

NOTICE AND AGENDA

COMMISSION ON INCLUSION AND ADAPTIVE LIVING
WEDNESDAY
MAY 22, 2024

HYBRID MEETING
COUNCIL CHAMBERS
211 WEST ASPEN AVENUE
12:00 P.M.

To participate in the meeting virtually use the following link:

[Join the Meeting Online](#)

The public can join the meeting to provide public comment. Please notify Stacy Fobar at stacy.fobar@flagstaffaz.gov if you need any assistance joining the meeting.

1. **Call to Order**

2. **Roll Call**

NOTE: One or more Commission Members may be in attendance telephonically or by other technological means.

Keith Becker
Sarah Dorman
Michele Eisenberg
Susan Purrington

Russel Randall
Rachael Simukonda
Laura Smith

3. **Recommended Protocol for Members and Other Participants**

All commissioners should have their microphones on mute to keep the background noise out of the chat room. The chair of the meeting should ensure everyone has an opportunity to speak if they would like. Commissioners should use the chat function to inform the Chair they would like to make a statement and the Chair will announce the Commissioners to speak in the order they appear in the chat.

4. **Public Participation**

The Commission cannot act upon items presented during the Public Participation portion of the Agenda. Individual Commission members may ask questions of the public but are prohibited by the Open Meeting Law from discussion or considering the item among themselves until the item is officially placed on the Agenda. Each public comment or presentation will be limited to five (5) minutes.

5. **APPROVAL OF MINUTES**

6. **ACTION ITEMS**

- A. **Police Sensitivity Training Review, Editing, and Recommendation**
Review and make a recommendation to the Police Department on the Sidewalk Work Group's developed presentation.
- B. **Approval of letter to Mayor asking for Proclamation of July 2024 as Disability Pride Month**
Review letter and proclamation and approve if desired.
- C. **Discussion/Vote on adding a Special "Planning" meeting**
Discussion/vote on adding a special "planning" meeting during summer 2024

7. **REPORTS/DISCUSSION ITEMS**

- A. Code Compliance Update
- B. Therapeutic Recreation Group Update
- C. Sidewalk Working Group Update

8. **Liaison Reports**

- A. Update from Council Liaison - Mayor Daggett
- B. Transportation Liaison - LaReina Reyes - Mountain Line
- C. Update from Youth Liaison Joseph Spence, NACoPTT
- D. Update from Sidewalk Liaison Jamie Martinez
- E. Update from Parking Liaison Rachael Simukonda

9. **Staff Participation**

10. **Information Items To/From Inclusion and Adaptive Living Commission Members**

11. **Date of Next Meeting - June 26, 2024 - 11:00 a.m. to 1:00 p.m.**

12. **AGENDA FOR NEXT MEETING**

- A. Library Update

13. **ADJOURNMENT**

CERTIFICATE OF POSTING OF NOTICE

The undersigned hereby certifies that a copy of the foregoing notice was duly posted at Flagstaff City Hall on _____, at _____ a.m./p.m.
This notice has been posted on the City's website and can be downloaded at www.flagstaff.az.gov.

Dated this _____ day of _____, 2024.

Stacy Fobar, Deputy City Clerk



Commission on Inclusion and Adaptive Living

6. A.

From: Stacy Fobar, Deputy City Clerk

DATE: 05/22/2024

SUBJECT: Police Sensitivity Training Review, Editing, and Recommendation

STAFF RECOMMENDED ACTION:

Review and make a recommendation to the Police Department on the Sidewalk Work Group's developed presentation.

Executive Summary:


Attachments

ADA Sensitivity Training

The ultimate goal in disability and diversity training is to help you pragmatically think about our community and how every encounter can be successful for everyone.

ADA sensitivity training





What are some disabilities you personally have encountered in your job?

It is important to remember that persons with disabilities are
PEOPLE first who have more in common with you than NOT and
should be treated equitably.

Talk to a person in a place where they feel comfortable and shake their hands

Reduce distractions

treat them as adults and address them by their last name unless given permission to use their first name.

Limit options to 2 or 3 at a time; use pictures

Keep questions short and straightforward
Be age-appropriate

Be patient – allow extra time for answers

Try to match their speech cadence and level

Use repetition

Assume competency, don't assume they don't understand you

PEOPLE WITH INTELLECTUAL DISABILITY

**including
ADHD, Autism and
Cerebral Palsy**

Blue envelope program for Autistic drivers

The Blue Envelope gives autistic drivers a single location for vehicle registration and insurance that will be needed if they are involved in a traffic stop by law enforcement. The envelope provides instructions for both the driver and officer to guide effective communication, reduce the stress of the encounter, and ensure safety of all parties.

People Who Use Alternative Forms of Communication

including head injuries, people who speak a different primary language and have an interpreter, stroke patients', sensory impairments and autism

Do not touch their device

Look at the individual, not the device or interpreter

Don't interrupt

Allow extra time for answers

Assume competency

Don't assume they cannot speak or have a hearing impairment

Never pretend to understand – repeat your understanding and confirm

PEOPLE FIRST LANGUAGE

Positive language empowers people and helps them feel respected and important. When writing or speaking about people who have a disability, it is important to put the person first, usually addressing them by name or including them as a member of a group, such as student or co-worker. Group designations such as "the blind" is inappropriate because this does not reflect the individuality, equality or dignity of people with People First Language.

I am going to give you a phrase, please tell me how you can make this an affirmative phrase.

Mr. X is mentally defective....

Mrs S is stuck in a wheelchair.....

Mr M suffers from MS.....

People with Hearing Disabilities including deaf and hard of hearing

ASK THE PERSON THE BEST WAY TO COMMUNICATE

KEEP YOUR FACE VISIBLE

SPEAK TO THE PERSON, NOT THE INTERPRETER

ONLY ONE PERSON SHOULD SPEAK AT A TIME

SPEAK CLEARLY

USE FACIAL EXPRESSIONS AND GESTURES

WRITE DOWN INFORMATION AND KEYWORDS

ASSUME COMPETENCY

DID YOU KNOW....Citizens who identify as a part of deaf culture and use ASL as their primary language do not consider themselves disabled?

People With Visual Impairment



- Be precise in your description of things
- Don't leave things out because you feel it is unimportant or unpleasant
- Address the person by name so they know you are speaking directly to them
- Identify yourself when greeting the person
- Use a natural tone and speed – vision impairment does not equal hearing impairment
- Be observant and ask questions in different ways to ensure understanding
- When conversing in a group, remember to identify yourself and the person to whom you are speaking with.

People Who Use Mobility Devices

**including
scooters,
wheelchairs
or canes**

There are other mobility devices: scooters, walkers, canes, braces, and crutches

Using a wheelchair is *not a tragedy* – it provides **freedom**

Speak directly to the person

Sit down or kneel to get yourself **eye-level** with the person

Don't hang on the wheelchair or ask the person to carry things on their lap

Don't touch the person's wheelchair without permission – it is an extension of themselves

After you've received permission to help, ask how you can assist them.

A Challenge For You

we are going to challenge each of you, in the hopes you can gain a small glimpse of what our differently-abled citizens experience daily.

Borrow a wheelchair from someone. Go downtown and try to enter into 2 stores or get past the outdoor dining sets on the sidewalks.

or

Find a friend and have them rub a 3x5 index card on your neck while you read your favorite paragraph from a book.

or

Have a coworker who speaks a different language say something in their native language?

How did those things make you feel? isolated?
irritated? confused?

This is just the very smallest glimpse into the life of a differently-abled person.

For more Information or Resources

ADA National Network: adata.org

National Association of the Deaf: nad.org

National Council on Independent Living: ncil.org

National Disability Institute: realeconomicimpact.org

National Federation of the Blind: nfb.org

City of Flagstaff Commission on Inclusion and Adaptive
Living (2024)

special thanks to Liaisons James Martinez and Rachael Simukonda



Commission on Inclusion and Adaptive Living

6. B.

From: Stacy Fobar, Deputy City Clerk

DATE: 05/22/2024

SUBJECT: Approval of letter to Mayor asking for Proclamation of July 2024 as Disability Pride Month

STAFF RECOMMENDED ACTION:

Review letter and proclamation and approve if desired.

Executive Summary:

Attachments

Disability Pride Month Proclamation

To the City of Flagstaff Mayor Daggett,

The Commission on Inclusion and Adaptive Living (CIAL) has been established with the duty to advise the City Council on issues affecting individuals with disabilities in our community. With our duty in mind, we are submitting this letter to you to provide a voice of support for those members of our community whom we represent.

At this time, we respectfully ask that the City of Flagstaff proclaim July of 2024 as "Flagstaff Disability Pride Month." Thank you for your consideration.

Members of the Commission on Inclusion and Adaptive Living

WHEREAS; the Americans with Disabilities Act (ADA) was passed by Congress on July 26, 1990, to ensure the civil rights of citizens with disabilities, and

WHEREAS; the ADA prevents discrimination based on disability, requires that employers provide reasonable accommodations, and ensures that public places, thoroughfares, and sidewalks meet accessibility requirements, and

WHEREAS; disability is a diverse identity in and of itself, encompassing those with all types of differences and;

WHEREAS; disability should in no way diminish one's right to independence, self-determination, or engagement with society, but rather should be a celebrated aspect of one's personhood; and

WHEREAS; segregation and discrimination on the basis of ability persists, depriving individuals with disabilities from full participation in our society and

WHEREAS; the creation of equitable and inclusive environments is a matter of social justice and must be the shared responsibility of each of us in order for true change to occur; and

WHEREAS; we recognize the value and intersectionality of the disability experience in our lives, acknowledge and address the barriers presented to individuals with disabilities in our society, and appreciate that diversity makes our city stronger; and

WHEREAS; Disability Pride enables people with disabilities to redefine their identity with self-worth, serves as a tool to tackle ableism, bias, and discrimination, and reshapes false negative perceptions of individuals with disabilities as people with value, talents, and significance; and

WHEREAS; this month, the City of Flagstaff celebrates the countless talents, experiences, and contributions of individuals with disabilities, and reaffirms its commitment to take meaningful action to build a city that is accessible and inclusive to all;

NOW, THEREFORE, I, Becky Daggett, Mayor of the City of Flagstaff, do hereby proclaim July 2024 as DISABILITY PRIDE MONTH throughout the City of Flagstaff.



Commission on Inclusion and Adaptive Living

6. C.

From: Stacy Fobar, Deputy City Clerk

DATE: 05/22/2024

SUBJECT: Discussion/Vote on adding a Special "Planning" meeting

STAFF RECOMMENDED ACTION:

Discussion/vote on adding a special "planning" meeting during summer 2024

Executive Summary:

The Commission on Inclusion and Adaptive Living's chairperson would like to hold a planning session to consider CIAL actions/goals for the upcoming year.
