



City of Santa Fe

AGENDA

REGULAR MEETING OF
THE MAYOR'S COMMITTEE ON
DISABILITY
MAY 03, 2023
3:00 PM
ATTEND VIRTUALLY

SPECIAL PROCEDURES FOR THE MAYOR'S COMMITTEE ON DISABILITY MEETING

Attendance: In response to the State's declaration of a Public Health Emergency, the Mayor's Proclamation of Emergency, and the ban on public gatherings in excess of those permitted in the current Public Health Order, the Mayor's Committee on Disability meeting will be conducted virtually.

Internet: To join the Zoom meeting on the internet using a computer, laptop, smartphone, or tablet, use the following link: <https://santafenm.gov.zoom.us/j/88426257518?pwd=L0x2aitiSWFnbnU1USVZmQldBTTFMUT09>

Attendees should use the "Raise Hand" function to be recognized by the Chair to speak at the appropriate time.

Phone: To join the Zoom meeting using a phone, use the following phone numbers and Webinar ID: **US: 1 (346) 248-7799 - Meeting ID: 884 2625 7518 Passcode: 077284**
Phone attendees should press *9 to use the "Raise Hand" function to be recognized by the Chair to speak at the appropriate time.

The agenda and packet for the meeting will be posted at <https://santafe.primegov.com/public/portal>.

1. CALL TO ORDER

2. **ROLL CALL**

3. **APPROVAL OF AGENDA**

4. **APPROVAL OF MINUTES**

- a. April 05, 2023 Meeting Minutes and CART Transcript.

5. **PUBLIC COMMENTS (15 MINUTES TOTAL)**

- a. Public Comments from website or Zoom

6. **PRESENTATIONS**

- a. Updates on City of Santa Fe Acquisition and Proposed Training to Use and Utilize ADA Kits During Emergencies and Community Events (Brian Williams, Emergency Management Director; Eli Fresquez)

7. **ACTION ITEMS**

- a. Discussion of Procedure for Appointing New Member (Kathlyne Gish)
- b. Summer Commemoration Dinner Proposal, to Celebrate and Give Awards to Selected City Staff and Others Who Have Supported the Disability Community and Creation of Subcommittee to Organize Event (Eli Fresquez, Kendra Garcia, Angelique Montoya-Chavez)
- c. Continued Discussion on updated ADA Coordinator Job Position, Description and Process to Hire, Recruiter, and Flip Book as Recruitment Tool (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Director of Public Works)

- d. Discussion and Plan to Implement Inclusive City Meetings, Accommodations Process, Zoom/Hybrid Meetings, ASL, CART, Languages, LOOP System in City Buildings, Ongoing Need to Correct and Update Community Access (Pam Parfitt, Kathlyne Gish)

8. DISCUSSION ITEMS-NO ACTION

- A. Ice and Weed Removal in the City of Santa Fe as ADA Compliance Issue (Eli Fresquez)
- B. ADA Compliance Process upon Receipt of a Verbal, Written, Mailed, E-Mailed, etc. Complaint/Request for an Accommodation (Kathlyne Gish)
- C. Continued Discussion of Appropriate City Placement for ADA Coordinator and Mayor's Committee on Disability (Aurore Bleck and Kathlyne Gish, Regina Wheeler, Director of Public Works)
- D. Continued Discussion of Updates on New City Website; The City Never Obtained Advising from the Mayor's Committee on Disability on Website Features and Accessibility; Continued Lack of ADA Compliant Information to Request Accommodations/Report Concerns; 2022 Year in Review Claiming of ADA Certified City Website is Not Accurate, and More (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Public Works Director)
- E. MCD Sub-Committee Reports

9. MATTERS FROM STAFF

- a. A link to the video recording of this meeting will be added to the Meeting Minutes for this meeting.

10. MATTERS FROM THE COMMITTEE

11. **NEXT MEETING: Wednesday, June 7, 2023**

12. **ADJOURN**

This venue is equipped with closed captions. Persons with disabilities in need of accommodations, contact the City Clerk's office at 955-6521, five (5) working days prior to meeting date.



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
APRIL 05, 2023
3:00 PM
VIRTUAL MEETING

1. **CALL TO ORDER**

2. **ROLL CALL**

Members Present:

Member Aurore Bleck

Member Kendra Garcia

Member Kathlyne Gish

Member Pam Parfitt

Member Angelique Montoya-Chavez Member Meriam Jawhar

Member Jose "Eli" Fresquez Member Christopher Pommier

3. **Members Excused:**

None

Others Attending:

Halona Crowe, Clerk; Regina Wheeler, Public Works Director; Gina Maria Opalescent; Robin Garrison; Jeminie Shell

4. **APPROVAL OF AGENDA**

MOTION: Member Garcia moved, seconded by Member Bleck, to Approve the Agenda as presented.

VOTE: The motion was on the following Roll Call vote:

For: Member Bleck, Member Garcia, Member Gish, Member Parfitt, Member Montoya-Chavez, Member Jawhar, Member Fresquez, Member Pommier

Against: None

Abstain: None

4. **APPROVAL OF MINUTES**

a. Approval of the December 15, 2022 Meeting Minutes and Transcript



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
APRIL 05, 2023
3:00 PM
VIRTUAL MEETING

Please see transcription for more detail.

MOTION: Member Fresquez moved, seconded by Member Garcia, to Approve the December 15, 2022 minutes and transcript with the spelling of Chair Gish's name and other edits as presented.

VOTE: The motion was on the following Roll Call vote:

For: Member Bleck, Member Garcia, Member Gish, Member Parfitt, Member Montoya-Chavez, Member Fresquez, Member Pommier

Against: None

Abstain: None

b. Approval of the February 1, 2023 Meeting Minutes and Transcript

MOTION: Member Bleck moved, seconded by Member Garcia, to Approve the February 1, 2023 minutes as presented with request to look into issue Member Pam Parfitt was having and adding Gina Maria (Opalescent) and any other attendees that were present and not already listed.

VOTE: The motion was on the following Roll Call vote:

For: Member Bleck, Member Garcia, Member Gish, Member Parfitt, Member Montoya-Chavez, Member Jawhar, Member Fresquez, Member Pommier

Against: None

Abstain: None

5. **PUBLIC COMMENTS (15 MINUTES TOTAL)**



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
APRIL 05, 2023
3:00 PM
VIRTUAL MEETING

- a. Public Comments from website or Zoom

No Public Comments from the website. Guests Present: Gina Maria Opalescent, Robin Garrison, Captioner Brittany (Partners Interpreting), Jeminie Shell.

6. PRESENTATIONS

- a. There are no Presentations for this meeting.

7. ACTION ITEMS: DISCUSSION

- a. Discussion on Actions Needed to Appoint New Member in a Timely Manner and Creating a New Flyer for Recruitment (Kathlyne Gish)
- b. Updates on City of Santa Fe Acquisition and Proposed Training to Use and Utilize ADA Kits During Emergencies and Community Events (Eli Fresquez)
- c. Summer Commemoration Dinner Proposal, to Celebrate and Give Awards to Selected City Staff and Others Who Have Supported the Disability Community and Creation of Subcommittee to Organize Event (Eli Fresquez)

MOTION: Member Parfitt moved, seconded by Member Garcia, to Motion approved to the create a subcommittee for the summer ADA July commemoration event.

VOTE: The motion was on the following Roll Call vote:

For: Member Bleck, Member Garcia, Member Gish, Member Parfitt, Member Montoya-Chavez, Member Jawhar, Member Fresquez, Member Pommier

Against: None



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
APRIL 05, 2023
3:00 PM
VIRTUAL MEETING

Abstain: None

- d. Continued Discussion on updated ADA Coordinator Job Description and Process to Hire, Recruiter, and Flip Book as Recruitment Tool (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Director of Public Works)

8. **OLD BUSINESS**

9. **MATTERS FROM STAFF**

- a. A link to the video recording of this meeting will be added to the Meeting Minutes for this meeting.

<https://youtu.be/vhoHOXho1lg>

10. **MATTERS FROM THE COMMITTEE**

11. **NEXT MEETING: May 03 2023**

12. **ADJOURN**

This venue is equipped with closed captions. Persons with disabilities in need of accommodations, contact the City Clerk's office at 955-6521, five (5) working days prior to meeting date.

Chair Gish: Meeting Adjourned at 5:15 p.m.

DISCUSSION ITEMS - NO ACTION

Halona Crowe

Liaison

Chair



PARTNERS

Interpreting

ROUGHLY EDITED FILE
Captioning Provided by:
Partners Interpreting
www.partnersinterpreting.com
508-699-1477 (V)
508-809-4894 (VP)
* * * * *

City of Santa Fe
Mayor's Committee on Disability
April 5, 2023
3:00 - 5:00 PM (MT)
* * * * *

This text, document, or file is based on live transcription. Communication Access Realtime Translation (CART), captioning and/or live transcription are provided in order to facilitate communication accessibility and may not be a totally verbatim record of the proceedings. This text, document, or file is not to be distributed or used in any way that may violate copyright law.

(Captions provided by a live Captioner.)
* * * * *

3:00 PM (ET)

HALONA CROWE: Hi, everybody.

AURORE BLECK: Hello.

>>: Hello.

KATHLYNE GISH: Pam messaged me and said she is having trouble connecting, so I will wait a minute to see if she can get connected.

HALONA CROWE: I have her here.

KATHLYNE GISH: Thank you.

(Barking)

>>: Hello, Meriam.

>>: Can you hear me?

KATHLYNE GISH: Yes.

>>: Oh, good.

>>: I don't know why my camera is not working. Oh dear. Okay. I don't know why my camera is not working. Sorry. Let me see. Here.

MERIAM JAWHAR: I don't know why. Shoot. Can anyone tell me how to get the camera to operate? I am pressing the camera button that says start video, but it is not working.

>>: Try pressing the up arrow that is right next to it to see if you have several options.

MERIAM JAWHAR: Oh, thank you.

>>: You are welcome. Glad to be able to help.

MERIAM JAWHAR: I appreciate it.

ELI FRESQUEZ: Also, some laptops have a little camera, a physical on and off switch.

>>: A cover. That magic cover. The slider.

HALONA CROWE: Everyone, in the chat there is a link to view the captions in a separate window.

KATHLYNE GISH: Okay. Since everyone is here, we will go ahead.

"This meeting is being recorded."

>>: Thank you.

KATHLYNE GISH: I call this meeting to order at 3:04 p.m. May we have roll call please?

HALONA CROWE: Yes. Chair Gish.

KATHLYNE GISH: Here.

HALONA CROWE: Aurore Bleck.

AURORE BLECK: Here. And it is Aurore.

HALONA CROWE: Kendra Garcia.

KENDRA GARCIA: Present.

HALONA CROWE: Pam Parfitt.

PAM PARFITT: Present.

HALONA CROWE: Angelique Montoya-Chavez.

ANGELIQUE MONTOYA-CHAVEZ: Hello, everyone. I am present.

HALONA CROWE: Meriam Jawhar.

KATHLYNE GISH: Meriam, you are on mute. Merriam says that she can't hear anyone. Meriam is here.

HALONA CROWE: Okay. Eli Fresquez.

ELI FRESQUEZ: Here.

HALONA CROWE: Christopher.

>>: Here. Chair Gish, you have a quorum.

KATHLYNE GISH: Thank you. Next is approval of the agenda. And if there are no, are there any changes or amendments to the agenda? If there are no changes or amendments to the agenda, may we have approval of the agenda? A motion to approve the agenda. Aurore, you are on mute.

KENDRA GARCIA: I will make a motion to approve the agenda.

AURORE BLECK: I will second. This is Aurore.

HALONA CROWE: Okay. All in favor say yes.

KATHLYNE GISH: We need to have a roll call vote, unfortunately still. As far as I have been told.

HALONA CROWE: Aurore Bleck.

AURORE BLECK: Yes.

HALONA CROWE: Kendra Garcia.

KENDRA GARCIA: Yes.

HALONA CROWE: Chair Gish.

KATHLYNE GISH: Yes.

HALONA CROWE: Pam Parfitt.

PAM PARFITT: Yes.

HALONA CROWE: Angelique Montoya-Chavez.

ANGELIQUE MONTOYA-CHAVEZ: Yes.

HALONA CROWE: Meriam Jawhar.

KATHLYNE GISH: She can't hear, so she can't participate if she can hear what we are saying.

REGINA WHEELER: The closed captioning. Maybe we can ask her to respond in the text.

KATHLYNE GISH: I am trying to message her.

KENDRA GARCIA: Madam Chair, is that Meriam on the phone? There is a phone line on.

MERIAM JAWHAR: Yes, it is. That is me. The secret is out there. To hear you guys. Sorry about that.

KATHLYNE GISH: Meriam, we are approving the agenda. So she called you. And you were unable to hear her.

MERIAM JAWHAR: Can you say it again, please.

KATHLYNE GISH: We made a motion and seconded to approve the agenda. And you are next.

MERIAM JAWHAR: Okay. Sorry about that.

KATHLYNE GISH: It's okay. Do you approve the agenda, or is there anything to amend or change?

MERIAM JAWHAR: From what I read, I think it is fine.

KATHLYNE GISH: Okay.

HALONA CROWE: Eli Fresquez.

ELI FRESQUEZ: Yes.

HALONA CROWE: Christopher.

>>: Approved.

HALONA CROWE: Thank you. Motion passes to approve the agenda.

KATHLYNE GISH: Thank you. Next is approval of minutes. And we have both the December minutes and February minutes to approve with the transcript attached as an addendum. In first I need to say that I have not yet received the October minutes with the transcript attached to sign, so I need that in addition to these, however they are approved. And for me for the December 15th transcript that I received one day before what would have been the final day to approve the last meeting packet, if we had held a meeting, my name is incorrect throughout the entire transcript. And that needs to be changed to be correct. There are various misspellings as well throughout the entire transcript. And that was never sent to me before it was uploaded as a video, which I was told was also uploaded and edited. And if that had been sent to me prior to the video being edited, I would have let you all know that my name was incorrect, and it is a fairly easy fix, but with the video now being uploaded, it needs to be correct. It just does. Otherwise, for December 15th, I have no other issues with the transcript.

I have no issues with the February 1 minutes or transcript that was conducted with CART. If anyone else has anything to add, go ahead.

PAM PARFITT: I do. I am trying to find the "Raise hand" button, but I can't. I will just use the physical hand. I don't know what to date, but I reviewed some of the minutes. Page 77, 78, 79 has to do with questions to me and my answers. I don't know who transcribes this. Who transcribed it? How is this getting into written form?

KATHLYNE GISH: Is this for December 15th or February 1st?

PAM PARFITT: I just know the pages. I read through so many pages. I wasn't aware of which minutes it was. Probably December.

KATHLYNE GISH: Let me look real quick and I will find the pages you were referring to. So it is 77, 78, and 79 in our packet?

PAM PARFITT: Yes.

KATHLYNE GISH: That would have been with CART on February 1st, it looks like. And that would have been, it was with CART on February 1st.

MERIAM JAWHAR: So it is a recognition situation?

PAM PARFITT: It was with the CART services. It is very difficult to understand. I was thinking it was a voice recognition or something grammatically or just to the intent of the sentence is very obscure. Okay. So whatever that is is not working. And I don't find it necessary that it be corrected because it is too obscure.

KATHLYNE GISH: It could be, I can go back and look at the, but it could be a lot of times when you are talking, we are talking, we aren't necessary clarifying what we are saying. We are discussing something during the meeting that was being discussed but when you look at it in writing it is not clear because it is not being reiterated over and over. That could be what is happening. I don't know. I would have to go back and reread it. Eli, go ahead.

ELI FRESQUEZ: Thank you, Madam Chair. I am not exactly sure, but if this is CART captions, sometimes they give an option of the CART captioner to provide a clean caption, like a clean document that they go over for grammar. I am not sure if that is the case, but we might want to follow up with them for future meetings so we get a grammatically cleaner document than just a a lot of transcription.

PAM PARFITT: Thank you, Eli. Your lips fell below the screen. Even with captions, it is very difficult for me because they are not in real time. I am lipreading. It is easier. I need to see you above the camera. Thank you. Thank you.

KATHLYNE GISH: Eli, I made a note of that. We can follow up on that. Thank you. Are there any other comments, changes, amendments needed to the minutes or transcript? I am going to go through each of them. Gina Maria, do you have a comment?

>>: I believe I was in attendance on that date. I am not listed in there. I might not be reading the right page because I was looking way back at the beginning. It was a five in the packet.

KATHLYNE GISH: Gina Marie, I will check that because I have my notes from the last two meetings. I will make sure you were or were not in attendance. Maybe you weren't when we did the roll call. I don't know.

>>: I am not on the roll call.

KATHLYNE GISH: Okay. I will check that. And if you were, I will definitely add you.

>>: It is on my calendar. Usually if I don't attend something, I put canceled. It is not there. And that was when we had CART. I remember. I was there.

KATHLYNE GISH: Because usually we list the guests in attendance as well.

>>: All right. Thank you.

KATHLYNE GISH: If there is nothing else to add, may we, oh, Halona, are you raising your hand? If there is nothing else to add, I am going to focus specifically on December 15, 2022 for the minutes and transcript. If there are no other changes or amendments, may we have a motion to approve the minutes and the transcript as amended with my name corrected throughout the entire document? And possibly with Gina Maria or other attendees being added who were in attendance. Is there a motion?

ELI FRESQUEZ: I motion to approve.

KENDRA GARCIA: I second the motion.

KATHLYNE GISH: Okay. May we have roll call vote, please?

HALONA CROWE: Aurore Bleck.

AURORE BLECK: Yes.

HALONA CROWE: Kendra Garcia.

KENDRA GARCIA: Yes.

HALONA CROWE: Chair Gish.

KATHLYNE GISH: Yes.

HALONA CROWE: Pam Parfitt.

PAM PARFITT: Yes.

HALONA CROWE: Angelique Montoya-Chavez.

ANGELIQUE MONTOYA-CHAVEZ: Yes.

HALONA CROWE: Meriam Jawhar.

KATHLYNE GISH: She is not on the phone anymore. She may have dropped off. Let's move past Meriam. If she doesn't answer, we can just put her as an undecided because she can't respond.

HALONA CROWE: Eli Fresquez.

ELI FRESQUEZ: Yes.

HALONA CROWE: Christopher.

>>: Yes.

HALONA CROWE: Motion to approve the December 15 meeting minutes and transcript with the spelling of Chair Gish's name and other edits such as guests attending passes.

KATHLYNE GISH: Thank you.

MERIAM JAWHAR: Hello. I fixed it now with the voice. But still no camera. I was trying to fix it. I think I had disconnected the microphone somehow. Sorry about that.

KATHLYNE GISH: Okay. Thank you for letting us know, Meriam.

MERIAM JAWHAR: Frustrating. I am sorry.

KATHLYNE GISH: It is okay.

>>: Thanks.

KATHLYNE GISH: Next is approval of the February 1st minutes and transcript. We will look into the issue that Pam is having and also add Gina Maria and any other attendees that were present if they are not already listed. Is there a motion to approve the minutes and transcript and addendum as amended?

AURORE BLECK: Moved to approve the minutes and the addendum as amended.

KENDRA GARCIA: I second it.

KATHLYNE GISH: Thank you.

HALONA CROWE: Okay. Those approving, Aurore Bleck.

AURORE BLECK: Yes.

HALONA CROWE: Kendra Garcia.

KENDRA GARCIA: Yes.

HALONA CROWE: It Chair Gish.

KATHLYNE GISH: Yes.

HALONA CROWE: Pam Parfitt.

PAM PARFITT: Yes.

HALONA CROWE: Angelique Montoya-Chavez.

ANGELIQUE MONTOYA-CHAVEZ: Yes.

HALONA CROWE: Meriam Jawhar.

MERIAM JAWHAR: Yes.

HALONA CROWE: Eli Fresquez.

ELI FRESQUEZ: Yes.

HALONA CROWE: Christopher.

>>: Yes.

HALONA CROWE: Motion to approve. We are talking about the February 1st minutes, transcript and addendum. Passes.

KATHLYNE GISH: Thank you. Next is public comments. If there are any public comments and also we as committee members can speak on behalf of someone who is unable to attend. So if anyone has anything to mention or discuss during public comments, please raise your hand and speak now. Gina Maria, do you have something?

>>: Was anyone else besides me on the Great Lakes ADA architectural discussion presentation yesterday? It was fabulous. They really spoke to the issue of inclusion going beyond compliance to inclusion. And what are we going to do to be able to address issues that are not already regulated by the ADA and just as an example, they use charging stations. I thought it was just amazing and would be good to bring forward to get some forward motion looking at what we need to be thinking about in terms of including people. Not just compliance.

KATHLYNE GISH: Thank you for that.

>>: You are welcome.

KATHLYNE GISH: That would be amazing. Do you know if that was recorded?

>>: It was definitely recorded.

KATHLYNE GISH: All right. I will look into seeing if we can get to that.

>>: They have to wait. It always takes, I don't ever understand why it takes two weeks to get it posted, but I definitely have it on my radar. And I third thought Kathlyne needs to see this immediately. I was thinking of you too, Aurore. You too.

>>: Thank you for letting us know.

>>: You are welcome.

KATHLYNE GISH: Are there any other public comments? Robin, you are on mute.

>>: I didn't want you guys to hear me eating M&Ms. Any of those ADA trainings that anyone can attend, they are all really quite good. Very informative, really helpful. So I would recommend, you know, trying to catch those whenever you can. Very helpful.

KATHLYNE GISH: Thank you, Robin. Any other public comments? Okay, if there are no public comments, then next is presentations, which we have no presentations. And next is action items. Item 7a, discussion on actions needed to appoint new member in a timely manner and creating a new flyer for recruitment. When we last did the recruiting process for a committee member, it took eight months in total to get a member actually appointed. Some of that was issues with the committee. A lot of that was issues with Tom resigning. Unexpectedly. A lot of it was issues actually processing the person who we appointed. I wish we had time to really do introductions today, but we don't, so I'm going to schedule it with the next meeting to do a kind of brief introduction. But he is here. And I am very happy that he is here. We can all wave.

In the process, one thing that I discovered is the flyer that went out was somewhat unclear as to what the city committee does. While it gives a general good statement on ensuring access by eliminating, ensuring access for all by eliminating physical and attitudinal barriers, promoting participation in the community and enrichment for all, what does that actually mean? What does that mean in our committee? So I was wanting to work on I guess the language to clarify what it is exactly that we do for the city, for our community, and to make it more clear so that when someone is trying to join our committee, they aren't messaging me asking me what we do for behavioral health in the city or what we do with a different state systems. Because we aren't really over state systems. Yes, we can influence change, but we aren't a state committee. Chris, that is fine. You told me. And I appreciate that. Thank you.

Chris just made a note that he has to leave by 4:00. I know Kendra has to leave early as well. So one of the things I wanted to work on was the messaging of the recruitment flyer. And also to ensure that it goes out in a proper way because the amount of time that it took for us to get it on Facebook and to get it to be shareable online on the city website, it took a long time. And it shouldn't have taken that much. There was also a miscommunication that occurred where the flyer went out and we needed it to be reposted in entirety so there was a new timeline given and to extend the time that it was posted. All that was given was a note. I think it was three days notice for people to apply because the person who was in charge of posting those misunderstood and thought that we were basically making a reminder. When we were actually requesting an entirely new time period for people to apply.

I want to make sure those don't recur because all of that delayed the process and stalled the flyer from being posted properly and gave a false deadline to apply. So anyway, I wanted to discuss all of that. And kind of get it going. I know we can work on this outside of the committee meeting. It doesn't need to happen here. But I just wanted to discuss the messaging and what is going out. How do we clarify this flyer? Gina Maria, I saw you raise your hand.

>>: Yes, don't we have a good connection with the Santa Fe New Mexican? That reporter that was at our last meeting might be willing or able to get something.

KATHLYNE GISH: I don't know about the details of publishing things like that. I know that with the city, traditionally it has been on the city website. We requested it to be placed on Facebook for visibility and ease of access. Which was apparently new. Although I do remember committees in the past having that as an option. I don't remember it being published in any sort of publication.

>>: Just a thought.

KATHLYNE GISH: No, it would be great. I don't know, Regina, if you know how that works with committees. You are on mute.

REGINA WHEELER: Thank you, Madam Chair. Yes, I believe our communications team gets all that out. Michaela is our primary point of contact. We have been working a little bit with her on the website. She can get it out to Facebook.

KATHLYNE GISH: Okay. All right. I am making a note of that so that when this happens and it goes out we can all be on the same page going forward. So it is not as active trying to figure out who is who and who is going to contact and move it forward. So if anyone has any ideas, you are welcome to voice them. But I just wanted to voice that I did receive questions from people in the community that had no understanding of what we do as a committee. And don't understand that we are a city committee. And once I voice what we do, they were not interested because they want to deal with issues like behavioral health in the state. While I agree those are incredibly important things, those are not directly what we do as a committee. We can bring awareness of those issues to the city and to our community, but it is more through city channels. I don't feel like this flyer adequately voices that and clarifies that for people so that they aren't trying to join a state committee and really joining a city committee that is a little bit more limited.

So if there aren't any direct ideas, which I understand right now, I just wanted to voice all of that so we can go forward all on the same page. Eli, go ahead.

ELI FRESQUEZ: Thanks, Madam Chair. I apologize. I had to step out for a second. Is it that the flyer itself, we don't think it has the level of detail we need or the right language?

KATHLYNE GISH: It is not as clear as it could be.

ELI FRESQUEZ: A couple ideas. These are just ideas I will throw out there. I don't know what the process is with the city. We could as a committee come up with new language that provides a little bit more detail. I don't want to create more work for us, but if we are identifying that we do need more detail in it there, maybe that is something we can work on collectively and provide that a draft to the city and see if we want to update to the flyer. My understanding is that we just have one vacancy. Is that right?

KATHLYNE GISH: Yes, currently.

ELI FRESQUEZ: That is great. Just one vacancy. I think we have a pretty robust committee right now. We are looking for one more person. So maybe for now we also just case by case when someone reaches out and they are interested, we communicate to them and explain to them what we do. That might be another simple way of getting through this, but at the same time taking the flyer and working on new copy for it. I hate to hold it up and not have the flyer out there because I think it would be great to have another person on the committee.

KATHLYNE GISH: I agree with that. And also, another thing I was thinking was one easier way, and maybe we can do this immediately with the current messaging, is that it also doesn't have a link to the Mayor's Committee on Disability webpage, which does provide more specific information about what we do. I did ask for that, and it just never happened. So perhaps we can edit the flyer to include that. That would suffice for now. Then we can work on compiling a more clear document going forward. How does that sound with everyone? Okay. Thank you, Eli.

Next is 7b, updates on City of Santa Fe acquisition and promotes training to use and utilize ADA kits during emergencies and community events. Eli.

ELI FRESQUEZ: Thank you, Madam Chair. We have a meeting with Brian Williams set up for not at this Friday but the following. This is a subcommittee of the Mayor's Committee that is focused on emergency preparedness, emergency management, disability access and functional needs. Kristi Russo is the lead and has been working with us in providing really fabulous notes. While I was doing a lot of my other work with the legislative session, I wasn't able to attend those meetings, but she was able to be part of those meetings with the city. I do want to thank the city and Brian Williams for making himself and his staff available. So our next meeting is actually going to be at the Hugo Chavez center, which is where potential sheltering could be for fire this spring and summer. It is another good way of just connecting with the center. We will be talking specifically about these ADA kits, which are really assistive listening devices for emergencies. A lot of times in evacuations, for example, people with disabilities may have to evacuate very quickly, and they may not have their assistive listening devices. This is just one way of providing those services. We are also going to be talking about utilizing these assistive listening kits that include an iPad and things like that for maybe blue sky situations. Maybe some event planning and things like that. That is something we need to talk with the Brian and other folks about. We just started. I know that he just acquired the kits within the last month-and-a-half or two. We are really at the preliminary stage.

We also want to have trainings done on the kits themselves. Often what happens is you acquire these kits and people don't know of their availability and how to use them. They get dusty and in the corner. We have been talking with Nathan, Executive Director for the Commission for the Deaf and Hard of Hearing. He can help assist with coordinating the training and have a subject matter expert for the kits available as well. Just real quick, they were utilized quite a bit during COVID. Lauren, the Disability and Access Functions Coordinator for the State Department of Health, had these out at

many of the sites. They were used quite a bit. So if there is a real, once you get them out there, people will use them.

KATHLYNE GISH: Thank you, Eli. Robin.

>>: Eli, are those just for hearing impaired? Are there any kind of visual aids and there? Magnifying glasses and stuff like that?

ELI FRESQUEZ: There is. It is primarily, it has a lot of assistive listening device technology, but it is meant to be for all disabilities. It does have those features.

>>: Cool.

KATHLYNE GISH: Pam, go ahead.

PAM PARFITT: Having used every kind of assistive listening device throughout my life, how does this work? Is it an FM system or just captions? A listen and type thing and read it on a tablet? What is it? How does it work?

ELI FRESQUEZ: I don't have the details in front of me. It is going to depend on the kind of kit. Depending on what the items that were included in the kit, there's different kinds of features it provides. We will have to dig a little bit more on what the particular features were purchased. That is part of the conversation next Friday, to dive a little bit more into what are the features of this particular kit. You can buy different kinds of kits with different kinds of features. That will be part of the discussion. Pam, I don't know yet, but we are going to find out.

KATHLYNE GISH: What it be possible to invite the city staff working on this to discuss the purchases and the details about all of that? Do you think that would be helpful, Eli?

ELI FRESQUEZ: So Brian Williams will be there. We have kind of been relying on him to help coordinate.

KATHLYNE GISH: Sorry, I mean to our next meeting.

ELI FRESQUEZ: Absolutely. They actually came. Nathan, if you all remember, about a year ago, maybe a little bit longer. Nathan and Warren from the state actually came and presented on the kits. Aurore was here and I remember her saying that this is a no-brainer. We should get these kits. It is part of COVID funding.

Absolutely, we should have them come and present on the kits and provide in-service training for us so we all know or at least have an idea on how to utilize the kits. They were just acquired. So I'm not exactly sure what was purchased yet.

KATHLYNE GISH: Okay. Pam, go ahead.

PAM PARFITT: My question is, I know Nathan, do you have any people who would actually be using the kits? Putting input into what should be purchased? I mean, hearing loss is not just like you are either hear or you are deaf. The way the hearing aids were, what kind of features you have in them, whether you have no hearing device.

I mean, it is so huge, the subject. I am just wondering if you are getting users to have input into what actually would work.

ELI FRESQUEZ: Absolutely. So Nathan is an expert. So we do rely heavily on him. And also the experience of Warren, who actually deployed to the kits. He had a person who used the kits in the field, and also Nathan, who is the state expert when they come to all of these things. But they don't know everything. That is the opportunity for us. They just purchased two kits. We as a team can come together once we get a little more information working with the emergency manager here in the city. We can provide feedback as well and share it with the School for Deaf and get their input. They just purchased two kits. This could be an opportunity to purchase more. Or if we want to add features to it. So far, working with Brian, he has been really open to suggestions and input. I kind of see these as pilots. Maybe that is something we can certainly expand on. I hope so anyway.

KATHLYNE GISH: The way that I viewed these emergency kits and the purchase of them, initially the city was going to purchase one. We got them to purchase two. So initially, the way I view this is this is the start. So we have the ability now to test these to see what does and doesn't work, what we want more of, what we want less of. All of that. That is how I am doing this. It is our foot in the door to change accessibility during emergencies and events. I think that is huge. The amount of work that it took, Eli, I remember you were going over how much work it took to get through this to get the two kids.

ELI FRESQUEZ: Absolutely. We have to lift it up and make the city aware these were things. He had to have a series of discussions with the city to have them understand the importance of them and why we thought they would be useful in emergencies and possibly in the public events and other kinds of situations. And then there was the procurement. We had to wait for procurement and all of that. Again, I do want to appreciate the city and Brian for following through and getting these kits. So now the, like the Chair said, this is the start. I like the idea of having them come and present. I have seen some of these kits and used them. Honestly, to really understand these kits, you've got to be physically with them and put them on and listen and do all of these things. We might want to think about having an in person get together where we do and in person training on the kits and get to use them a bit.

KATHLYNE GISH: Thank you, Eli. Pam, do you have more to say?

PAM PARFITT: I keep that hand up. I am sorry. I would like to say they could have been in use at the mayor's State of the City address in which they failed to turn on. No one had heard of them, no one knew how to work at the assistive listening system. I could have used that emergency system you are talking about at the State of the City address at the convention center. And if no progress is made with training the personnel out there as to its existence and how to use it, I think you should store them there.

KATHLYNE GISH: Thank you, Pam. Does any one have any further comments on the ADA emergency kits or anything related? Gina Maria, go ahead.

>>: Kind of related. It keeps coming up. I think about this. Is there like, I want to say, like a map? Does emergency management have a map of where we are? And that would be something obviously as a person with a disability we are disclosing each person because they want to. And getting the word out, I always think of it, like what would happen if I couldn't get to my vehicle to evacuate? They would have a hard time moving me.

ELI FRESQUEZ: I see Regina's hand up.

KATHLYNE GISH: Regina, go ahead.

ELI FRESQUEZ: Sorry.

REGINA WHEELER: Sorry, I am not responding. If you guys want to respond to Gina Maria, go ahead.

ELI FRESQUEZ: Gina Maria, the short answer is no. The longer answer is it sort of depends. I think what you might be asking is, and maybe I am wrong here, but a voluntary registry. Is that something? Yeah. It is really going to depend on the particular community, whether it is useful or not. I will say that in general, voluntary registries are not as helpful as people think. And sometimes they create disincentives for preparedness. Many people in the disability community don't like the idea of putting themselves on a list. It is voluntary, right? So that is something that we discussed quite a bit in my previous career. And generally speaking, you want to localize it. Let your local fire department or EMS know about where you are and make those local connections. And the city also has a test system that they use Smart 9-1-1 that seems relatively robust. It is not perfect. There's not any perfect device. But doing some research, maybe that is something we can do. A little research on these kinds of voluntary registries. But by and large, what I have heard is that they sometimes create a sense of safety when they are really not, they really don't provide that. So that is the longer answer to your question.

AURORE BLECK: One thing that always concerns me are the people who rely on Santa Fe (unknown term) and Santa Fe Transit. Those people and Senior Van. Some people will have rides, but there's a fair number who don't have access to a vehicle or another ride in the event of an emergency. It always concerns me.

KATHLYNE GISH: Regina, go ahead.

REGINA WHEELER: Thank you. That was perfect for my topic. Chris was leading that emergency preparedness response for accessibility has asked us to do a transit oriented conversation with that subcommittee to talk about transit response and emergencies, which is actually a significant part of our preparedness already. Transit does have quite a number of services they provide. And as Aurore was just saying, we provide medical transportation. We provide the paratransit, of course, for a number of

customers. We do have all kinds of information about those folks because we pick them up after their homes on a regular basis. We even know what their disabilities are. In some cases it is dialysis and we are taking them for things or other special needs they have for us to get them into the van for where they are going. I just want to let you know that transit, talking to the subcommittee about emergency preparedness for accessibility. I did want to touch, and that is in May. The May 13th, maybe that is the date. Then I wanted to touch on what Pam mentioned about the hearing loop at the mayor's State of the City. And thank you so much for letting us know that happened. I would definitely follow up with the team there. Chair Gish, I don't know if the hearing loop request that Pam submitted for the hearing loop at the council chambers is on the agenda, because I did want to give a little update.

KATHLYNE GISH: It is not, but it is important. I am trying to think of where we can put it now.

REGINA WHEELER: Maybe here since we are talking about the hearing loop.

KATHLYNE GISH: Let's go ahead and discuss that now.

REGINA WHEELER: Thank you so much. We did install a hearing loop at the council chambers. We have a project now. We already got the PO to replace that and install a new one. I have a little concern though because typically how you are supposed to do a hearing loop is like a grid on the floor so it has good coverage and proximity to different people that will be using it. Because all we were to do is we are not installing into new, there's already carpet on the floor, they are proposing to just put it around the perimeter. I wanted to get feedback. It is not going to work. Okay, that is what I was wondering. Our second option is that public works will come up with some money to actually carpet over it. Because we can't take up the carpet in the council chambers because there's asbestos underneath it. So we can't disturb really, City Hall is like that because of the age it was built. You think, Pam, it is really important we have the gridding so we can install carpet over the properly installed. Thank you.

PAM PARFITT: Can I call that out? That phased array that you want, and the current loop is a perimeter loop, which has so many dead spots. If you are not on the council in the right chair, it doesn't work. If you are in the audience and you are not in the right seat, it doesn't work. I know if you go to the (unknown term), you can see that there is carpet down the aisles. Where the patrons sit in the seats, those are covered over by a kind of molded protection for the wire there. So a professional installer, if the city needs some guidance on that, I would be happy to give you some names of people that we know are professional and know what they are doing. There are installers in this city that don't know what they are doing. You have to be very careful about the selection of the person who does the work.

REGINA WHEELER: It is Romy. Do you know Romy?

PAM PARFITT: Yes.

REGINA WHEELER: That is who we contracted with.

PAM PARFITT: She submitted a bid. She sent it recently as a follow-up of what was done a year ago for her bid. I don't know if it changed or not. She is aware of what has happened. I thought she was the one that installed it, but she wasn't. She was the one who was called in to fix it. And then she rebid because it needs to be a phased array and not a perimeter loop.

REGINA WHEELER: Thank you so much for that. That is something I deal with here now that we are committed to creating accessibility at all levels and ways for the city. So our IT department is learning about this requirement. They are very adamant that these arrays are outside of their budget, they are not going to do it. I am adamant that they have to. So I am sure that we will get there. Thank you so much, Pam. I wanted to get that information from you to bring to them to support my case and get what we needed installed. Thank you.

PAM PARFITT: Thank you so much. I would like to add something. You said the convention center loop. That is a Bluetooth system. It is not legal. But we see that it is coming because there is latency in the system. So without CART, without CART to be visually synced with the audio, it is off from the speaker. It is not just a Bluetooth system. It has to have CART also so that the word syncs with the visual.

REGINA WHEELER: Can I make sure you understand what you are saying? If they had a phased array hearing loop, that would be fine. But they don't. They have Bluetooth instead, and that needs CART to go with it?

PAM PARFITT: Yes. It is called Auracust. It is what everybody wants. You zap a QR code on your phone. It is not legal because everybody doesn't have a smart phone. Gina Marie, you probably know all about this too. It is just what Melanie Moore insisted was the future. And in terms of the future, she is correct. You can't read lips with the system because it is not synced. For the deaf, they have to read it anyway. You have a QR code for your smart phone. Unless you provide smart phones for everyone, it is discriminatory. It is what the city has.

REGINA WHEELER: Thank you so much for that, Pam. The other thing I am taking away from this conversation is that, again, we are trying to get much, much better after this, but I need to remind the city clerk that we have the mayor speaking anywhere, you have to think about CART, hearing loops, all of the accessibility features. That is not on the checklist right now. I would definitely talk to them about that. Thanks for bringing that up.

PAM PARFITT: Thank you so much.

KATHLYNE GISH: Thank you, Regina. Thank you, Pam. We do need to move on, unfortunately.

>>: Can I add one tiny thing?

KATHLYNE GISH: Go ahead.

>>: QR codes are a fabulous if you have two hands to coordinate. I don't know why I can't get, it is really hard. Maybe on the seventh or eighth try I am finally getting it.

KATHLYNE GISH: I recently did one successfully. That will tell you where I am at with it. (Laughs)

>>: On occasion I can do them. The ones they were sending me for FEMA disappeared in one nano second. My hands aren't that fast.

KATHLYNE GISH: That is my issue as well.

>>: Robin is going to add something too.

>>: Actually, stepping back one more, Regina, when you guys have the mayor making State of the City kind of address, do you have ASL interpreters? As a general practice?

REGINA WHEELER: No. We are definitely working with the city clerk based on Pam's request now to always have CART at the governing body meetings and to have the hearing loop fixed. I have been talking to them about having the CART. And Spanish. That is another accessibility thing, I would say. So CART, Spanish, hearing loop, and now you are saying ASL. Is that some language but I had a question about that. Does a good CART transcription substitute for sign language?

>>: You know, ASL and spoken English are not the same. There is a really difference in syntax. I always get syntax and semantics. So sentence structure. And even the words that are used. So, you know, I think in some events that you can get by with waiting and seeing if someone requests ASL interpreting, but I think if you are a fluid ASL interpreter, you may or may not be able to easily or successfully read written English. So in that sense, I think maybe CART doesn't always work for everyone. But I do think that if there is some kind of media event or something like that that the mayor is doing, I think that just as a general rule there should be an ASL interpreter. I think there should be one for that event. If it is just a general information going out, that just covers all the bases. Because unfortunately, they are really not the same. English and ASL are not the same at all.

KATHLYNE GISH: I can add to that. I learned ASL. I took two courses. It is very different. People who use ASL, that language is very different than written English. The culture that goes around ASL is very different than the culture that we know of with communication. So it is more clear with ASL for people who use ASL. ASL is much more clear than just written language. Written language is just word for word. It doesn't have context. It is lacking a lot of emotion and context. It is really easy for somebody who is deaf and grew up using ASL to get completely lost.

>>: Just to add to what you are saying, ASL is not just about the hands. It is about facial expressions, it is about the way you move your head, it is full-body communication. So if I raise my voice like this, if you just sign, that is not going to indicate that. So the person who is signing has to be able to, you know. So it is very

different. Bottom line. I would really urge, I think there are some things that happened with the city that you could just have if someone requested. That is understandable. I think if it is any kind of mayor thing, I think general, to the general public, you really should have an ASL interpreter present. Just as a general rule of thumb.

PAM PARFITT: Can I just add, sorry, I just added that the dimension of an ASL interpreter in a letter I have already posted to the editor of the New Mexican. I don't know when or if they will print it, but it covers this subject. Including the need for an ASL interpreter live.

KATHLYNE GISH: And I want to say too that I did watch a portion of one of the governing body meetings, and I did notice that some of the city councilors are aware of this issue with the need for various interpreters. Spanish, ASL I am sure is included in that. So they want to expand on that. I actually need to get a hold of the ones that were discussing it and to make sure that they do include ASL and CART in the data going forward. But I was happy to see that they are aware there needs to be an expanded access and inclusion in their public meetings.

>>: Actually, sorry, my brain gets going. Regina, to give you an example, when the governor started giving her media events from home during COVID, there was no ASL interpreter. They dropped that service. So many people who use ASL had no access to what the governor was saying regarding COVID. So that was one of the projects that we worked on, to try to get an ASL interpreter back online with the governor, back on the TV stations for her media events. I think that is a really good example of the kind of situation that can arise.

REGINA WHEELER: Thank you all.

KATHLYNE GISH: All right. The next item on the agenda is a 7c. Eli, go ahead. Let me read the summary real quick. So it is summer commemoration dinner proposal to celebrate and give awards to selected city staff and others who have supported the disability community and creation of subcommittee to organize the event.

ELI FRESQUEZ: Thank you, Madam Chair. This is something that Kendra and I had started to work on back in 2019 into 2020. And then COVID hit. So everything changed after that. The idea behind this is to do an event where we come together in commemoration of the Americans With Disabilities Act in July, which is Disability Pride Month. The details are yet to be worked out, but essentially what it is is to come together as a community with city leaders to commemorate the ADA and also to think about what we can do for recognition both in the community but also in government and employers possibly in the city. It is something that lots of different communities do in July. Some have a disability pride parade, some have other kinds of events. This is something I really think would be fantastic for the city to highlight the issues, the concerns, but also the great things the city is doing as well when it comes to accessibility. Make it to be something that is positive, hopeful, looking toward the future. I think what would be helpful because we don't have a lot of time if we want to do this in the next two and half months or so, is to form a subcommittee. That

subcommittee could include a couple members of this committee and maybe a couple members of the public to start working on what a venue may look like, what some of those details may be. Work on this very diligently and then see what we can do for this summer to commemorate the Americans With Disabilities Act and Disability Pride Month.

KATHLYNE GISH: Thank you, Eli. Regina.

REGINA WHEELER: Thank you, Madam Chair. Thank you, Eli. That sounds great. It is extremely late to be planning for a summer event. We get a book to really solid for the summer. There is an application process to use a city facility for a summer event. We probably need to get that in right away to see if there is anything available that will be suitable for the event. I guess it just encouragement that fast is a good idea, as you already said.

KATHLYNE GISH: You had mentioned creating a subcommittee. So I know that you and me and Kendra have been working together on a lot of things. I don't know if anyone else would want to join in.

MERIAM JAWHAR: What times are subcommittee's meeting?

KATHLYNE GISH: We need to create the subcommittees. We need to know who is on it. I can at least note down who wants to be on it or participate. There's other ways to participate. I know we can only have three members on the subcommittee without holding a public meeting. But there's other ways to contribute. We can also make sure that we have time in these public meetings. Go ahead, Kendra.

KENDRA GARCIA: So what I was just going to say is I would love to continue working on this with Eli since we started it.

KATHLYNE GISH: Okay. And then who else is interested?

>>: I would love to do it if it is after work hours. Wednesday or Thursday.

KATHLYNE GISH: Okay. And what else?

ANGELIQUE MONTOYA-CHAVEZ: I am willing to participate as well.

KATHLYNE GISH: We will figure it out. If there is more than three, we can figure it out. That is one thing I am really unclear on. I understand public meeting requirements to not have a quorum and all of that, but me as the Chair, I kind of have to oversee things. So it is kind of frustrating for me because then it there's usually four of us, at least. And then I have to pull back and be like, not have any sort of oversight, and everything just gets delayed and installed. So Aureore.

AUORE BLECK: I want to say what a lovely idea.

KATHLYNE GISH: I agree. So we will figure it out. Right now it will be Kendra, Angelique, and Eli officially. I am more than happy to contribute when I am able to.

And as the Chair, I have to sign off on everything, so I have to be part of it anyway.
(Laughs)

ELI FRESQUEZ: We can report up to you, Madam Chair. Gina Maria, we would love to have you.

KATHLYNE GISH: So we have Gina Maria, Angelique, Kendra, and Eli.

>>: Thank you.

KATHLYNE GISH: So I would like to make a motion to approve the creation of the subcommittee to support the summer commemoration dinner that is being proposed for July 2023. Go ahead.

ELI FRESQUEZ: Madam Chair, if I may, maybe we don't call it a dinner yet because we are not sure. That is a little extra level of complexity. Maybe we call it just event.

>>: Celebration.

ELI FRESQUEZ: Although food is a powerful force.

KATHLYNE GISH: I am sure there will always be food, even if it is just an event.

>>: Madam Chair? I am sorry. Angelique had her hand raised. I don't know if she still had a question or a comment.

ANGELIQUE MONTOYA-CHAVEZ: Thank you. So in the past, I have been part of a bunch of inclusive events, and we get a great response from the community as far as donating a venue, donating food. We get a lot of people with disabilities involved in a setting things up. It just becomes very inclusive. So I would love to be part of this.

KATHLYNE GISH: And I know that there are rules. I don't know, Regina, we would have to go over it with you about the rules regarding donations and stuff because we are a city committee. I don't know if there's anything that might be a barrier to that or that we might have to do a more public acknowledgment or, I don't know what is all involved in that. We haven't done anything like this in a very long time, if at all. So we will have to check-in with you on that going forward. But that all sounds really good to me, Angelique. Kendra, go ahead.

KENDRA GARCIA: I was just going to say, Regina, if we can contact you, myself, Eli and Angelique about setting a time outside of this so we can get more clarification as to what we are able to do and not.

PAM PARFITT: Yes.

REGINA WHEELER: Madam Chair, thank you so much. I don't know much about this. So I will get us a good person to work with on this.

KATHLYNE GISH: Thank you, Regina. So moving forward then with the creation of the subcommittee for the summer commemoration event for July of 2023. May we have a motion to approve the subcommittee?

PAM PARFITT: I so move.

KATHLYNE GISH: Is there a second?

KENDRA GARCIA: I second.

KATHLYNE GISH: May we have a roll call vote, please?

HALONA CROWE: Yes, Chair. Aurore Bleck.

AURORE BLECK: Yes.

HALONA CROWE: Kendra Garcia.

KENDRA GARCIA: Yes.

HALONA CROWE: Chair Gish.

KATHLYNE GISH: Yes.

HALONA CROWE: Pam Parfitt.

PAM PARFITT: Yes.

HALONA CROWE: Angelique Montoya-Chavez

ANGELIQUE MONTOYA-CHAVEZ: Yes.

HALONA CROWE: Meriam Jawhar.

MERIAM JAWHAR: Yes.

HALONA CROWE: Eli Fresquez.

ELI FRESQUEZ: Yes.

HALONA CROWE: Christopher.

KATHLYNE GISH: He left at 4:00. So he is excused.

HALONA CROWE: Motion passes to create a subcommittee for the summer ADA July commemoration event.

KATHLYNE GISH: Thank you. If there's nothing else, we need to move forward. Next item on the agenda is a continued discussion on updated ADA coordinator job description and process to hire. The recruiter and the flip book as a recruitment tool. This is myself, Eli, and Regina. So in the packet, let me get to that. One second. In the packet I included copies of what I have been able to find so far. And it includes what the city has done. And I will say that Regina, you have been working on fixing the flip flipbook because it initially was not accessible at all. It was just an image. And the font was actually very poor.

REGINA WHEELER: Thank you so much, Madam Chair. Does our CART person have her hand up? Technical difficulties?

KATHLYNE GISH: No, they are from the Governor's commission of disability.

REGINA WHEELER: SFPL user?

KATHLYNE GISH: We don't know who that is. I will have them introduce themselves. I wanted to include in the packet what I have been able to find so far. Just looking really quickly. I do have some concerns about the recruitment process. And things that are being required that are unclear. That I have noticed. Some of these things include, where's my notes? One second. So my notes for these, so first, one of the issues that has been occurring, like I said, was the inaccessibility of the documents that went out for the ADA coordinator position. As far as I know, like I said, that has been resolved. I did find the flipbook, and the text is able to be selected. That doesn't necessarily mean it is fully accessible. There may or may not be image descriptions. I didn't get to check that at all. But I did see that that at least is being worked on to be updated. Regina, I did have a question for you. When you hire to the, what questions regarding accessibility of documents and process to recruit and ADA coordinator was discussed with this agency?

REGINA WHEELER: None. Just like we had always done whatever we posted the position with HR. We don't have any special requirements.

KATHLYNE GISH: Okay. Because I think that contributed to the lack of accessible format documents into the recruitment process not being accessible. So I'm going to make a note of that because it does need to be better integrated in the recruitment process overall for all city positions, not just this one. So that needs to be addressed. Was that HR specifically? Was HR the one who recruited this agency? Who are you? You? Okay.

REGINA WHEELER: Thank you so much, Madam Chair, for asking. It was largely as a result of your advocacy that when I told the mayor that I really needed help getting this position filled by a qualified candidate, he approved extra budget. I went ahead and got quotes in contracts and all that jazz.

KATHLYNE GISH: Okay. Because we can work on the process going forward to make sure it is integrated with the city as a whole to include questions about accessibility and making sure that, like I said, all job positions are accessible. And then one of my questions was -- let's see. So on page eight of that flipbook, and I did bring this to your attention, so typically what I have seen for city job positions is that it requires three references. It doesn't even specifically say it needed to be a supervisor, coworker or anything. But for this position, for some reason on the recruitment flipbook it says it needs, and I quote, six professional references. It says to be considered, please submit a resume, cover letter, and six work-related references, two supervisors, two direct reports, and two colleagues. Resumes should reflect years and months of positions held in the beginning and end dates. Then it gets very confusing because it says please go to the Santa Fe website to submit your application. It sends you directly to the city website but not to the employment pages. And then when you go there, it is just, it is honestly confusing. And then it also states that there is a minimum

of three years of work experience, but then I think we are needing six references, is that really feasible if three years minimum is required? So Regina, if you want to answer to that.

REGINA WHEELER: Thank you. Yes. The city requires that all applicants go through the city portal. That is the only way that can be applied. That is our process. That is consistent. I think one of the questions I have is the city portal accessible? That is basically what all jobs get, and that is all they get. The fact that we have this additional recruiter that is now posting on a bunch of websites, if you Google the position you will get about 20 hits on it. There's a lot of. It is like the basic all jobs get is to be the baseline here. So as not accessible? The brochure we can just throw away and stop even advertising it. We don't even need the brochure. It is really just about getting the word out there and trying to attract candidates.

KATHLYNE GISH: Okay. So in relation to that, I guess it is confusing to me too because there is a second paragraph that says resumes will be screened with consideration of the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to an interview with the consultant following which the most qualified candidates will be invited for interviews with the city. So what that says is that if someone doesn't have six references, professional references specifically, would they be erased from the process? Because according to the paragraph before, it says to go directly to the city. That is where there is all this confusion about who exactly do you go to to apply for this job position.

REGINA WHEELER: Sorry if that sounds confusing. It sounded clear to me. You apply at the city website. You will have an interview with the recruiter. You get past that, the next step is an interview with the city. Not having six references is not a screening. We are actually screening every single candidate that applies. We are not even letting HR filter them for their qualifications, which is usually quite stringent, and they filter out a lot of people. Every single applicant is getting to the recruiter and having direct conversations with them. We are having conversations with three candidates now.

KATHLYNE GISH: Okay. That is not clear. I am just going to let you know that. Robin, you had your hand up in relation to the specific issue, if you want to go ahead.

>>: Maybe I am missing something. So applicants do have to have six references? I don't think I ever heard of that.

REGINA WHEELER: No, he is just requesting it. There is no minimum requirement of anything. Any applicant that applies.

>>: I am just concerned that if someone is reading that and they don't have the six references, and if it is not clear they don't have to, they may not even apply.

KATHLYNE GISH: That is also my concern, just on record. Jeminie and then Pam.

>>: Hi, everybody. I have to go at 4:30. Thanks for calling on me. I wanted to let everybody know that this recruiter actually contacted me this morning and asked if I had any information on ways to reach out to people with ADA coordinator certificates or other potentially qualified candidates. I offered to send the announcement to my distribution list, which is almost 700 people. All of those people are individuals who have received some kind of training on the ADA from the Governor's Commission on Disability. Many of them, not all, not even the majority, but several, many of them do have ADA coordinator certificates. So I've already heard back from a couple people who thanked me for sending it and seemed interested. So I just wanted to let everybody know that that happened. I don't have much more than that. I am also reaching out to the person who is in charge of the ADA coordinator certificate program to see if I can get from him a list of people in New Mexico who actually do have ADA coordinator certificates. And if we can get that list from him, potentially we might be able to target even more specific folks who would potentially be good candidates for the position. So I am working on that angle as well. And I am sorry, I didn't think to offer to send it to my distribution list before. Because we've talked about this. I have been at meetings where this was discussed. I should have offered to send the job announcement to my distribution list. I'm sorry I didn't do that before. But somebody pointed him in my direction, and we had a conversation, and it did happen.

>>: I did get your e-mail, Jeminie.

>>: Good. Kathlyne, I think you are on my distribution list too. I think you probably got it. And Eli, you are. If any of the rest of you want to be on the distribution list, please just get in touch with me. I can add you. And that distribution list, I sent out information about upcoming trainings. The ADA coordinator certificate program. Different events and job openings with the GCD and like that. It is not a ton of e-mails every year. It is just a handful. So you won't get bombarded with information from me or anything like that.

KATHLYNE GISH: Thank you so much, Jeminie.

>>: Sure. Sure. I'm happy to be able to do it. Don't hesitate to ask if you need anything else from us. We are here to help.

KATHLYNE GISH: Thank you. I appreciate that very much.

>>: Sorry I have to leave early. I got here late.

KATHLYNE GISH: It's okay. I appreciate you being here.

>>: Glad I was able to be here for part of it.

KATHLYNE GISH: Thank you. I appreciate that. Next is Pam.

PAM PARFITT: My question has to do with the pay rate. I saw the packet that you have online, Kathlyne, and I was looking at the pay range. 23 something to 27, 25, \$70,000 a year. I know people who have graduated from the ADA training certificate

program know about this job, but they say the pay is so low that they cannot afford to even apply to that, for that position. So I am wondering, is there anything, I don't know how pay rates are set in the city, but I know that that is a barrier. I know there are people who want to apply who are qualified, but they say they could not afford maybe a single person. A family person would have a very hard time living on that.

>>: What was the range again?

REGINA WHEELER: 74,000 at the top of the range. I can tell you how that is established. We have a job description, they just wrote this job description, so it just happened. It is run through this tool. The tool pops out based on qualifications required, typically years of experience and education, certifications and licensure, and then also based on the job responsibilities, it gives us a range. There is no budgeting that. It is not an option. The only thing that can set a range or pay for a city is that tool. We just run it. We run into this constantly. One of the things to remember is that the City of Santa Fe has the most generous health care benefits in the whole entire state of any municipality and the most generous (unknown term) contributions. You can make \$10,000 more at the state of New Mexico and take home the same pay as you do when you make \$10,000 less in the city because the city pays for your healthcare and your deductions. We also have a really generous vacation policy. We also have a work from home policy. It is a whole package. It is not just the pay. Thank you, Madam Chair.

PAM PARFITT: Could I just add that the generous package is great, but actually, these employees, many of them still qualify for Medicaid. They have to have it in addition to the state health program. They are sometimes even on food stamps. I don't see, I guess it is a bigger picture than where I am just questioning the extreme need we have an ADA coordinator in this city and thinking of them on Medicaid in addition to the state healthcare system and possibly food stamps.

KATHLYNE GISH: I will add to that one of my main concerns is, you know, even with the pay rate being what it is, they would still potentially be paying half of their income for rent. It is an issue overall. It is clearly not just the pay rate. It is also the rental rate, the cost of living here is very high compared to other areas. So we definitely can push the city going forward to make it more competitive. I know that Eli and I have discussed this with Regina and the city as well. And intend to continue discussing it because it is important that we get a really fantastic person and that they be able to stay. And to be able to afford to live here. So that is definitely on my list, Pam, of things to keep pushing for. So I guess I will do Eli first and then SFPL user. You will need to introduce yourself. Go ahead, Eli.

ELI FRESQUEZ: I will be really quick. I just wanted to say that we did reach out to the Governor's Commission for the Blind, and they reviewed the flip brochure, which was actually pretty interesting because it is not accessible. However, the city, they did do some things to push that and make it much more accessible. So I do appreciate Regina's work on that in the city. And Jesse was also there. It was a learning experience for everyone. Not everything is going to be totally accessible. We

shouldn't let the perfect be the enemy of the good. We didn't shift it and make it more accessible. It was a learning experience for everyone. So hopefully as we get more digital products out there, they will be more accessible. And I don't know, Chair, if we are going to talk about the training that Jesse did. I don't want to take up any more time on this particular.

KATHLYNE GISH: We will get to that.

ELI FRESQUEZ: Okay. Good.

KATHLYNE GISH: I guess under 8d, which I'm hoping to get through very quickly. SFPL user. Keep it brief, we have half an hour left of the meeting. Please introduce yourself.

>>: My name is Mona. I am 100% disabled. I have been prevented from accessing city services, including this meeting, where I did not hear the public being counted. I did not get an agenda. Eli was nice enough to help me a couple times. I really appreciate that. He was doing the city clerk's work. Instead of the ADA coordinator doing what is clearly required on the city's excellent ADA things, instead of doing that, she took over the idea that she should be the bill collector for the water department when clearly the issue as I stated to the retiring Shannon Jones, who neglected to contact me from October, I have text promising he would contact me. It is not only not ADA compliant, it is absolutely obstructive to even a common citizen. Plus the fact that when I communicated in confidence to the Chair of this meeting, she violated my confidentiality.

KATHLYNE GISH: No, I did not. I contacted them and never stated your name or anything about you. I requested who a person would speak to. I never violated confidence, confidentiality whatsoever.

>>: I don't have the ability since I have no printer. I am on a borrowed laptop from the library. I have been working on this problem and being told lies by the public, by the water billing director, that she had no boss. Only when I got connected on a computer in September or October did I go through all of the 4500 e-mails, deleted to the junk, and read all of the city weekly e-mails. Through that, I found that Shannon Jones was the Public Utilities Director. That is the only person who has the policymaking ability to accommodate me under the ADA. Obviously, no one else in the city knows, including the ADA coordinator, who has refused to contact me since January 4th or 6th. And I have made very clear. And instead, she is acting as a bill collector. I don't have time in the time you are allowing me. That is one of my big disabilities. I don't have a printer to organize these things and print them out. Excuse me, I have the floor, don't I?

KATHLYNE GISH: Yes. I wanted to state that we did have public comment. I am sorry that you didn't hear, but I stated that several times that we had public comment. I made sure it was distinct several times.

>>: I am sorry. I was here and listening. I have extensive cognitive disabilities, not intellectual ones. Because of the whole situation I am in, which every single one of the functional disabilities that are listed, I have. Okay? So I would like some respect and accommodation. It is clear to me from trying to read the agendas, which are not an accessible format, and they say I have been having snarky responses from various people in the city, including Senior Services, newly hired connector, navigator, whatever, saying that the ADA and the Senior Services, we don't have anything to do with the ADA. Imagine that. Senior Services, no less. The city clerk, Eli was doing the city clerk's job. It is her job to provide accessible means to the meeting. It is absolutely right that the ADA coordinator position is not accessible because it assumes that I can have a PDF. Your very own papers say things. And if I could find everything, the crucial role, it says he, it should say something gender-neutral, the crucial role is to ensure the problems are resolved and that persons with disabilities receive needed services. I am not. And furthermore, I was threatened with a water lien and was passed on a very careless statement that is an accurate because it is not on somebody else's property, it is on mine, that it wouldn't be a threat to have a water lien on my property because it wouldn't be foreclosed. Yes, it could be foreclosed at any time. I am not in control of that. Because I am disabled, I could lose my entire property from not being able to fight a small lien. And furthermore, the other thing about that is that even if it weren't foreclosed by the city before I sold or disposed of the property, it would come out of my hard earned equity with fees and possibly interest. Nobody was even able to tell me. So instead of somebody getting back to me in an ADA compliant way, and the Forest Service knows how to do that, and the city does too, on paper it does, so I am really, it is a 180 difference. I would like somebody that says how to assist somebody with a disability, how may I assist you? Taking guidance from the person with a disability is what you need to do. Okay? People have hidden impairments. You can read it yourself on page three. Okay. Then it talks about, it is a comprehensive civil rights law.

What are major life activities? You can read it yourself. Okay, it is supposed to foster independence, freedom of choice, control of my own life, agency, and the opportunity to blend fully and equally into the rich mosaic of American mainstream. Our president, George Bush, in 1990 when this was created. You all want to have an event celebrating this that isn't inclusive remotely. Neither is the application process. And I mean well and being threatened, like I really need something else. The pressure of being disabled and therefore poor for a number of reasons beyond my control. This accident wasn't my fault 20 years ago. So it says the ADA laws must be followed in order to include our fellow citizens who have disabilities. This is on your own website.

KATHLYNE GISH: Mona, that is what the point of this Chair is, the point of this Mayor's Committee on Disability. We have been working with the city since June when the former ADA coordinator resigned. You have no idea, none. You have not been part of it. You have not been part of it.

>>: That is right. I haven't been able to be part of it. Excuse me, you interrupted me. Please, let's have some courtesy here. Both ways. Every time you disrupt me. Every time you interrupt me, I lose my train of thought. From February 6, you promised you would contact me.

KATHLYNE GISH: I don't have the ability to mute or remove her.

>>: There is no reason to mute or remove me. This is for people with disabilities.

KATHLYNE GISH: We have addressed your issue. I have tried. We have tried. And we will. Me and Eli will follow up as we are able to. We don't deal with water issues as this committee. We can't. But as far as access --

>>: I am not dealing with water issues. I am dealing with a policy issue that only the public utilities director can solve. I am being prevented from getting access to the person I need to speak with, and that is the job of the --

KATHLYNE GISH: So this person --

>>: What was her name again?

KATHLYNE GISH: Her name is Mona. I don't feel safe saying her last name because of her behavior and her way of communicating. I don't want to put her at any risk. I don't feel in any way obligated to reveal her identity or anything like that.

>>: It shouldn't be stated.

KATHLYNE GISH: I maintain confidentiality and she got mad at me saying that I didn't. Absolutely did. I never once stated her name to anybody. I was simply trying to find information. And she got mad about that. So this has been an ongoing issue. She is correct, this has been about four months of this. And I can't deal with that. It is beyond me. It is beyond my abilities as the Chair of this committee and as a volunteer of the city. Regina just stated on a public comment, we have spent at least 100 hours on the phone with her. Me, utilities, constituent services and others. And with the e-mails I have received, for once I believe that. The amount of time taken. So anyway, I want to publicly acknowledge her. She has been heard. She has, you know, we are all dealing with it. There's not much I can do as the Chair of this committee. That is unfortunate, but that is just how it is.

So the next item on the agenda, and I am going to be really quick because we have seven items to get to. I am just going to do a brief overview of the ice issues. And we can work on this later. But I will bring it up as an issue. So ice removal in the City of Santa Fe is an ADA compliance issue. In this packet, I did include the website that has a need for updating the language to be more clear and also more inclusive. The direct statement is snow and ice removal for accessible Santa Fe. It says let's make our city safe and disability friendly and gives a link to the PDF, which when you try to Google that PDF, I couldn't find anything that came up. That PDF does not come up. My request for that is to actually make a separate website in addition to the PDF or have the PDF linked for accessibility for people who need a PDF. So that an actual

webpage is linked, that it is actually searchable and Googleable. The only other statement is under the second, Santa Fe municipal code 1.3.8 requires residents to clear sidewalks. It cuts off because of the new webpage, which I have an issue with, and I will get with you on that, Regina. It says removal of snow and ice. One thing that was interesting to me was not so much, and of course it is an issue in residential areas to have people clear the snow. But one thing that I noticed, and I did include photos in this packet, is that crosswalks are frequently, Robin, are you on the phone?

>>: I am listening.

KATHLYNE GISH: I hear a noise, but I'm trying to figure it out.

>>: That is not me.

KATHLYNE GISH: Okay. So in the packet, there are photos that I tried to put a text identifier just for future reference. Especially on (unknown term) and Washington Avenues. That crosswalk consistently has inches of ice buildup. I have seen people slip. I can say that now. I have seen people slip on it. They did not fall, luckily, but they had a whole trend of people helping them walk across that. Why they didn't cross the street where there was less ice, I don't know. That is where they were going and that is where they wanted to go. But I also have photos across the street on the other side of the street where it is also covered in ice. And this was several days after it had snowed. This was not a brand-new ice storm. This was not the night it snowed or was icy. This was days later.

Then I also have identified the area that is frequently never cleared which is adjacent to the access path. At the access path is completely covered in trees and brush now it is completely hidden from the public and from the street. It is also really unsafe because I will say that there are unfortunate, not to judge anybody, but there are homeless people that do hang out in that arroyo. That may make someone feel unsafe if they do have a disability. That may make them more vulnerable to assault or being harassed by people. But for some reason, that sidewalk adjacent to that access path and across from the mall is consistently covered in snow when it snows. It is never cleared. And for the residents that live just below that area, that is a problem because that is where they walk. They don't use the access pads. And I can say that most of them do not. I have witnessed seniors with walkers trying to get down the sidewalk and not using the access path. So maybe we need to identify what is going on with that access path, why people aren't using it, but they are not. But I wanted to address that and identify that.

The city does have an obligation to clear sidewalks or to clear crosswalks and curb cuts. I have a photographic evidence in this packet that they are not, that that is not happening. So I wanted to address that because all of these photos were between three and five days after snow. And the ice was, the snow and ice was still present and not addressed. And in this is the Plaza. This is a high-traffic area for both residents and tourists. So if it is happening there, it is happening other places as well. So Eli, I don't know if you wanted to say anything to that.

ELI FRESQUEZ: No. Maybe it would be helpful to talk a little bit about the process for making these kinds of, I don't know, these kinds of complaints with the city. Maybe there is some kind of way of prioritizing particular areas that we know our concern and dangerous. Thankfully, hopefully, we are mostly outside of the winter season. At least hopefully. But this is something I think we can prepare for, start preparing for now. Thinking about how do we make sure that we have the right information that is accessible out there, what can we do to have a flyers and other kinds of things. It feels like every time we work on this it is usually right around winter when it dawns on us. I think this is something we should probably start working on in the summer to have better outcomes in the fall and winter.

KATHLYNE GISH: Okay, if no one has any further comments, we can move on to the next item. Item in 8b. ADA compliance process upon receipt of a verbal, written, mailed, e-mailed complaint or request for an accommodation. So I just wanted to check in with Regina because I know the process, which again, I tried to print, but it got cut off on the end, so I can't really read exactly what it says. But I did, I am the one who wrote that ADA agreement to process with David Chapman when he was the interim ADA coordinator. We went to the process of what it should look like when a person receives a complaint, what the process is, how long it takes, all of that. And I know Regina, you are new to this, so no judgment whatsoever. This is all new to you. I completely understand that. One thing that I didn't know it when I looking through the webpage, which may be if you have time at some point to look through those webpages and the links. Tom's name is still listed on numerous pages. And then in other areas it just says ADA coordinator and doesn't identify you. So all of those should say your name, phone number, e-mail, and physical address. And so if that can all be addressed, that is what my main concern is. Because that makes it accessible for someone to be able to contact you for accommodations.

And so it is, sorry, I am reading notes to see if it is what I am really saying. So that was my main concern though. That we did discuss that and the need for that. I know that you had worked on it a little bit. I don't know what was happening with the website. I know you put stuff and it disappeared. So I don't know what was going on. It was when the website was still being updated. But if we can work on that to make sure that it is consistently saying you until there is an ADA coordinator, that would be wonderful. And then maybe we can go over the process of what it should look like and to make sure you are doing it right and make sure that there is no confusion about what would happen. And also to note that we are here. That me and Eli are here for reference. If there is confusion, send us an e-mail. You are always welcome to say I don't know what to do about this. What do I do? Because this is kind of to me a group process. Including the Mayor's Committee, me, Eli, Kendra, and all of us. Thank you, Robin. Robin has to leave.

So I just wanted to check-in with that. Gina Maria?

>>: I am clicking on the links, Regina, but that you are dropping here. Report problems here. Those problems do not relate to any ADA or potentially don't relate exactly to ADA. It should be listed there. That there is an ADA complaint and what kind of complaint it is.

REGINA WHEELER: What is more helpful for our team is to know if it is a street or sidewalk complaint. That is the category they want you to put it in so they can deploy workers to solve the problem.

>>: Okay. So what if it is that someone wasn't able to access a meeting?

REGINA WHEELER: Is there another option or a meeting option? Just do your best.

KATHLYNE GISH: I am getting to that, by the way, because that is on the website.

REGINA WHEELER: Thank you so much, Madam Chair, for your support and guidance on the accommodation and response process. I must admit, I am way more about getting the accommodation done. I have been working with IT on Pam's request. I probably am missing a written response to her. So I could really use a little training on that. So thank you for that. I did want to say we already had the transition plans on the website. But it was kind of a gnarly way they were posted. So we fixed it. I don't know if you noticed. If you guys ever have any questions, it is great to just a Google and see if I fixed stuff. So thank you guys for the feedback and making it better.

KATHLYNE GISH: Thank you. So I will check in to that transition plan. So if there's no more comments on that, okay. Our next item is 8c. Continue discussion of appropriate city placement for ADA coordinator and Mayor's Committee on Disability. So I just wanted to get an update on whether anything is moving forward or what is going on.

REGINA WHEELER: Thank you so much, Madam Chair. It is not going to be this fiscal year. It will stay in public works. As I said, it is funded under a capital line item, which makes it harder to move. The mayor is totally committed to making our city more accessible. I am totally committed. I am really excited that we have this new, opened our eyes, you have me opening up everyone else's eyes. So I am happy to support the ADA coordinator who will work in my department, to work throughout the city. The mayor is looking forward to the day where he can create an office of equity and inclusion. You heard that discussion come up. It won't happen this year because of budget largely. We are experiencing a slight decrease in revenues, which is causing us to create a fiscal year '24 budget that is a little smaller than last year's budget. We are getting less things, not more. But that is in the vision and the plan. The mayor does agree that the ADA coordinator would be a great piece of that team of Office of Equity and Inclusion. I think that is the update.

KATHLYNE GISH: If there are no further comments, I know, I finally talked while I was muted. I have been trying to be good about that. If there are no further comments or questions about that item, and the placement of the ADA coordinator and the Mayor's Committee on Disability, we will move on to discussion of the updates to the new city

website, how the city never obtained advising from the Mayor's Committee on Disability on website features, accessibility, continued lack of ADA compliant information to request accommodations and report concerns. And 2022-year in review claiming ADA certified city website not accurate and more. This is item 8d on the agenda.

In this packet, I just wanted to say that I did occlude an article regarding digital accessibility and the title of the article is that the "DOJ Announces Title to Web Accessibility Regulations are Coming and What Does That Mean." It means that in April they will be planning to release more of their guidance and what they will be requiring. So basically it is happening right now that they are requiring it. It is good that the city start moving forward on assuring that the city website is accessible. Because it is going to be enforced very soon. Actively. And so it is good that Eli has been very proactive on that as well. And I appreciate all of your insight and input on that, Eli. So I just wanted to make everyone aware of this article. And then the other item is the Mayor's Committee on Disability page actually needs to be updated. And there are two points that need to be updated. One is that the member list is outdated and does need to be identified with all of us correctly. I don't know when it was last updated. It has been a while. And then Regina, I did ask that the meeting dates be listed on the website -- webpage as well in addition to PrimeGov. I wanted to check-in and asked that to be updated. I do appreciate that was included on PrimeGov because it is more accessible now, but for someone with visual disabilities, what they will have to do is go through an entire list and listen to all of the meetings in that entire list in order to find where our meeting is. Where if it was just a list on our website, it is more accessible because they can just find this list and see where our entire year's schedule is without having to go through all the other committee meetings. Thank you.

REGINA WHEELER: Thank you, Madam Chair.

KATHLYNE GISH: Okay. Thank you. The other item that I had is my suggestion, and this is for the city, the main city webpage with the menu. Where you said, how you just stated and discussed with Gina Maria, about where you go for a complaint, how you input a complaint for an ADA need. And I actually do suggest that under request and under reported there is no ADA options. So there needs to be under request, there needs to be request an ADA accommodation come and underreport there needs to be an ADA violation. Yes, there may be some overlap, but maybe we can have a checkbox or something where you can see it says roads and ADA violation. Because right now there is no documentation of ADA violations occurring in the city, and that is actually really concerned because there needs to be a document of the ADA violations so they can be addressed and be assured that they are completed as an ADA violation and not just as a road or sidewalk or a crosswalk issue.

And that is pretty standard. And so what is happening now is they really are disappearing. And there is no ability for even us as a committee to even understand what is going on in our own city. And so I don't know if anyone, we are going to get to yours, Eli, next. I don't know if anyone has anything to stay on those. I know I'm going quick because I'm trying to stay on time.

AUORE BLECK: The list you had of all the different things you could click on, parts of the city and everything, I am assuming it is because you listed it because there is no disability anything on there.

KATHLYNE GISH: Nothing. I can't even request, look up I need an ASL interpreter or CART, I can't request that.

AUORE BLECK: If there were a category, if there were one of those labels that said disability issues, it could link to request like that, to the committee, to the ADA coordinator. But there's nothing.

KATHLYNE GISH: If there is nothing. Regina, go ahead.

REGINA WHEELER: So my understanding was we had a separate process for ADA as outlined on the website. It says here is the form and you are supposed to e-mail it to me.

KATHLYNE GISH: What I am saying is on the main menu, when you go to the main page on the city website, if it said I have an ADA complaint or an ADA violation complaint, whatever the phrasing is, it can go to the webpages. Because right now, if someone uses that menu and doesn't notice someone, that it says ADA on the main menu on the top or ADA compliance on the bottom, it is not going to direct them anywhere. There is nowhere to send them to the ADA coordination webpages in that menu. And all of the other city items are addressed that are in the main items, that one is not included. And I can go over this with you more in depth to figure out if there is a way to resolve this. But I just wanted to bring it to your attention that if I go to that menu and do a drop down, and I say report and ADA violation, or request an ADA accommodation, there is nothing in there.

REGINA WHEELER: And then I just, thank you so much. And the way to get ASL is by calling the city clerk. And the link that I shared was just for the ice. So it is interesting not to see it like you guys feel like there should be one place where you can report anything. That would be best. But that is not how it is right now. So thanks for that feedback.

KATHLYNE GISH: Yeah, and we will work on getting these done. It is just a lot of it using the website too because it is a new website and it is very different than the other one. It is a lot of me clicking around and us clicking around and being like, wait a minute, where is something? Where it does or doesn't work is a really interesting process. And then Eli, you wanted to mention about the ADA certified website claim.

ELI FRESQUEZ: I did want to mention that. If there's one big recommendation made to the city, it is to not use (unknown term). Most of the time they create access issues. They are also not very genuine and straightforward about the services they provide. There is no ADA certification or anything like that that really exists. That ties into a presentation that Jesse made from the governor's commission yesterday, which was really fantastic. And the city wasn't there. It was well attended. Lots of great questions. He provided some best practices about the Web content accessibility

guidelines, both for digital content, the website navigation, and also the forms and documents, like Word documents and things like that. I think it is a starting place. Jesse's training was fantastic. So just optimistic that, you know, the city and Jesse and working together, we can help make the website more accessible. But it's concerning to use (unknown term). They are pretty notorious for not making a website accessible and it's often creating and accessibility with the website as well. Gina Maria is asking, was it recorded? No, I don't believe it was recorded.

KATHLYNE GISH: Any other comments? And so to me, all of this just goes again, we already said it, the Mayor's Committee on Disability really should be consulted with issues regarding accessibility, disability, access, inclusion, all of that. Because if we had been, that would have been addressed prior to the website going live it. And we should have been included in that. When Tom had told me that there was discussion of the website being updated, he said that he was sure to make sure that it was accessible. He told me a very specific phrase, which I can include in a future meeting. Thank you, Kendra. But there was no, all of the sudden the website was live it. Because he wasn't the ADA coordinator anymore, there was no inclusion of us whatsoever in those discussions about accessibility or inclusion or access to anything. I think that is an ongoing main problem that occurred that would have been resolved over the summer, that summer of last year, before the website went live, if we had been included. We would have an accessible website right now. Unfortunately, the claim for an ADA certified website, when I saw that, I was thinking what is that even? Like Eli said, that doesn't exist. There is ADA compliance. There is inclusive and accessible. But I don't know anything about an ADA certified anything. So it is concerning to me. And that was included in a formal list from the city. Going out to the public, making a claim about the website that is untrue. So that is also concerning to me, obviously. And so I don't know if we need to vote for more time. I need at most 10 minutes. Okay. May I have a motion to extend the meeting for another 10 minutes?

PAM PARFITT: (Unintelligible)

AURORE BLECK: Second.

KATHLYNE GISH: Thank you. May we have a roll call? You are on mute.

HALONA CROWE: Aurore Bleck.

AURORE BLECK: Yes.

HALONA CROWE: Kendra Garcia.

KATHLYNE GISH: She is excused.

HALONA CROWE: Chair Gish.

KATHLYNE GISH: Yes.

HALONA CROWE: Pam Parfitt.

PAM PARFITT: Yes.

HALONA CROWE: Angelique Montoya-Chavez.

ANGELIQUE MONTOYA-CHAVEZ: Yes.

HALONA CROWE: Meriam Jawhar.

MERIAM JAWHAR: Yes.

HALONA CROWE: Eli Fresquez.

ELI FRESQUEZ: Yes.

HALONA CROWE: Christopher.

KATHLYNE GISH: He is excused.

HALONA CROWE: Okay. Motion passes to extend the meeting 10 minutes.

KATHLYNE GISH: Thank you. If there are no further comments about the website issues, all of those of course will be on the agenda again next month in some way or form. If you have anything, you can also plan to discuss it next month. In the next item is 8d, discussion of PROW and transition plan updates. Regina, you had stated that. If you want to restate that quick?

REGINA WHEELER: We updated the posting of the transition plans for the public right-of-way in the facilities transition plans. Thank you, Madam Chair.

KATHLYNE GISH: Thank you. And then if there are no comments, and I will look at that, Regina, and get back to you on all of that. Thank you for that update. And then the next item is a 8f. Discussion of plan review, current process of city ADA compliance after Hope Reed's resignation from the Mayor's Committee. Hope Reed was the plan review person for the city. She did plan review. She was also on our committee, which as far as I know, is not required for the plan review person to be on our committee. That is just how it worked. So I am wondering what the updates are since she resigned. Who is doing plan review for the city now? What is needed, if anything? Go ahead, Regina.

REGINA WHEELER: Thank you so much, Madam Chair. I believe that was limited to city projects, not private sector projects.

KATHLYNE GISH: That is correct.

REGINA WHEELER: We haven't had a new project plan review required since we designed the teen center, the airport, and the restrooms. The restrooms are built and open. The teen center will be open in about three months. The airport will be open in about six. We haven't had any facility that needed plan review. The good news is that Tom Graham's new job is the head of the plan review teams. (Laughs) We can ask him to look. Our engineers, of course, are required to make all things compliant with accessibility standards. Thanks to Eli, conversation and some information Eli sent me, I am going to work on beefing up our specs and contracts to say all projects must

produce materials, facilities that are only accessible, digitally, visually, hearing. I will take a look at the language Eli sent. We already look for appropriate accessibility features, but we are going to update some language in our scope. We haven't had a plan set for review and some time. Thank you, Madam Chair.

KATHLYNE GISH: Okay. So in all of that, I hear you still need a person to do plan review if one came up, if that happened. Eli, if you want to expand on this about the requirements for plan review under the ADA.

ELI FRESQUEZ: Yeah, I mean, each city is going to be different. I don't know the way the City of Santa Fe works. But you would usually need somebody like Tom to do plan reviews and make sure that facilities, new construction and any kinds of retrofitting done to existing facilities are accessible. I don't know how the city works with building code and private facilities and private to public accommodations. That might be something that would need to come through the city. Cities don't, often municipalities don't have a strict ADA compliance per se. They use the local building code, which should substantially comply and provide greater access, not less than the ADA. I don't know exactly how the city works.

KATHLYNE GISH: Thank you, Eli. Pam, go ahead.

PAM PARFITT: I just have a quick question of Regina. The airport, is that just mobility issues compliant? Or are you putting any hearing loops so that people can hear at the gates and the announcements? Everywhere in an airport. (Laughs)

REGINA WHEELER: Madam Chair, thank you. Thank you, Pam, for the question. I doubt there were hearing loops in there. Tom was the ADA coordinator who reviewed that. That was a few years ago. But I will see what we can do. Thank you.

PAM PARFITT: Thank you.

KATHLYNE GISH: Thank you, Pam, Eli, and Regina. So if there are no other comments on that, and I am trying still to get a hold of Hope to find out what she did and how it worked. Just for my knowledge. Because I was never included in all of that. So I wasn't clear on exactly what she did for the city. So I will keep reaching out to her. I know she has been busy. So if there are no other comments on this, the next item is the Mayor's Committee on Disability subcommittee reports. 8g. Are there any subcommittee reports? No? Aureore, did you have the transportation?

AURORE BLECK: They haven't had a meeting again. They just had the one. They were maybe going to have one in March, but it didn't work out. I haven't heard a thing. But Senior Van has expanded from the COVID restrictions, and now they are doing, they will take you to the beauty shop and the grocery store and things like that in addition to doctor appointments.

KATHLYNE GISH: Well, that is a good update. Pam, do you have something to say?

PAM PARFITT: I can. I just left it up. I didn't want to take time. I will say it quickly. Renaissance has agreed to use their existing hearing loop when presenting their

educational programs. I don't know if you know what it is, but it is used greatly by retired people, people with a lot of hearing loss, and accessibility issues. They finally found it and plugged it in. To the main meeting room so people can hear.

KATHLYNE GISH: That is very cool. Will you send me more information on that, Pam?

PAM PARFITT: I'm sorry.

KATHLYNE GISH: Will you send me more information on that, Pam?

PAM PARFITT: Yes.

KATHLYNE GISH: Thank you. And then, okay. So Regina said, just to be clear, we didn't update the PROW and transition plan, we just posted them on the website in a better format. I remember you saying it was going to be until fall until we got a budget. Is that true?

REGINA WHEELER: Thank you for the question. Our bond, it can't be done until we get the audits done. As early as possible looks like January. It is also high on the list. If you notice, it is one of the top priorities we put with the ADA coordinator. We are three months from having them walk in the door in July. That is the story.

KATHLYNE GISH: Okay. Thank you for that. I'm just trying to keep everybody on the same page. It really helps. (Laughs) So thank you. And then next we have matters from staff. Halona.

HALONA CROWE: Yes, Madam Chair. A link to this meeting will be uploaded to the website. For viewing.

KATHLYNE GISH: Thank you.

HALONA CROWE: Can I add one thing? You had requested to the December 15, actually, the October minutes. I just wanted to point out on page four of the attachment of this meeting, which is labeled item four 1a, the meeting minutes published straight from PrimeGov, on page two it does have the requested addendum.

KATHLYNE GISH: Okay. There was a note. For October, there was supposed to be a note clarifying the meeting because I had misidentified a person. And then it was, it was the city. Oh gosh, now I'm going to misidentify her again. But it was Catherine Clark who we had discussed. As long as that is on the minutes, and then the transcript needs to be attached to the minutes as an addendum.

HALONA CROWE: Yes. They are together.

KATHLYNE GISH: Okay. Please send that to me. I will sign it when I receive it.

HALONA CROWE: Okay.

KATHLYNE GISH: Next we have matters from the committee. Is there anything from the committee? I just want wanted to thank you all for being here. It feels productive

at least. We are moving forward. So thank you all. And if there there's nothing more to add, our next meeting is May 3, 2023 from 3:00 to 5:00, hopefully by Zoom. If there there's nothing more to add, we are adjourned at 5:15 p.m.

PAM PARFITT: Thank you.

>>: Thank you, Madam Chair.

>>: Thank you.

>>: Thank you to everyone.

>>: Recording stopped.

(Ended at 5:15 PM MT)