commissions on disability
- Topics and suggestions for meetings
  - Shift staff report to beginning of meeting
  - Accessible transportation on demand
  - Disability employment and training programs
  - Disability-related issues in Cambridge – planning and updates
  - Socializing and engagement at public events
  - Website and social media
  - Regular newsletter and other outreach
    - Holding a town hall type meeting to hear back from the Cambridge disability community
  - Limit guest presentations to 20 to 25 minutes and allow more time for member discussion
  - Clarify CCPD member roles
- Suggestions for utilizing member skillsets
  - Leverage members’ experience in public speaking for awareness
  - Involve members in designing workshops, educational programs
  - Create opportunities for members to lead projects based on their skills and interests

Keisha reported that she’s working with staff to schedule another retreat in 2025, and Kate added that we have Ellen Semonoff’s support and may move forward with planning the retreat, which will likely be held in April of 2025.

## Public Works Update:

Melissa Miguel reported

- The City Engineer will present the results of DPW’S updated sidewalk survey. The City conducts a survey on street and sidewalk conditions every year, looking at things like structural condition, accessibility, curb ramps, detectable warnings, etc. They use the data to help prioritize which streets need to be considered for repair or reconstruction over the following several years and to update the City’s Five-Year Street and Sidewalk Reconstruction Plan. They also take into consideration proximity to schools, bus stops, public transportation, senior centers, hospitals, etc. Planning many years ahead gives utility companies time to make updates before the streets are redone so streets don’t have to be ripped up after being newly reconstructed.
- After many years of delays, the Harvard Plaza reconstruction project has now started. It’s broken into 8 phases. More information can be found at <https://www.cambridgema.gov/Departments/publicworks/cityprojects/2021/harvardsquarekioskandplaza>, but the main goal of the project is to make Harvard Plaza and the Kiosk accessible.

- Melissa explained that the raised crosswalk at Dunster St. has been ripped up because just under it are the water main, drain line, gas line, and protective concrete slab for the MBTA Red Line tunnel. The MBTA infrastructure prevents the City from doing a lot of things underground. For example, because they can't dig down very far before reaching the slab, the drainage line must be placed much higher than it normally would be. They're currently working on connecting the drain and sewer.
- The winter moratorium, during which private construction excavations in the public right of way are prohibited, begins on November 25. The moratorium does not apply to city contracts.
- Binney Park has been officially opened to the public
- Mt. Auburn project should wrap up at the end of this month with final paving
- River St. Project update: will complete curb, sidewalk and paving on Fairmont Ave and Fairmont Street. Fairmont Ave is the "shared" street. Not all the shared street features will be completed this year, but key items such as the raised crosswalks at each end will be complete.

## Staff Report:

Kate Thurman reported

- She and Rachel are waiting for their new part-time administrative assistant position to be posted to the City's job portal and will notify members once it goes up. The position is 19.5 hours per week and does not include benefits.

## Public Comment:

J.D. Martz introduced himself as a member of the Danvers Accessible Commission (DCC). He explained that the commission was restarted a year or two ago after having been dormant for many years. They renamed the Danvers Disability Commission to the Danvers Accessibility Commission earlier this year. DCC meets on either the 3<sup>rd</sup> or 4<sup>th</sup> Thursday of each month. They also host a series called *Living Room Conversations* with guest speakers at the library. Last month's topic was accessibility and next month's event will be on assistive technology.

J.D. said the Commission is working on getting Danvers to update a bunch of crosswalks around town. They have also collaborated with their high school on art projects with a disability/town theme.

They are interested in learning about the work of other commissions.

Meeting adjourned at 6:57 PM

Respectfully submitted,  
Kate Thurman

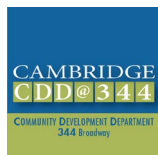


**City of Cambridge  
Community Development Department**

# **Bike Access Program**

## **Cambridge Bike Lottery**

October 2024



*Program is not finalized and subject to change*



# Agenda

Introductions

Program description

Review flyer draft language

Questions





## Cambridge residents can apply for vouchers to buy a new bike:

- **Pedal bicycle**
- **E-bicycle**
- **E-cargo bicycle**
- **Adaptive bicycle or electric handcycle wheelchair attachment**

**Pedal bicycle**



**E-Bike**



**E-Cargo bicycle**



**Adaptive bicycle**



# Types of Bicycles



## Eligibility Requirements

- Age:  
16+ for pedal bikes  
18+ for e-bikes and adaptive bikes
- Location:  
Must live in Cambridge, MA
- Income:  
Must meet certain criteria



## Class 2 E-Bikes

### Application & Selection Process

- Residents apply for the program and choose the type of bicycle that they want
- Lottery will be held to select who will get a bicycle voucher plus a voucher for accessories
- Winners take their voucher to a participating bike shop and buy a bicycle and accessories



# Expected Income Eligibility Categories

**People who participate in benefit programs such as**

- EBT (SNAP)
- Fuel Assistance
- Housing Choice Voucher (Section 8)
- MassHealth
- WIC

**OR**

**People with low incomes who don't participate in benefit programs**



# How You Can Help

- Review draft flyer
- When finalized, share with your network
- Help people apply for the program



# Thank you!

José Wendel

617-349-1735

[jwendel@cambridgema.gov](mailto:jwendel@cambridgema.gov)



# Notes on Employment Opportunities for Cambridge Residents with Disabilities

Deepti Nijhawan, Rayna Jhaveri, Danielle Jones McLaughlin

[Edited by CCPD staff for accessibility, but there has been no change to the content]

## Goal:

Employment opportunities for Cambridge residents with neuro-diverse disabilities

## What we need:

### Programs & services for residents with neuro-diverse disability

- a) Physical jobs – jobs that require employees to be onsite, lifting or moving objects, may require additional device/machine training
- b) Digital jobs – remote jobs that do not require employees to be onsite or in an office setting (environment may be physically limiting), may require additional computer/device training

### Coaching & support

- a) Focused on providing training, coaching, mentorship, internships, etc.
- b) Social and emotional, wellness, behavioral supports

### Policy initiatives

- a) Programs and partnerships with employment opportunities that utilize accommodations within the training experience that may mirror the working environment. Will increase the number of disabled employment hires by local large companies and universities

## What we have:

### Programs & Service Providers in Cambridge

- a) City Office of Workforce Development (Susan Mintz?)
- b) CHA
  - Workforce Development Program
  - Cambridge Works (Michael Merulla, 617-349-7743)
  - Community Learning Center CNA/HHA Training (Bayyinah Pandolfo 617-349-6363)
- c) Local universities that support and promote students w/ disabilities, employment opportunities
- d) Job Connector @ MIT
  - Administrative Assistant Training Program
  - Construction Employment Program
- e) Just-A-Start

### Coaching & Support (Job Connector resource page)

- a) **Mental health**
  - Advocacy, recovery, resiliency, habilitation
    - i. Vinfen

ii. Center for Independent Living

**b) Employment**

- Vocational rehabilitation (VR) services from
  - i. Massachusetts Rehabilitation Commission (MRC) and/or
  - ii. Massachusetts Commission for the Blind (MCB)
  - iii. Independent living (IL) services from Independent Living Centers
- MassABILITY
- Employment First Massachusetts
- Perkins School for The Blind
- The Jewish Vocational Services
- ProFound is building a powerful professional network among leaders with disabilities and accessibility advocates. ...building partnerships, sharing best practices, accessing talent and ideas, and promoting disability inclusion and accessibility across our organizations

**c) Civil rights/architectural access**

- Massachusetts Office on Disability (MOD)

Policy Initiatives (none that we know of)

**MEETINGS with other Entities:**

**10/1/24 Job Connector: Sara Reese, Hector Acevedo, Ted Downing.**

1. get feedback from Rachel and Kate on the following:
  - a. Does the Commission work with OWD in any official capacity to support people with disabilities in finding employment?
  - b. Does the Commission have a relationship with the new city manager?
  - c. What is the process that the Commission uses to advocate for more opportunities for cross city collaboration (i.e. has the city ever worked with a specific department to create employment opportunities) For example, would the water dept or traffic & parking, be open to a Pilot program that includes creating a position for a person with a disability in collaboration with the Commission. Has the Commission ever provided direct support (work-based learning plans, check-in's, professional development, and skill building) to any city department who has employed a person with a disability?
2. In addition, it would be great to identify a few local examples that could be used to support the design of a pilot program:
3. Do the local Universities provide employment opportunities for people with disabilities? (BU recycling and dining services used to have a program)

**Action Items**

11/20/24 at noon Scheduled follow up meeting with Sara, Hector, and Ted from MIT Job Connector & Deepti, Rayna, Danielle. Kate, Rachel, Keisha, would you like to join us? We will discuss Sara's questions in more detail to find out what programs and partnerships already exist between CCPD and local agencies, businesses, and universities.

Collaborate and discuss how to proceed with the working group to promote disability employment opportunities for Cambridge residents.