

City of Cambridge

Commission for Persons with Disabilities

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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

Maya Friedrich
Administrative Assistant

The Cambridge Commission for Persons with Disabilities is holding an abbreviated meeting online via Zoom on August 14, 2025 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 | 2 min. | |
| 2. Announcements | 2 min. | CCPD Staff/Board |
| 3. Approval of May minutes
<i>See pages 4-18 of this packet</i> | 2 min. | CCPD Board |
| 4. Retreat Debrief
<i>See pages 19-26 of this packet</i> | 20 min. | CCPD Board |
| <i>CCPD board members will vote to approve working groups proposed at the CCPD retreat.</i> | | |
| 5. Chair's Report | 10 min | Keisha Greaves |
| 6. Staff Report | 10 min. | Rachel Tanenhaus |
| 7. Public Works Update | 5 min. | Melissa Miguel |
| 8. Public Input | 4 min. | General public |
| <i>See pages 2&3 of this agenda packet for instructions on providing public comment</i> | | |

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, September 11 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

Approved 10/9/2025

Cambridge Commission for Persons with Disabilities (CCPD)

Minutes for Thursday, August 14, 2025 CCPD Meeting

Online via Zoom

Meeting was called to order at 5:43pm

Present:

Members: Loring Brinkerhoff, Avril dePagter, Emma Pan, Danielle McLaughlin, Deepti Nijhawan

Absent: Rayna Jhaveri, Zachary Solomons, Melissa Miguel, Dan Stubbs

Staff: Rachel Tanenhaus, Maya Friedrich

Other: Buckowe Yam

Announcements:

- Rachel announced that Keisha has resigned from the Board. We are grateful for Keisha's energy and contributions and also appreciate that Danielle has stepped up as Acting Chair. Nominations to fill Danielle's previous role as Secretary will open up at the September CCPD Board meeting and elections will take place at the October meeting.

Approval of Minutes:

- The May CCPD meeting minutes were unanimously approved.
- There were no June minutes because we did not have quorum for our June meeting.

Retreat Debrief:

Rachel Tanenhaus reported:

- The CCPD Board had a wonderful retreat in May at Dan's office facilitated by consultant Ora Grodsky—see the attached retreat notes for more information. The two main goals of the retreat were:
 - Improving meetings
 - Designating working groups for special projects
- The CCPD Board voted to approve the following three working groups, which were determined at the retreat:
 - Resource sheets working group
 - Cambridge Participatory Budget (CPB) working group
 - New member welcome packet working group
- Discussion of who would participate in which working group was postponed because several Board members were not present at this meeting
- At the retreat, Board members suggested that the Board move to hybrid meetings as soon as possible. A member asked when that might be feasible. Rachel is not sure when the 2nd floor conference room at 51 Inman Street will be available for hybrid meetings, but she will continue to keep the Board updated as she has more information.

Chair's Report:

- None.

Staff Report:

Rachel Tanenhaus reported:

- Reiterated thanks for Keisha's valuable work with the Commission and noted that three members' (Avril, Dan and Loring) term limits are coming up. Rachel reminded the Board that terms last for three years and members can serve up to two terms:
 - Once their second terms expire, Board members are permitted to stay on the Board until successors are appointed—Loring and Avril have confirmed they can stay on; Dan will let us know—Rachel emphasized how thankful we are for their work.
 - These Board members are welcome to join working groups until their successors are appointed. Working groups will continue even once their members drop off the Board as new members can join these groups as well—the groups/projects won't change but the people on them will.
 - We will have a total of 5 vacancies and are putting out a call for new Board members—once we get applications in, Emma has agreed to help interview candidates. The interview and selection process will likely take a few months.
- Rachel will not be at the September meeting (Maya and Kate will)—staff from the Cambridge Participatory Budgeting initiative will present.
- In June, CCPD participated in Cambridge Riverfest—both current and former board members attended so CCPD was well-represented! We also had a presence at Boston's ADA Day in July—the disability pride flag was raised over Boston City Hall for the first time ever, and we participated in a street march and a rally.
- In July, we did a social media campaign on disability featured on the City's social media accounts. Our posts received great engagement and we plan to continue to use the City accounts for our social media campaigns so they can reach a larger following.
- CCPD is involved with (not hosting) a disability pride event that will most likely take place on Saturday, October 4th from 11am-2pm at Joan Lorentz park in front of the library. The event will feature a silent disco, art by folks with disabilities, and food--more details TBA.
- Rachel gave a presentation for the Cambridge library staff about how libraries are a key resource for people with disabilities, and how librarians can better accommodate the disability community. The presentation was very well received!
- Mount Auburn hospital is hosting their [annual community benefits public meeting](#) on Thursday, September 18 from 3:30-4:30pm. They will provide updates on what the hospital is doing to benefit the surrounding community, featuring a presentation from Waltham Community Farms and the hospital's midwifery team, and celebrating their 2025 Community Health Needs Assessment.
- The [city's Cambridge Works program](#) is looking for people 18-35 who have struggled to find employment to apply for their next cycle, which starts in mid-September. Cambridge Works offers a 3-month paid internship placement at a local organization and well as coaching and job-search support to find permanent employment.
- Rachel participated in a focus group for Spaulding Hospital's Community Health Needs Assessment—Rachel provided perspective on the importance of meeting the healthcare needs of the disability community, something that Spaulding prioritizes given their work as a rehabilitation hospital.
- Rachel provided testimony regarding a Massachusetts Architectural Access Board (MAAB) variance request from the Sheraton Commander—Rachel felt some parts of the variance were reasonable while others could be addressed without variance, specifically concerning modifications to some of their rooms and the entrances to their restaurants.
- Rachel has been involved with the Massachusetts Emergency Management Agency (MEMA) Access and Functional Needs Working Group, as well as with a working group focused on heat resilience for people in Cambridge since climate change impacts people with disabilities most immediately.

- CCPD is in the process of transferring the reasonable accommodations process for City employees to the human resources (HR department). CCPD will continue to collaborate with HR and support this process, and Rachel feels very confident that the new HR leadership will prioritize the needs of employees with disabilities.

Public Works Update:

None.

Public Comment:

A member of the public expressed gratitude that the city has programs for adults and children with disabilities. They discussed feeling personally connected to CCPD's mission because they have loved ones with disabilities and asked about volunteer opportunities with CCPD. Rachel told them that while CCPD does not have direct service volunteer opportunities, we are putting out a call for new board members soon and passed along CCPD's email address. Additionally, Rachel noted there are local nonprofits serving people with disabilities that may offer more direct volunteer opportunities.

Meeting adjourned at 6:44pm.

Respectfully submitted,
Maya Friedrich