

MINUTES

1. Call to Order

Chair Randall called the meeting to order at 11:02 a.m.

2. Roll Call

NOTE: One or more Commission members may be in attendance through other technological means.

PRESENT:

ABSENT:

CHAIR RANDALL
COMMISSIONER BECKER
COMMISSIONER DORMAN
COMMISSIONER EISENBERG (arrived at 11:04 a.m.)
COMMISSIONER PURRINGTON
COMMISSIONER SIMUKONDA (arrived at 11:17 a.m.)
COMMISSIONER 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.

None

5. MINUTES

A. [Approval of April 17, 2024 Minutes](#)

Moved by Keith Becker, **seconded by** Susan Purrington to approve the minutes of April 17, 2024.

Vote: 5 - 0 - Unanimously

6. ACTION ITEMS

A. **Police Sensitivity Training Review, Editing, and Recommendation**

Mr. Martinez and Commissioner Simukonda presented a draft ADA sensitivity training intended for the police department, with the goal of improving officers' understanding of disability perspectives and promoting positive, respectful interactions. They emphasized that the training was a collaborative effort and welcomed feedback from commissioners and attending police representatives.

The presentation focused on core principles such as assuming competency, using people-first language, and recognizing that disabilities are diverse and not always visible. Guidance was provided for interacting respectfully with people who have intellectual or developmental disabilities, use alternative forms of communication, have hearing or visual impairments, or use mobility devices. They stressed patience, asking individuals how they prefer to communicate, avoiding assumptions, and treating assistive devices as extensions of the person.

Commission members provided extensive feedback. Chair Randall suggested replacing "intellectual disability" with "developmental disability" for accuracy, adding mental health disabilities as a distinct topic, and including guidance on recognizing possible indicators of disability during interactions. It was also recommended to place "assume competency" at the forefront of the training. Commissioner Purrington offered detailed accessibility feedback on slide design, color contrast, font use, and consistency, and volunteered to help revise the presentation to improve accessibility.

The Blue Envelope Program for autistic drivers was introduced and discussed positively by both commissioners and police representatives. Law enforcement confirmed awareness of and participation in the program, noting its value in improving communication and safety during traffic stops.

Discussion also covered people-first language, with acknowledgement that while it is generally best practice, some communities (such as autistic individuals) may prefer identity-first language. The group agreed to use people-first language consistently in general presentations unless otherwise known.

Police representatives praised the intent of the training but recommended narrowing its focus to areas where law enforcement most needs support, such as service animals and specific response challenges, rather than duplicating training officers already receive. He suggested collaborating to align the presentation with existing police training and real-world experiences, and emphasized de-escalation and adaptability in officer responses.

The group agreed the presentation was not yet ready for approval or implementation. Mr. Martinez and Commissioner Simukonda committed to revising the materials based on feedback and coordinating directly with the police department to tailor the training. The item will be revised and brought back on a future agenda for further consideration, rather than acted on at this meeting.

B. **Approval of letter to Mayor asking for Proclamation of July 2024 as Disability Pride Month**

Chair Randall opened the discussion by asking commissioners to review a draft letter to the mayor requesting a proclamation of July 2020 as Disability Pride Month. He stated that he was the author of the draft and invited commissioners to suggest any edits, additions, or deletions.

He then checked for comments or questions and recognized Commissioner Dorman, who asked whether the letter met any word-count limitations. She indicated that aside from that concern, she thought the letter looked good.

Chair Randall responded by confirming that the word limit was 400 words and said his word-count tool showed the letter was under that limit. Ms. Fobar confirmed that this was correct and if the letter did exceed the limit, staff could edit it as needed.

Moved by Keith Becker, **seconded by** Susan Purrington to approve the letter as written.

Vote: 5 - 0 - Unanimously

C. **Discussion/Vote on adding a Special "Planning" meeting**

Chair Randall introduced the item and explained that in prior years the commission held a summer planning meeting or retreat, separate from regular meetings, to discuss goals, priorities, and issues for the upcoming year. Although this was not done the previous summer, it had been a productive practice in earlier years, prompting him to raise the idea again. He invited discussion and questions.

Ms. Fobar asked whether the meeting would be a half-day or full-day event. Chair Randall responded that he envisioned a shorter meeting, likely a couple of hours, and deferred to past experience. Mr. Martinez confirmed that previous planning meetings were typically about a half day, roughly four to six hours. Chair Randall agreed that a half day or less sounded appropriate.

Commissioner Keith Becker expressed support for holding the meeting and noted that finding a day when everyone is available would be important. He shared that Fridays work best for him, as he works Monday through Thursday.

Commissioner Purrington also supported the idea, stating that she is available on Fridays but not Monday through Thursday. She requested access to any past documents or materials from previous planning meetings so she could review them in advance and better understand what would be discussed.

Chair Randall described outcomes from past planning meetings, such as changing the name of the commission and expanding its focus to issues like accessibility in public buildings. He emphasized that these meetings allowed for open, collaborative discussion and had led to a broader and more effective scope of work for the commission. He noted that past meetings were held in person and that while future meetings could be in person, hybrid, or remote, being together in person had been especially productive and enjoyable.

Chair Randall further reflected on how the commission's mission had evolved over time. He explained that when he first joined, the commission had a narrower scope, primarily focused on a yearly disability awards banquet. Through planning meetings, the commission expanded its purview, shifted priorities, and ultimately changed its name to better reflect its work.

The commission agreed that a Friday meeting would be best and asked Ms. Fobar to find a time that would work with all members.

7. **REPORTS/DISCUSSION ITEMS**

A. Code Compliance Update

Postponed

B. Therapeutic Recreation Group Update

Commissioner Dorman acknowledged Commissioner Purrington as the lead organizer for the working group, having done the majority of the coordination, note-taking, and organization. The group met three times and included representatives from the City of Flagstaff Parks, Recreation, Open Space, and Events (PROSE) Division, Coconino County, other city commissions, nonprofit organizations (notably High Country Adaptive Sports), and Northern Arizona University.

The working group began by researching the history of therapeutic recreation in Flagstaff. They found that city-supported therapeutic recreation programs began to decline during the Great Recession around 2009. From there, the group focused on identifying short-, medium-, and long-term strategies to improve accessibility and inclusion in city recreation services for people with disabilities.

Short-term recommendations included:

- Having the commission table at community events (such as Concerts in the Park) to gather direct input from the disability community.
- Increasing staff training and professional development on inclusive programming, sensory-friendly events, and accommodations.
- Partnering with nonprofit and for-profit organizations for training support.
- Adapting existing programs and facilities (such as the Aquaplex, Jay Lively Activity Center, Cogdill Rec Center) to be more inclusive.
- Reducing facility-use costs so organizations like High Country Adaptive Sports can more easily use city facilities.
- Making city leagues and athletics more accessible and clearly welcoming to people with disabilities.

Medium-term goals included:

- Increasing funding for therapeutic recreation services.
- Hiring or supporting more Certified Therapeutic Recreation Specialists.
- Pursuing grants and partnerships to support training and certification, including collaboration with NAU's Parks and Recreation and Recreational Therapy programs.
- Expanding programming through partnerships with organizations such as High Country Adaptive Sports, Ability360, and Arizona Disabled Sports.

Long-term goals included:

- Allocating resources to update and reopen the former TR facility, McPherson House, as a centralized hub.
- Exploring shared-use opportunities with the planned Indigenous Center at Thorpe Park.
- Considering the creation of a grant-writing position within PROS to support funding efforts.

Additional recommendations included conducting a community survey to better understand the needs and preferences of individuals with disabilities and their families. This could be done jointly with High Country Adaptive Sports or by expanding existing PROSE surveys.

Chair Randall noted that the discussion would lead to future action items, including drafting a letter and developing a survey. Commissioner Dorman suggested starting with commission involvement in survey development and community outreach as an initial step.

C. Sidewalk Working Group Update

None

8. **Liaison Reports**

A. **Update from Council Liaison - Mayor Daggett**

None

B. **Transportation Liaison - LaReina Reyes - Mountain Line**

Mr. Martinez reported that the Coordinating Mobility Council quarterly meeting will be held on May 31, 2024 at Mountain Line.

C. Update from Youth Liaison Joseph Spence, NACoPTT

None

D. Update from Sidewalk Liaison Jamie Martinez

Mr. Martinez acknowledged receiving Chair Randall's email regarding ongoing concerns and stated that the issues would be forwarded to Code Compliance. He noted that similar problems are occurring in Smokerise. The concerns include debris obstructing sidewalk paths of travel, bulk pickup issues, improperly parked vehicles, and trash cans not being placed correctly.

Mr. Martinez suggested inviting Evan Terrell from Solid Waste to the next meeting to discuss ongoing accessibility issues related to trash and bulk pickup, particularly those that have been persistent over time. Chair Randall agreed and explained that while trash truck drivers have improved in not placing bins on sidewalks, the primary issue now appears to be residents placing their own trash cans on sidewalks. Commissioner Becker added that addressing these issues directly with neighbors has often led to combative responses and hostility when advocating for universal accessibility. Chair Randall echoed this sentiment, observing that residents are very sensitive about how and where their trash and bulk items are placed.

E. Update from Parking Liaison Rachael Simukonda

Commissioner Simukonda explained that she is coordinating with the police department trainer to determine the status of her civilian aide training. In the meantime, she has been documenting ADA violations by taking photographs so she can later seek guidance from law enforcement on how to appropriately take action. Chair Randall thanked Commissioner Simukonda for serving as a liaison with the police department and noted that her existing relationships with department staff are beneficial to the commission and the disability community.

Commissioner Simukonda also informed the commission that a new police chief, Sean Conley, is expected to begin in June. She shared positive impressions from the interview process and expressed her hope to establish a strong working relationship with the new chief in order to effectively represent the commission and the community it serves.

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.**

Chair Randall noted that the next meeting would be held on June 26 from 11:00 a.m. to 1:00 p.m. He outlined proposed agenda items, including action items related to a letter on therapeutic recreation, a survey regarding therapeutic recreation services, an update from the therapeutic recreation working group, and an update on ADA sensitivity training. He also suggested inviting Code Compliance staff to the next meeting since they were unable to present at the current one.

Commissioner Becker requested adding a discussion item to the next agenda about drafting a letter to the city or city council expressing the commission's displeasure at not being included in the Grandview Drive project, noting concerns that the project design appeared unsafe and inaccessible for wheelchair users. Chair Randall agreed to include this item.

Commissioner Simukonda requested that the ADA sensitivity training discussion be moved from the June agenda to July to allow for leadership transitions within the police department. Chair Randall agreed.

Commissioner Eisenberg brought attention to upcoming conferences which included an Institute of Human Development conference in early June and a Disability Resource Fair planned for October 5

at the High Country Conference Center.

12. AGENDA FOR NEXT MEETING

A. Library Update

13. ADJOURNMENT

The Commission on Inclusion and Adaptive Living meeting of May 22, 2024 adjourned at 1:07 p.m.