



City of Santa Fe

AGENDA

REGULAR MEETING OF
THE MAYOR'S COMMITTEE ON
DISABILITY
AUGUST 02, 2023
3:00 PM
ATTEND VIRTUALLY

PROCEDURES FOR THE MAYOR'S COMMITTEE ON DISABILITY MEETING

Attendance: The Mayor's Committee on Disability meeting will be conducted virtually.

Internet: To join the Zoom meeting using a computer, laptop, smartphone, or tablet, use the following link: <https://santafenm-gov.zoom.us/j/88426257518?pwd=L0x2aitiSWFnbU1USVZmQldBTTFMUT09>

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. July 5, 2023 Meeting Minutes and CART Transcript.

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

- a. Public Comments from Website or Zoom

6. **PRESENTATIONS**

- a. The Santa Fe Conservation Trust - A new model for a diverse users educational trail at their Conservation Homestead near Lamy, NM that will accommodate diverse users and will provide a range of access points and opportunities that are practical and enduring (Sarah Noss, Executive Director, Santa Fe Conservation Trust; Brian Jensen, Organizational Advancement officer, Santa Fe Conservation Trust; Kendra Garcia)

7. **ACTION ITEMS**

- a. 1st Disability Pride Month Proclamation and Flag Raising, Review, and starting planning for July 1st, 2024 (Eli Fresquez).
- b. 33rd ADA Accessibility Awards Celebration Review of Event, Issues Identified and Planning for July 2024 (Eli Fresquez, Kendra Garcia, Angelique Montoya-Chavez)
- c. Questions for City Candidates, Current City Council Candidates November 2023 Election (Kathlyne Gish)
- d. Library Disability Pride Month books current displays found, and Purchasing and Planning for 2024 Events, awareness, resources, etc.

(Kathlyne Gish, Angelique Montoya-Chavez)

- e. ADA Emergency Kits Urgent Need for Trainings and Emergency Planning (Pam Parfitt, Eli Fresquez, Kathlyne Gish)
- f. 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)
- g. Voting to Create MCD Assistance Subcommittees (Kathlyne Gish)

8. DISCUSSION ITEMS - No Action

- A. Continued Discussion on Updated ADA Coordinator Job Position (Kathlyne Gish, Kendra Garcia, Eli Fresquez, Regina Wheeler, Director of Public Works)
- B. Updates for Posting MCD Position (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 City Website; The City Website Features and Accessibility (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, September 6, 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.



City of Santa Fe

MINUTES

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

1. **CALL TO ORDER**

2. **ROLL CALL**

Members Present:

Member Aureole Bleck
Member Kendra Garcia
Member Kathlyne Gish
Member Pam Parfitt
Member Angelique Montoya-Chavez
Member Jose "Eli" Fresquez
Member Meriam Jawhar (joined late)

Members Excused:

Member Christopher Pommier

Others Attending:

Mayor Allan Webber
Mejie Renaud
Regina Wheeler

3. **APPROVAL OF AGENDA**

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

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

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

Against: None

Abstain: None



MINUTES

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THE MAYOR'S COMMITTEE ON
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JULY 05, 2023
3:00 PM
VIRTUAL MEETING

4. APPROVAL OF MINUTES

- a. June 07, 2023 Meeting Minutes and CART Transcript

Approval of the June 07, 2023 minutes moved to next meeting (August 2, 2023 – no vote)

5. PUBLIC COMMENTS (15 MINUTES TOTAL)

- a. Public Comments from website or Zoom.

Mary Renaud: Is your meeting the one to attend to discuss ADA requirements for uneven sidewalks that owners do not want to fix properly?

6. PRESENTATIONS

- a. None.

7. ACTION ITEMS

- a. Continued Discussion on Updated ADA Coordinator Job Position. Vote to Approve Letter Regarding ADA Coordinator to City Leadership (Kathlyne Gish, Kendra Garcia, Eli Fresquez, Regina Wheeler, Director of Public Works)

MOTION: Chair Gish moved, seconded by Aurore Bleck, to Approve the recommendation letter for the hiring of the ADA Coordinator addressed as a Memo to Mayor and Human Resources.

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

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

Against: None



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Abstain: None

- b. Discussion on Accessible Trails (Kendra Garcia)
 - c. Updates for Posting MCD Position (Kathlyne Gish)
 - d. Accessibility Awards: Commemorating the 33rd Anniversary of the ADA, highlights July's Disability Pride Month. Event planning underway (Eli Fresquez, Kendra Garcia, Angelique Montoya-Chavez)
 - e. 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)
 - f. Voting to Create MCD Assistance Subcommittees (Kathlyne Gish)
8. **DISCUSSION ITEMS**
- A. Updates Regarding Public Library Access process for obtaining physical materials for homebound/physically limited patrons (Kathlyne Gish)
 - B. Ice and Weed Removal in the City of Santa Fe as ADA Compliance Issue (Eli Fresquez)
 - C. ADA Compliance Process upon Receipt of a Verbal, Written, Mailed, E-Mailed, etc. Complaint/Request for an Accommodation (Kathlyne Gish)
 - D. 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)
 - E. Continued Discussion of Updates on New City Website; The City Website Features and Accessibility (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Public Works Director)



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F. 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.

Director Wheeler: I did ask the Mayor to recognize July as Disability Awareness Month. I owe a Proclamation and will buy a flag.

10. **MATTERS FROM THE COMMITTEE**

Aurore Bleck: Some disability parking stops were taken for restaurant outdoor seating next to the Co-op. Regina and Angeline will reach out.

Angelique Montoya-Chavez: I applaud the City on taking care of staircase issue at the Fuego games immediately.

11. **NEXT MEETING: August 02, 2023**

12. **ADJOURN**

Meeting adjourned by Chair Gish at 4:25 p.m.

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.

Halona Crowe

Liaison

Chair



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City of Santa Fe
Mayor's Committee on Disability

July 5, 2023
3:00 PM - 5:00 PM (MDT)
* * * * *

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(Sart)

>> DIRECTOR WHEELER: I will watch the admissions.

>> Okay. Thank you.

>> DIRECTOR WHEELER: She's the last one joining. Let me get the agenda up so I can be ready or not.

>> Who is chairing today?

>> DIRECTOR WHEELER: That is a great question.

>> Eli.

>> DIRECTOR WHEELER: The mayor is usually the chair of the committee but now we have a triple culture situation where Eli and Chair Gish and Kendra are co-chairing the meeting, which is making it much more manageable for everybody. And co-chairing the entire efforts of the committee. Thank you all so much.

>> ELI: Yeah, I'm going to have to lean on Kathlynetoo. Because I was not quite prepared for that. I'm willing and able. I'm here. Just tell me what you need from me.

>> DIRECTOR WHEELER: I'll be running the agenda for you, looking at the agenda would probably be a great thing for you to have. Or I could share the screen maybe, if you wanted.

>> AURORE BLECK: When nobody is ready Eli, you do call to order.

>> And Aurore can tell you what to do.

>> If you need me to run the meeting I can. I was hoping you would.

>> ELI: Go for it Kathlyne for now. I've got like five things going on.

>> DIRECTOR WHEELER: We don't need two rookies. Me the rookie, Eli the rookie.

>> Let me start recording again.

>> [Recording in progress]

>> I call this meeting to order at 3:07 p.m. may we have a roll call please?

>> DIRECTOR WHEELER: Yes Madam chair.

>> PAM: Present.

>> KENDRA: Present.

>> AURORE BLECK: Here.

>> ELI: Present.

>> ANGELIQUE: Present. Good afternoon.

>> DIRECTOR WHEELER: Hello, thanks for being here.

Chair Gish?

>> CHAIR GISH: Present.

>> DIRECTOR WHEELER: And then the person trying to dial in, but isn't here yet.

>> CHAIR GISH: That's Meriam. Yeah.

>> DIRECTOR WHEELER: She's a member, correct?

>> CHAIR GISH: Yeah.

>> DIRECTOR WHEELER: Ok. Meriam I'll say not present or excused? How would you like me to record it?

>> CHAIR GISH: For now just say excused, but if she joins you can write present.

>> DIRECTOR WHEELER: Okey dokey. You have a quorum Madam chair.

>> CHAIR GISH: Thank you. Next is approval of the agenda. Are there any changes or amendments to the agenda that need to be made? If there are no changes to the agenda, may we have a vote to approve the agenda as it is? Aurore go ahead.

>> AURORE BLECK: Move to approve the agenda as presented.

>> KENDRA: Second.

>> DIRECTOR WHEELER: Who was the second?

>> KENDRA: I did.

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>> DIRECTOR WHEELER: Thank you. All in favor?

>> CHAIR GISH: We have to do a roll call vote.

>> DIRECTOR WHEELER: Oh, okay. Oh boy. Roll call.

>> PAM: Yes.

>> KENDRA: Yes.

>> AURORE BLECK: yes.

>> ELI: Yes.

>> ANGELIQUE: Yes.

>> CHAIR GISH: Yes.

>> DIRECTOR WHEELER: Madam chair, the agenda has been unanimously approved.

>> CHAIR GISH: Thank you. Can someone please email Meriam the email that I had sent out? I am trying to do two things at once and it is not working. That will be wonderful.

>> DIRECTOR WHEELER: The one that you sent with the link?

>> CHAIR GISH: Yeah.

>> ELI: Madam chair I will do that.

>> CHAIR GISH: Thank you. Next is approval of the minutes and transcript. I know that Aurore you had looked at it extensively. Even some of those edits I could not make sense of it either. So I think, I don't know how to proceed with that. It is an issue of the transcriber, it's not going to be completely correct unless we go back and look through the entire two hour meeting and we make sure every single word is exact.

>> AURORE BLECK: The comments I sent everybody are not geared that way; they are geared to more important articles like the name of the woman who kind of started the disability movement. Let's get that right. You know, things like that. There were some things I just could not get. But there were plenty that I could. I don't know how to proceed with this either. This is something new we are trying. To have the little subcommittee and all. And then Pam sent me some corrections. But those are more, there's lots of those little things in there that I did not even bother with, going more for more important context, more important things.

So how could we incorporate this into our essentially product that goes online?

>> CHAIR GISH: Regina do you want to answer that?

>> DIRECTOR WHEELER: Yes Madam chair, I have a suggestion that we feed that information back to Partners Interpreting to update, so it is either them and if they are not going to do it then Halona (phonetic) can do it for so it is a matter of not approving the minutes from the last meeting and us following up to incorporate the substantive feedback that Aurore provided on those minutes.

>> AURORE BLECK: Okay well that being the case, then if you had, if you look at this and had something that had a bunch of question marks at the end of it, if you can give me that information we can put it all on one page. So any place where there are question marks, and it had to do with something you said, if you can figure out what it was, can you get that to me? And then we can incorporate all in this one list.

>> DIRECTOR WHEELER: Are you speaking to me specifically Aurore?

>> AURORE BLECK: You and Kathlyn both have places where there's five question marks. Eli you've got one. Anyway, there's about three for you Regina, or five question marks that I couldn't figure out what you're trying to say, you know? Sometimes we will never know so you can figure it out either, oh well.

>> DIRECTOR WHEELER: That is a great suggestion and I think that maps to how the governing body does it as well because I've seen that councilors will say I did not say that, I said this, so is a good idea to go back to the speaker and get clarity about that. So Regina, Kathlyne and Eli have a little homework on that.

>> Not a lot.

>> CHAIR GISH: I definitely agree with the need for the context to be correct for something that should be clear; that it is not the opposite statement because that has been happening a lot in our captioning, as the words are being left out so that it is making it or just an incorrect word so it makes it sound like it is the opposite intention of what is being said. So, then, in that case we should hold a vote then. I guess it would be to approve the minutes but then if you disagree with the minutes being approved, please vote no.

>> AURORE BLECK: Was the idea that we would wait and do it next month?

>> DIRECTOR WHEELER: I think that is the thing to do.

>> AURORE BLECK: So if you can give me your corrections then next month we will run it through.

>> DIRECTOR WHEELER: And I will record no action taken. Postponed to next meeting.

>> CHAIR GISH: All right so then the next item is public comments. Are there any public comments, or comments on behalf of anyone who can't be here today?

>> DIRECTOR WHEELER: I believe there is Madam chair. Is there anybody who would like to make a public comment? raise your virtual or real hand. Thank you Meije. The chair will recognize you.

>> MEIJE: I have a question. I live in a subdivision that has around 40-45 sidewalks that are significantly popped, 4 inches, 3 inches, they are dangerous. The HOA does not want to deal with it and I know it is a homeowner's responsibility, but really nobody wants to financially or legally pay for it. Is there someone on your committee or someone that I can talk to to figure out how to navigate the city, the HOA, my neighbors, to try to improve the safety of this neighborhood? Because I don't really know where to start. I have a ton of addresses, but I don't want to just fill out the constituent report, and report them. I would like it to be the right thing to do for everybody. Anybody?

>> AURORE BLECK: I don't know exactly what you do, but I can tell you the history. There was a very comprehensive study done of all sidewalks in Santa Fe, and there is a compensable list of what needs to be fixed, but you are right. The homeowner is responsible. But at the time we were talking about it, well, is there anything that can be done for people who are low income and can't really afford to do concrete work? You know? So I think there is something... There is all I know Regina.

>> DIRECTOR WHEELER: Thank you so much for bringing this issue up Meije. It is a citywide issue and Aurore is correct, we have a transition plan, call the PROW, public right-of-way transition plan. The process is this. If you fill out one of those those work orders for the addresses which you don't have to do, I can take that information from you, we will send an inspector to the sidewalk of disrepair. We do this every day of the week all over the city. We'll give the homeowner notice that their sidewalk is failing to comply with safety and ADA standards and ask them to make a repair. We give them 30 days if they call us and they want more time. We will give them six months as long as they're working with us. They can get quotes from contractors. If they either don't respond or choose not to repair, then we will go ahead and get the lowest price bid that we can for the repair. Then we execute the repair. It ranges from, in worst case scenario, \$10,000, somewhere between there. We will present the property owner at that point with the bill for the work. If they choose not to pay it, then it'll simply be placed as a lien on the property so that when a transaction of sale occurs on the property, then that bill from the city would have to be cleared. And that process has been going really well, about half of the people choose to pay because they have the cash and they feel better that way. Half the people approximately choose not to pay. There is no harassment and it ends up in a really nice sidewalk, and really a property improvement for the property owner and the neighborhood. Does that make sense?

>> MEIJE: Yes. So if I took all my notes from my phone, and all of the addresses, contact your office with a list?

>> DIRECTOR WHEELER: You can email it to me directly.

>> MEIJE: I have your email and your card. That is all I have. I interested in seeing what else you guys are going to talk about.

>> DIRECTOR WHEELER: Thank you so much for being here.

>> Thank you.

>> CHAIR GISH: I just want to be clear Regina that I have heard through the grapevine, but I would like a statement on this that a lien on a home is not like where taxes are owed or things like that where they can reclaim the house. There is no reclaiming of the home, right? On record.

>> DIRECTOR WHEELER: That is my understanding of the process. It just sit there until there is a transaction. I do not know the process for taxes, so I cannot say.

>> CHAIR GISH: Angelique go ahead.

>> ANGELIQUE: I'm wondering if there is some type of grant or type of funding that will make those accommodations or make those repairs for people that are low-income or disabled, or something like that. Let me look into that and let me ask the commission if there is some type of funding for that process.

>> CHAIR GISH: Thank you Angelique I appreciate that.

>> MEIJE: Sorry, I want to ask another question. PROW stood for what?

>> DIRECTOR WHEELER: Public right-of-way.

>> Thank you.

>> CHAIR GISH: So next if there are no more comments, Angelique you still have your hand raised. If there are no more comments or questions, the next item is presentations which there are none. After that we have action items. Item 7 and then 7a is a continued Discussion on Updated ADA Coordinator Job Position. Vote to Approve Letter Regarding ADA Coordinator to City Leadership (Kathlyne Gish, Kendra Garcia, Eli Fresquez, Regina Wheeler, Director of Public Works). I hope you are able to review that and also to review the qualifications of the candidate. I don't know what we can or can't say Regina.

>> DIRECTOR WHEELER: Madam chair I don't know that there is too much that you can't say.

>> CHAIR GISH: I think just do an overview of the process and what happened.

>> DIRECTOR WHEELER: That sounds great.

>> CHAIR GISH: Okay. So Eli, myself and Kendra, along with Julie Sanchez who was in the first vote. So there were two separate votes, first and second. Julie Sanchez from Community Services was on the first. I don't remember who else was on the first Regina.

>> DIRECTOR WHEELER: Me.

>> CHAIR GISH: You and then Halona, was she on the first?

>> DIRECTOR WHEELER: The first round of interviews what Julie Sanchez, the director of youth and family services and myself and on the second round of interviews was the three members of the mayor's committee on disability, the community health and safety director Kyra Ochoa (phonetic) and Halona Crowe (phonetic), those were the two interview panels.

>> CHAIR GISH: Thank you and so we did an interview. There were two candidates and both were amazing honestly, they were both amazing candidates. It was a very hard vote, much harder than we thought it was going to be. But it turned out that what we need is really experience, and this candidate is experienced in ADA coordination. And also has a 30 year work history dealing with ADA compliance and other areas under title I, predominantly, so it is both title I and title II it's his experience, so he knew what the transition plan was; he knew how to implement it, he knew all of our questions. And so, anyway like I said it was a very hard vote. And, but the candidate that we chose, I truly believe is the best candidate, and will get the city back on track for ADA compliance. So I don't know if you Kendra or Eli have anything to say, go ahead Eli.

>> ELI: Yeah, I will try to keep this short. But I think it is really amazing what the city had done for outreach to find really great candidates. Both candidates were really great. The candidate that we decided to go with does have extensive experience in ADA compliance, across the country. Has been doing this work in the private sector but also in the public sector. I will say that what really helped was the city being open to really redesigning and rethinking the way that we thought about the ADA coordinator position itself. The original job posting was really from the 90s, really more centered on physical access which is still an issue. But now moving it more into a more dynamic position of equity and inclusion, and access; physical access but also program access and services. So I know Kathlyne and I, we did our homework and we looked across the country at what are some of the best practices and some of the folks in the committee also gave input and the city was really open to that, so I think having that really new improved job description along with the city doing a lot of effort with the recruitment side reaching out, I saw in LinkedIn and in a number of different places to try to find that great candidate, and I think you did. It found somebody who is a national expert to bring to Santa Fe to help us both on the physical side but also on the programmatic side. So we drafted a letter of support to help the city in order to (indiscernible) to hire this new person. I'm really excited and looking forward to the future and think that this new role could really support the city, and help it develop its accessibility, and its transition plan and all the key features of the Americans with Disabilities Act. Kendra, I will turn it over to you.

>> KENDRA: One thing that, well not one thing, but you know with possibly hiring this individual really brings stability, and the actual compliance that we need as a city. I was born and raised in Santa Fe, New Mexico and I have a disability myself, multiple different types of disabilities, and really trying to get this candidate that we are really wanting for this position is vital and crucial. And I think he would definitely bring where the ADA needs to be here in Santa Fe. Most definitely thank you for your support.

>> CHAIR GISH: Thank you everyone. And I want to thank Regina on record for including us in this process. I had initially just asked if we could sit in and just kind of shadow; at first she said no. I don't know if you thought about it or what, or realized how complex this process really is. But you included us fully. And I am incredibly grateful for that. That has been amazing to me to experience, and also is really how it should be. People with disabilities who are affected by the

issue should be included in the process to resolve the issue. So I really appreciate that, and I appreciate you listening.

>> DIRECTOR WHEELER: Thank you Madam chair.

>> CHAIR GISH: So if there are no more comments, Aurore go ahead.

>> AURORE BLECK: I have a technical comment the way the letter is set up right now it is a letter and a memo. I think it is to be one of the other. If it is a memo you leave the stuff at the top and get rid of the signatures of the bottom.

>> CHAIR GISH: We can do that.

>> AURORE BLECK: So good to see Meriam.

>> MERIAM: Hi. Thank you.

>> CHAIR GISH: If it is a memo we can just initial it instead of signing it. Okay. so if there are no more comments or questions, if there are any questions we are here. All right if there are no more comments, like I said I had sent you all his resume and letters of recommendation. I think those were very helpful, even if you weren't part of the interview it gives a good overview of what was discussed in our interview process. And the experience that this person has.

So if there are no more comments, may we have a vote to approve the letter as amended by Aurore's comments regarding the ADA coordinator to city leadership? I do have one question. It is only addressed to Mayor Webber, and I'm wondering Regina if you think it should be addressed to more people.

>> DIRECTOR WHEELER: Thank you Madam chair and that is a good question. Maybe the HR director and the mayor would be a good suite of folks, and Madam chair if I may about the process did you just make that motion? Approval of the letter?

>> CHAIR GISH: That is right.

>> DIRECTOR WHEELER: Pending a second.

>> AURORE BLECK: Second.

>> DIRECTOR WHEELER: Roll call.

>> PAM: Yes.

>> KENDRA: Yes.

>> AURORE BLECK: Yes.

>> ELI: Yes.

>> ANGELIQUE: Yes.

>> MERIAM: Yes.

>> CHAIR GISH: Yes.

>> DIRECTOR WHEELER: Madam chair that motion passes unanimously.

>> CHAIR GISH: Thank you. Next item is 7b, Discussion on Accessible Trails (Kendra Garcia).

>> KENDRA: Thank you Madam chair. I had invited the Santa Fe conservation trust. They are currently working on a project to make an accessible trail. It is out in Laney (phonetic), in that area. I can't remember the specific address of the area but you know they are really wanting it to be accessible as much as possible for individuals with disabilities. This is actually not public land, this is actually, from my understanding, private land and so I asked them if they could come, and kind of give us a presentation, and see what their plans are and how they are going to make this switch. They already have a good portion of the plans in place, and unfortunately they were not able to make it for today but they should be available as of August 2 to at least come and give us a small presentation, and see what the project is about and kind of give us the opportunity to give some feedback, outside of the group. And so (indiscernible) part of it as well as other committee members and leaders of certain organizations throughout the state as well as the city. That is my information that I would like to share the moment.

>> CHAIR GISH: Thank you Kendra. Let me know if they confirm. I know I saw the emails, but please confirm with them that they will be attending because then I can put them on the agenda. Under presentation. It will be in the first hour.

>> KENDRA: Okay sounds good.

>> CHAIR GISH: Thank you.

>> KENDRA: You're welcome.

>> DIRECTOR WHEELER: Madam chair, Kendra, I can just to point out to the committee that there is actually a great website about the trail work, actually called the Conservation Homestead Trail.

>> KENDRA: Yes.

>> DIRECTOR WHEELER: Yep. And it shows some design information and there's some goals, so you can get warmed up with them.

>> CHAIR GISH: Thank you Regina. Next is 7c, updates for Posting MCD Position (Kathlyne Gish). I just wanted to confirm with Regina. I know that we had discussed in the last meeting about how we don't have a liaison, and we don't have anyone to kind of coordinate the applicants, so I wanted to have a group-wide discussion of how to coordinate this in this interim time so you don't have more work put on you and Halona does not have more work put on her, and how can we make this happen.

>> DIRECTOR WHEELER: Thank you so much Madam chair. I did send a message. I have spoken to the city clerk and sent an email to the city clerk asking that we post that position as well as the vacancy on the transit committee for persons with disabilities, and I think there is kind of a backlog posting committee vacancies. And so as soon as I hear back I will remind the city clerk again. As soon as we post it, we asked in multiple locations, Facebook and other outreach, in a highly accessible format which means just plain text. And so I will ask her again. I think once we get resumes coming in I will be happy to send it to the whole committee if you would like that and we can take a look at them. The mayor likes to get a briefing. I will get you guys' input and brief the mayor about the candidates and the city clerk; the big hurdle we have right now is getting it posted.

>> CHAIR GISH: And the second question we had was about the city resolution. I know Eli had sent you the accessible format document. I don't think that has been posted yet. It could go in a separate link following to say "accessible format document," or something that identifies that as such, following the PDF that is not accessible unless Eli is any other suggestions that is what I was thinking would be appropriate because then it would say what it is and following it would say, "accessible format document here."

So if that could happen, because a lot of the questions that I got in the last round were questions that would've been answered if someone had been able to read that. So, and it is just an image. So that will be very helpful to have happen before we get that posting shared around.

>> DIRECTOR WHEELER: Thank you Madam chair we will get that done.

>> CHAIR GISH: Thank you. And then if there are no questions or comments on the item, Item 7d, Summer Commemoration event, an event planning to celebrate and give awards to selected city staff and others who have supported the disability community. (Eli Fresquez, Kendra Garcia, Angelique Montoya-Chavez).

>> ELI: Yeah, Kendra and Angelique feel free. I'll kick this off. This is something that Kendra had talked about way back when I came back to New Mexico in 2019 we started the subcommittee and then Covid happened. So everything slowed down. But then just this last spring we remembered this idea and the concept of having a commemoration of the Americans with Disabilities Act 33 along with disability pride month, which is this month, something that is not

been done widespread in New Mexico. This is a real opportunity to lift up the disability community, and have public speakers, elected officials, other leaders come and talk to the disability community. It is about celebrating the Americans with Disabilities Act, about celebrating people with disabilities and inclusion and how everyone is unique, and how we can work in partnership and collaborate and build trust in the community. And then the awards themselves is about really acknowledging those in the community who have done outstanding jobs when it comes to accessibility, and working with the disability community. So we set up a subcommittee this past spring. We are moving right along. We just sent out an invite this morning to another group of people. And so we are really looking forward to this event. It's going to be between 50-100 people. So far people are hopping on; we are selling out. So join quickly. And the logistics piece of this, we are working on A/V, captioning, American sign language and looking at some donations and sponsorships to help support it and sustain it in the future. This is our first year and we've already gotten vendors reaching out to us about next year and what we can do next year. So we are really excited. It's a lot of work and I will turn it over to Kendra and Angelique. We are all just working hard on this event. It is exciting. It is fun.

>> KENDRA: I'll go, I don't know if Angelique you wanted to speak, so really right now it is moving along. We are getting a lot done. It is now on the 25th like Eli said. Any help that the committee can help support in making sure things run smoothly, that'd be great. Like Eli said, we sent an email so please register as an is possible. I believe a good portion of the committee has already RSVPd, it is just a matter of those who haven't please do so as soon as possible.

>> AURORE BLECK: So if we RSVPd to you earlier, do we need to fill out the form?

>> KENDRA: Yes, unfortunately so we can make sure that we are keeping track of how many tickets, things like that, and how many people are attending.

>> ELI: We know you will be there but it will help us with coordination.

>> KENDRA: Exactly. Pam, you had your hand up for a second there.

>> PAM: When I went to the site to register it crashed. I could not open it.

>> KENDRA: No!

>> Yes!

>> ELI: Yeah. It is like living with technology. It is never going to be perfect. Pam, you want to try again go for it, we have you down anyway so don't worry too much about it. We tried a couple of different platforms. This one seemed the easiest and most accessible but like anything else it will crash. Maybe give it one more shot and if not you are already in, and we will follow-up with you because I wanted to check in with you about our CART captioning and we are really excited about it and we are going to have CART captioning at the event and it will be like streamed and

projected. So there's a lot of logistics involved in that which I would love to talk with you a bit more off-line.

>> CHAIR GISH: And then Eli, I have some questions for you. One, will there be an agenda for the evening? If so could you get that to us beforehand since we will also be assisting with the evening and not just attending? And what kind of assistance is still needed for the event of anything from us?

>> ELI: We are definitely having a program guide. That is something that we are starting to work on now. So kind of a run of the show. And we will be sharing that with the city as well for their feedback and making sure everything is done in a way that coordinates the different speaking opportunities and so forth. So yes on that.

Specifically on any support from the committee, nothing at this point yet, we want to reach out if our ticket sales are down or we can't get enough people although I don't think that will be an issue. We do want to assign some duties when it comes to the actual event they, maybe somebody greeting people at the front door and I think we are thinking about having an informational booth, or some sort of place if people have questions or concerns. The location is accessible, it is wheelchair accessible, ingress and egress. The restrooms are accessible both in front and in the back. And there is a single user stall in the back as well. So there's lots of accessibility features at the event. But we want to make sure that anybody showing up, and they have questions about American sign language or CART captioning or the unique features of the restroom that we have somebody that help inform them. Angelique of Kendra, feel free if you have any thoughts.

>> ANGELIQUE: I think for the most part everything will be perfectly organized. Like really, I think we are covering all our bases. I think it is going to flow very beautifully; I think it is going to be a wonderful celebration. I think more than anything, for the most part everyone will be attending as guests, because everything is going to be covered. It's more of an accommodation for individuals like if somebody specializes in a certain area like Eli mentioned they can comment or make some type of accommodation. But for the most part, I think everything's coming together perfectly.

>> CHAIR GISH: That is awesome, thank you Angelique. Regina?

>> DIRECTOR WHEELER: Thank you madam chair. Angelique had told me about some of the people that she had been inviting and I thought it would be exciting for members of the committee and participants in this hearing to hear. Would you be willing Angelique to tell us who you have been inviting?

>> ANGELIQUE: So this is where my passion comes in. We have been-- sorry my little boy has music playing in the background-- as a team we were throwing together a list. So far we have the mayor, the mayor's staff, mayor's committee, governor's commission, city Council, County

officials, state representatives and Eli has been speaking with a couple of the representatives one on one and I am excited about that part.

We are also going to invite a couple of individuals that are running in the new elections. You know, either they do volunteer work already in the committee, or they are already publicly known. I guess that is the way to say it. We have several awardees that we have already selected; and then they will have plus ones as well, we have invited the (indiscernible) Pueblo governor and her governing staff, and I am really excited about collaborating with them. I am excited about hearing back from them. We've asked them to nominate someone within their community that really stands out and when I mentioned this to Regina, she mentioned a Pueblo that she has worked with very closely and actually worked for. And I think by reaching out to them, we can maybe highlight accessibility, and different things that we need where they are lacking, we definitely need to reach out and be a bridge to them as well.

So, this is going to be a really neat event, you know? Just to have conversations with people who are in office and bring a really positive light to what the city of Santa Fe is doing with this committee, and what this committee is doing specifically and what individuals in the committee are doing. I am on really on fire for this event and I am excited actually to see it all come together. So yeah. I think there's going to be some great conversations going on in the room that night.

>> CHAIR GISH: I know I am looking forward to it. I really appreciate all the work that you've been doing. It was like a really crunch time, like at the last moment to put it all together but it is happening. It is very exciting. Kendra go ahead.

>> KENDRA: Two last things that we need to mention about the event. One is Chairman Gish, if you could please give a speech about the committee that was one of the things we would like the committee, you in particular to do for the event. I know usually public speaking is not the greatest in anybody's vocab, but yeah if you could please give that. And in addition, we are looking for sponsorships for the event so if anybody knows of any sponsors that are looking to help with this event please have them reach out to Eli. Eli will be our main point of contact for that.

>> CHAIR GISH: Thank you Kendra.

>> ELI: Sorry to interrupt real quick everyone on that sponsorship piece, all donations for the event can go to the Arc of New Mexico, we have been working closely with them and they're our close partner. Heather Benavidez is Executive Director over there. They have been a really great partner in this and I just spoke with her last week. We've worked out a system where they can just identify that when they do donate to the Arc that it is for this event. So we are working with the Arc, and just people know the Arc is a national program with a very strong New Mexico presence and they actually have a facility in Albuquerque. And this serves the developmental disability community, and a lot of neuro-divergent kids and adults so it is a great organization that we've been collaborating with as well along with the city and others.

>> CHAIR GISH: Thank you Eli and Kendra. Angelique?

>> ANGELIQUE: Another thing I left out is the Santa Fe school board just because I am passionate and have a heart for the kids in this community. And since a lot of children in the city of Santa Fe have IEPs, I do want to mention that they will be invited as well.

Another really exciting thing is, I spoke with Regina about the mayor being part of the presentation for the awards. And I think it is going to be a real honor to have him up there and being part of this wonderful event. I am excited. So you know, I just wanted to mention that as well.

>> CHAIR GISH: Thank you Angelique. Regina?

>> DIRECTOR WHEELER: Thank you Madam chair. I guess I should say that for the mayor's time we should have that agenda sooner than later so it is clear for the mayor's calendar and I did want to say that the city has agreed to pay the catering for the event which is one of the largest single expenses. It is almost \$10,000. And the city is obviously a big supporter and sponsor and thank you for that opportunity.

>> CHAIR GISH: Thank you for that information. And thank you Regina for all of your help with everything as well.

>> ANGELIQUE: I mean I really know that those numbers are really big Regina and I really appreciate you, yeah, doing it and putting it through and having all of those meeting with us. I appreciate your time.

>> DIRECTOR WHEELER: So happy to support. Thank you.

>> CHAIR GISH: Next item. 7e. 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).

There has been-- we can talk about the CART services with Pam, a little bit and how we have corrected some of the issues. Pam, is the CART service working today for you?

>> PAM: As far as I know. I am on a Google system, not using it.

>> CHAIR GISH: Okay. So Regina do you want to give a quick brief rundown of what the process is been to try and correct CART?

>> DIRECTOR WHEELER: Thank you so much Madam chair. It is so funny that-- I know you guys have been working on CART for years and I have been working on it for six months. We have a long way to go to have accessible meetings be just part of how we do business. Right? We are

all learning. We did learn a lot in that great troubleshooting meeting with Partners Interpreting the other day and the reason that Pam is not using the live captioning is because the Zoom meeting was set up without the proper behind the scenes set up just like we learned last week in our troubleshooting situation. And so, let's see, sorry, do you want to say-- you're translating CART. It is live captioning, is that what you're trying to do Eli?

>> ELI: Yeah, just breaking that acronym down.

>> DIRECTOR WHEELER: Okay, thanks. So that's live captioning rather than the built in Zoom captioning and we learned Partners Interpreting is the company that we have the purchase order that is here today, not providing live captioning but at least providing verbatim transcripts which are required for accessible meetings. They taught us about the back end configuration; they taught us about the value of early material to the captioners so they know the correct spelling of the names of the speakers. They taught us about the importance of having the same captioner, so they become familiar with like street names, and place names, and Santa Fe and often in Spanish. We learned that the streaming live captioning is really good to project on a separate screen, say in the Council chambers, on the big screen by itself, so people in the audience can see. And then we also learned that it is ideal to have a direct, below the speaker type of captioning, so for people like Pam that are reading lips and facial expressions. So we've learned a lot. I think we are scheduled to meet again with IT soon. They are focusing on other things like the city's new financial year, which is taking a lot of work for them. And the city clerk. So I'm still trying to get into the Council Chambers, at this moment we have learned that the Council meetings no longer have live captioning scheduled. They are not posting any live screen captioning on a separate screen, so work to do there. And also further on the update, I think the installation of the hearing loop was postponed a little bit. It is due-- I will have to get you a new date-- and when that happens the facility's team is planning to make the podium accessible, which is something that we have a very long list that we gave about accessible meetings. And, I think we are also thinking about trying to have Spanish translation, on a separate live stream screen and Partners Interpreting can provide that but I still need to coordinate with the city clerk and IT to get that going. I think that is all I know. If there's anything else that I can provide Madam chair?

>> CHAIR GISH: Know I think that is an excellent summary of what has been happening. It's been a lot. And Angelique, go ahead.

>> ANGELIQUE: Regina I just want to say thank you about the podium. I tried everywhere. I looked for one of those accessible podiums, all the way up to the capital. We do not have one in the state. So the city is going to be the first want to have an accessible podium. And I think we need to recognize that. It's going to be custom-made. Regina went all the way to the top to have this made and I am really excited.

>> DIRECTOR WHEELER: Thank you Angelique.

>> CHAIR GISH: I did not know but the custom-made part. That is pretty awesome! Anyway that is good to be an ongoing discussion obviously, and a lot of work for all of us to include to make sure that our governing body meetings are accessible for everyone to participate and understand what is happening. And I thank you Regina. I know that it's been a lot of work.

>> DIRECTOR WHEELER: Thank you. Thanks to all of you, we all really pitched into that (indiscernible) meeting.

>> CHAIR GISH: Any other comments or questions? Go ahead Pam.

>> PAM: Madam chair, everyone who has participated in this process to get MCD meetings and city Council meetings, and governing meetings accessible to the deaf and hard of hearing, I cannot thank you enough. Maybe the first podium in the state. This is the first inroad that our communities, the deaf and hard of hearing, feel is substantive. It is really happening and I thank you all so much.

>> CHAIR GISH: You have been a big part of it too Pam. Thank you for the time you have put in as well; you've dedicated a lot of time into this as well. Thank you to you too.

The next item, if there is no other comments, the next item is 7f. Voting to Create MCD Assistance Subcommittees (Kathlyne Gish). I can't think of any others that we need. And so, if anyone can think of any other subcommittees that we may need, please speak now.

Regina, are you raising your hand? No. Okay, so I can't think of anything so we will move on. Next item is our discussion items. No action.

Updates Regarding Public Library Access process for obtaining physical materials for homebound/physically limited patrons (Kathlyne Gish).

I actually have a really exciting update on that. I can give a brief summary. The summary back story is that at some point during the pandemic, we don't know exactly when, the home delivery, nursing home delivery of physical library resources and materials stopped. We don't know when or why. The friends of the Santa Fe public library just stopped doing it. And the new division director, I think her name was Margaret, she called me. We were playing phone tag awhile, but she finally got a hold of me and was very kind and listened and understood the importance of the need for materials to be able to be brought to people who cannot get to the library. And so, she is now trying to figure out what happened and how to fix it, and how to return the service within the city so that everyone can access the library. And so that to me was a very positive response. And she completely understood like I didn't even have to explain. When I tried to explain she said yeah, I know I get it, I understand. She was very kind, and very understanding. So I just wanted to let you know that that process has started to try and resolve that issue.

Regina you had your hand up?

>> DIRECTOR WHEELER: That was my clapping hand. Thank you so much Madam chair and congratulations on your progress on that.

>> CHAIR GISH: Yeah, thank you. Angelique go ahead.

>> ANGELIQUE: I contacted the Santa Fe public libraries I believe in June Kendra, if I'm not mistaken, and I asked them if they would do a feature in the month of July being that it is disability awareness month. And they haven't yet. It is the fifth. I am hoping that they do. I'm hoping that they feature books written by people with disabilities and books including awareness about disabilities and children's books specifically. And most importantly about ADA. So I'm hoping that they do, and they start promoting that not only on their social media page, but also throughout the libraries. So we will see.

>> CHAIR GISH: Angelique I can send you Margaret's email contact and phone number because she was very understanding of the disability issues and needs. And so I think that she would be a good person to directly contact. And so I will get you that after this meeting.

Next item is 8b. Ice and Weed Removal in the City of Santa Fe as ADA Compliance Issue (Eli Fresquez). I want to say Regina, they did remove the weeds on Paseo de Peralta and they look really good, thank you. I don't know if we need to say much more on this. Weeds are going to grow. You had stated that there was a new service happening and you are testing it out. Are there any updates on that being successful?

>> DIRECTOR WHEELER: I am sure that, thank you Madam chair, so glad they got that. I just opened a regular work order on the city's work order system on your behalf for those weeds by the way. So the system does work and it is not perfect every time and I encourage everybody to use it but also reach out to me if you're not getting satisfaction.

And I don't know the update on this deemed weed killer, I'll have to get it and I will find out and hopefully they'll be buying another one.

>> CHAIR GISH: Thank you. Any more comments on ice and weed removal?

>> ANGELIQUE: Not on ice removal but Swan Park. I was notified by Special Olympics that they do several practices at Swan Park, the grass and everything is a mess. I don't know how we go about just getting it cleaned up for our athletes especially because they represent Santa Fe, they are team Santa Fe, and we need to make sure that the park is cleaned up and accessible for them. If you guys have any suggestions I would love to hear them.

>> DIRECTOR WHEELER: I will be happy to follow up on that. Could you explain "a mess" to me - are we talking litter, yellow grass, long grass?

>> ANGELIQUE: I think it is long grass. I think there was some litter but most importantly I think some paraphernalia, drug paraphernalia, if we could get that cleaned up that would be nice, especially if they have cognitive delays, I would hate for one of them to pick up a needle or something like that. Just get it cleaned up, I would appreciate it.

>> DIRECTOR WHEELER: Thank you I will get on that.

>> CHAIR GISH: Thank you Angelique. Thank you Regina.

Next is 8c. ADA Compliance Process upon Receipt of a Verbal, Written, Mailed, Emailed, etc. Complaint/Request for an Accommodation (Kathlyne Gish).

This is just an overview again. We've already gone over this. But that is a process that is on the website. An ideal I had sent you Regina on record; this is also for item e. I had sent Regina updates about the website not printing properly. So you can't print it to PDF. That is part of this process. We should be able to print out the complaint process and have it be accessible so that someone could just go through it, itemize it, and know what is going to happen. So that is in the works.

8d. 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).

This is an interesting one. So I had been asked by Kyra Ochoa (phonetic) in health and safety, and since I was Julie's intern, Julie Sanchez's intern under youth and family services before she was the director, I knew them, so I told them that it was appropriate to include Julie. And so we had a good discussion. Basically they stated that the office of inclusion and equity, or whatever it is going to be called, is you know, in discussion. So far Eli and Kendra, I am going to call on you to be part of these discussions to find out if it is appropriate for us to be moving under that department or not. You know, as I've stated, they are not really a civil rights enforcement office. And so there's kind of some gray area. They definitely deal with civil rights issues. And their department is incredibly diverse for the committees. They have the most diverse committees and they definitely deal with issues we are concerned about. So it would be a more appropriate placement that under public works, definitely.

Is it everything we want and need? I don't know. Can we make it that way? Possibly. It is all in discussion right now. And so I think it would be really good to kind of take this opportunity as a committee to find out what is possible with this move. And whether we do want to be under that department, how it would benefit us, and how we can benefit the department and the community through that work. And so, that is kind of where we are at. That is kind of where it was left. I am not making any decisions. I was and intern under youth and family services, so I know a lot of the work that Kyra and Julie are doing and I know how it does align with our priorities and our needs. But I also know that it doesn't fully align with them so it is a lot of, I

think it's going to be a lot of discussing where the gaps are. And trying to find ways to address the gaps.

And then also to move forward, where we will benefit the community. So I told Julie that even if we don't, in the end even if we don't move under that department, or we do something completely different, however it will work, however we can get it to work I don't know, that we should still be aligned with them because we can really support their work and what they do.

And so I need to follow up and get Julie. Julie said that she has 12 employees now which is amazing because when I was her intern, I think she had one coworker. So it was a small and mighty team. But I think she said that she was going to send someone to join our meeting, to go over what they do and better explain it about what is going on in that department. So we can have a better understanding of how we can work together, in one way or another. So that was literally pretty much a good summary of our discussion. If there's any questions or comments?

No? Okay.

>> DIRECTOR WHEELER: I guess that Madam chair I would like to add a little comment. I think everybody here is aware, but I just say-- and like you said Madam chair, regardless of the place of this organization especially with this highly experienced new person leading this initiative, that person will help us with policy, it will help us with addressing all the items of the enabling legislation, they understand exactly how the city must respond to accommodation requests, regardless of where that person sits it will get much better and we will continue as we are now to the best of our ability to pursue the goals. And so organizational structure, you guys are getting very well known around the city, of how important these issues are. And I would just say that I-- you know, we do have to work with the structure that makes sense. But we also will work with whatever structure we end up with to make a difference. Thank you.

>> CHAIR GISH: Thank you Regina. That was another thing that Kyra told me. Was that if we were to move under health and safety/community services, we would basically be in the same position that we are in now under Regina. She is not trying to put us under a different division all the way down like ending up under Street and drainage maintenance. She's not trying to do that. She is trying to do we are in a high position in her department so we do have that sort of authority. And she said that she does have a good relationship with the city; she does have the ability to communicate as a director in the same way that Regina is. And so we won't be siphoned off again, and made the way that we've been dealing with so many barriers just to be heard for the past since 2017.

And so that won't be a problem. And I guess if it is, if it became a problem we could voice it. But she is very aware of that issue, and that concern that we have of just you know ending up in a really lower position than we need to be, where we are rendered ineffective. She is very aware of the issues that we've been having with that, and does not want to repeat that.

And so I was very grateful that she stayed at that. That was my concern to her Voicing that She is aware of that problem but we've had; she said it was very apparent with what we are dealing with now, that we haven't had the level of support that we've needed since 2017, and probably even before then. And so she wanted to make sure that was addressed, and not repeated.

And so, yeah, that's about all I have to say. It wasn't an end-up discussion just a meet and greet, and letting us know that nothing is set. That everything is being discussed. And we can be a part of the discussion.

If there's no more comments or questions... so the next item 8e. Continued Discussion of Updates on New City Website; The City Website Features and Accessibility (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Public Works Director).

So I had mentioned this. And like I said I had sent Regina the printouts of all different ways to try and print the city website. The former website had a feature that was printer friendly, a printer friendly version for each page, and you could print it through a PDF or you could print a physical copy but erased all the elements of the were no images or orders or menu on the side. It was the body content, and that was it. Just the content of the body. You could make the font bigger. You could make it smaller. It stayed within the page so there was text dropping and in the new website the text goes far off the right, you have to make literally like a 2 inch margin to pull it in but then the font is too small. So there are some interesting issues without that, and I tried everything to print it and even copying and pasting the text, like that was my only option. Just copying and pasting the text and putting it in a word doc and then editing it. And even that sometimes it did not work because it did maintain some of the website elements unless I did text-only. Anyway it was a lot of fun playing with it trying to get it to work and see how every time I tried to do something to make it an accessible PDF it didn't work.

So I sent Regina like seven different printouts, a whole list of the different things that I have done. Print to PDF. Save to PDF. All different things and none of them worked properly. Either the font was too small or it went off the edge. So hopefully that will get fixed, because printer-friendly version was very helpful for someone like me who does use an e-reader. And to not have those elements on the webpage and also just to be able to print for our meeting to be able to print content from the website without having to print orders and menus, and have the print go off the edge. So I'm looking forward to that getting fixed. That's been one of my main issues personally.

I don't know if anyone else has any updates on the website or anything. I know Eli you had stated that there was one other problems that you were aware of at least? Go ahead and talk about that.

>> ELI: Yeah it is kind of an ongoing issue. It has to do with the use of AccessiBe as the overlay. We had flagged that as being a concern. Often it will make a website less accessible. There are other ways of being a website more accessible. And so our recommendation was to remove the overlay. I understand that you purchase these overlays with good intentions and in good faith,

but a lot of them unfortunately end up less accessible I'd say. Accessibility itself has been sued by a number of advocacy groups along with other kinds of overlays that are similar. They're not all built alike. Some overlays are better than others, but I wanted to flag that as something that in my mind should be removed. And then look at the website itself and see how we can make improvements on the accessibility side. There are some little things like color contrast and alt text, and heading structure that can be used to improve the website.

Overall the website has a lot of accessibility features. I would suggest again that one barrier to access is actually the thing that is supposed to make it accessible, but doesn't, and that is the accessibility overlay.

>> CHAIR GISH: Thank you Eli. Regina, do you have something to say?

>> DIRECTOR WHEELER: I do and thank you Madam chair. It is hard for me to be the go-between, between you guys and the web. I understood there was a meeting once, my understanding from staff was that it didn't go well. They felt attacked and I think nothing happened as a result. I don't know if there's a way that we can, so what I am doing so you know what I do, I am entering these for the web master on the website there's a link at the bottom of the website that says report a website issue and she has been pretty responsive. Chair Gish, I submitted yours last week and she said that when they get their new PO, they will work on that with the vendor but I also heard from city clerk that she was upset and frustrated because apparently our comments are causing the vendors to try to sue her. It is not going that well. I don't know how maybe we can put our heads together to figure out how we can make this go better because there's all of these little things you find. I think just reporting them right there to the webmaster most of those will get addressed, but my guess is Eli is that this whole lawsuit thing was accessibility when they went and said that you're not accessible. I don't know. Do you have any ideas?

>> ELI: I don't know. I was in a meeting with Jesse Jaramillo who was from the governor's commission on disability. I wasn't in all of it. But from the part I listened to, and just the tenor of it, was that it was very conversational and it was not meant to be critical, and informative. So, with that said maybe they took it the wrong way; it wasn't meant to be like that. It was meant to be educational.

Now, AccessiBe (the name of the company is not clear) does not bring lawsuits. What they do is they are supposed to make a website more accessible, but people in the disability community, particularly this company, has seen them as overpromising and under delivering when it comes to that. That is what we are recommending they be removed. I don't know if there's some contractual agreement with the city, where we said we are going to pay them to do this or what that looks like. It shouldn't. It should be a feature that we should decide as a community, is it quite appropriate or not the right feature to use for us? And have that flexibility.

I would say that removing it would make the website more accessible. And there's lots, there's actually an open letter that was created by the disability community that has been sent out

particularly about this overlay and other overlays, and why it doesn't make your website more accessible. And frankly we just pay for something that really doesn't serve the interests of the community that it is trying to serve.

>> DIRECTOR WHEELER: Thank you so much Eli and Madam chair for the conversation. I will forget what I was told in the past. I just submitted another request on the city's website to remove AccessiBe as a request from the Mayor's Committee on Disability.

>> CHAIR GISH: Once thing that I want to say about AccessiBe, I'm kind of fascinated by the fact that you can't turn it off. Once it's there it's just popping up in there, and you cannot turn it off. And you should be able to turn it off even if it is present. There should be a way to say go away, and there is not. And so, with me, I can see well enough to navigate a website. I don't need it. But it should be able to go away. So, you know, it's kind of like it takes over a website, and it does and it should not be that intrusive. That is kind of my issue with it personally. And so you know if it was there, and it could be turned off I don't think any of us would have issues but you can't turn it off. That is where the issue is. So, I don't think-- sorry, next item is, if we don't have any comments on this, 8f. MCD Sub-Committee Reports.

Go ahead Aurore.

>> AURORE: Mary McGinnis used to be on the transit advisory board pre-pandemic. She resigned after the pandemic, but she recommended a very nice young man who is unfortunately moving to California to go to graduate school. He was maybe going to take the ADA slot but it sounds like Regina that you sent that over to advertise for transit advisory board. So yeah. But we do need members still; we are still trying to get it moving.

>> CHAIR GISH: We will get it little by little.

>> AURORE: Poco a poco.

>> DIRECTOR WHEELER: I have a little update for you on that Madam chair. This is about the transit advisory board. That board has actually been dormant for a little bit, largely because we haven't had a transit director of administration for a few years. And I have great news. That was another one that the mayor supported us, and some special recruitment on because it is such an important role. We had two spectacular candidates, something like the ADA coordinator position and our number one pick decline but number two is fantastic and I expect that person to accept and begin working very soon. She actually comes from the New Mexico Department of transportation, and she has worked with our organization, she's worked with other transits around the state. She is super systematic. She knows about all the grants, all the money, all the administration, she is committed to public outreach and accessibility. We should have a new person in that role that will then lead that advisory committee, and get right back in track.

>> AURORE: That sounds wonderful.

>> DIRECTOR WHEELER: Thank you.

>> CHAIR GISH: Yes thank you for that update Regina. That is awesome too!

Are there any other subcommittee reports? No? Next, 9, Matters from staff. And I know Regina you're supposed to make a statement.

>> DIRECTOR WHEELER: Thank you so much Madam chair. One thing I will say is that I did ask the mayor to recognize July as disability awareness month and he's very excited to do that. I actually owe a proclamation and to buy the flag, a good flag that does not cause fits and get that pulled together here real soon.

>> CHAIR GISH: Very cool. Thank you Mayor for being here. We really appreciate it. If you have anything to say.

>> MAYOR WEBBER: I have been listening and taking notes. It is good to be able to attend and listen in without having to necessarily speak because you guys don't need me butting in. Good it's to come to the meeting and good to hear what is on your mind and Regina I have been firing off emails while sitting here. So we are both getting the library activated and doing stuff in real time. So appreciate all your hard work. I think we are doing well. I'm looking forward to the celebration that you are planning. And it is fun for me to listen in to all the good stuff that is moving forward. I'm really grateful to you, and excited about next steps. I will do my best to continue to attend meetings. I'm trying to schedule my own time a little more, so that I don't just do the same activities every day but I break out and listen in on other opportunities to learn and listen and be present. So good work y'all. Thank you for letting me Zoom in. I appreciate it.

>> CHAIR GISH: Thank you. And you are definitely welcome in our meetings. I think it is actually very helpful for you to be here. We are the Mayor's Committee on Disability.

>> MAYOR WEBBERT: It is good for me and I get to hear firsthand unfiltered. And then we can do stuff together.

>> CHAIR GISH: Thank you and so then Regina, you are supposed to say, I will say it. A link to the video recording of this meeting will be added to the Meeting Minutes for this meeting.

>> DIRECTOR WHEELER: Thank you Madam chair.

>> CHAIR GISH: Yeah. Next is Matters from the Committee. Go ahead Aurore.

>> AURORE: During the pandemic, some disability parking stops were taken for restaurant outdoor seating. Pandemic is over (singing). Next to the Co-op.

>> CHAIR GISH: There was also, was it near Jinja's as well?

>> AURORE: I don't know about Jinja, the new one next to the food co-op, it's by that Kambucha brewing place that went out of business anyway. So yeah. They still have their big concrete blocks there.

>> CHAIR GISH: I can go there and take pictures and send a request, because I have a placard too, and I definitely use it with the co-op. I haven't been there for a while.

>> DIRECTOR WHEELER: I can get it Madam chair. I live right there. And I can get, sort of start the process. Thank you.

>> AURORE: I was there Friday so it is still there.

>> CHAIR GISH: Cool. So thank you for that Aurore. Any other comments? Angelique go ahead.

>> ANGELIQUE: I'm a big fan of co-op. As you guys know a lot of children with disabilities is walk to the co-op and they allow them shopping opportunities and they teach them how to exchange money, and just different things. But they work very closely with the children in our community that have disabilities. My son had several brain surgeries, and they just reached out and they are very kind. I am a fan of them for sure.

>> CHAIR GISH: Thank you for sharing that Angelique. Any other comments, or matters from the committee? No? Go ahead.

>> ANGELIQUE: I am sorry. Another thing I want to recognize the city for is if any of you attended Fuego games which I'm a big fan of, they were notified about a staircase that was having problems, and I mean the next day they took it down, it was totally safe so I applaud the city on that because, you know that was taking care of immediately.

>> CHAIR GISH: Very cool. So, if there are no more matters from the committee-- I am sad to like be ending this meeting early. Wait a minute! Okay. So our next meeting is August 2, 2023...

>> ELI: Hey Kathlyne it's better you go.

>> CHAIR GISH: (Chuckling). Our next meeting is August 2, 2023, 3-5 on Zoom. We are trying to keep the same link. Hopefully it will stay the same we have had some issues with the changing but we will try to keep the same like. Regina go ahead.

>> DIRECTOR WHEELER: I think we might have to change it because it was set up without the live captioning.

>> CHAIR GISH: In the future we should have the same link going forward. Yeah. We should have the same link going forward. Yeah. Alright so hopefully we will have everything fixed by the next meeting. And if there's no more comments or questions, or things to mention or say, we are adjourned at 4:25 p.m.

>> DIRECTOR WHEELER: Wow, thank you so much Madam chair and everybody.

>> Thanks everybody.

>> Good work.

>> It was nice having you Mayor.

>> See you next week, next month.

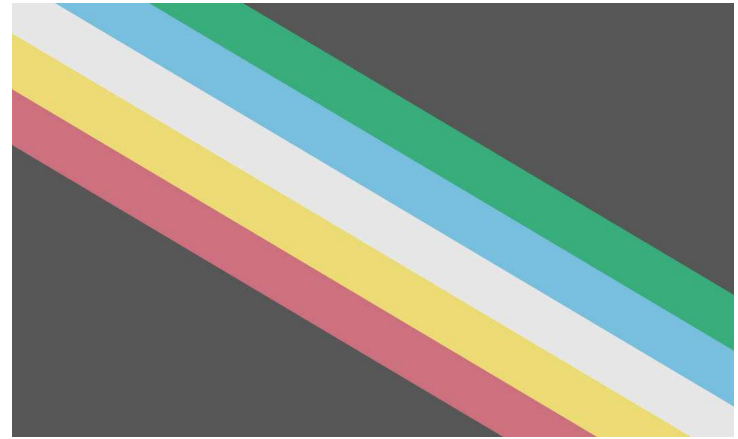
>> [End]

Disability Pride Month Flag Raising & Proclamation Reading

July 18 at 11:30 a.m. | [City Hall](#)

Community members are invited to join Mayor Alan Webber, City staff, and representatives from the Mayor's

Committee on Disability for a flag-raising and proclamation reading in honor of Disability Pride Month (celebrated nationally in July). **The event will be held on Tuesday, July 18, at 11:30 a.m. outside of the front doors of City Hall at 200 Lincoln Ave.**



Office of the Mayor
Official Proclamation of the City of Santa Fe
Bando Oficial de la Villa Real de Santa Fé de San Francisco de Asís Nuevo México

WHEREAS, on July 26, 1990, 33 years ago, The United States Congress enacted the Americans with Disabilities Act (ADA), prohibiting discrimination on the basis of disability and declaring that millions of people with disabilities have a right to equality in our nation; and,

WHEREAS, Disability Pride Month coincides with the anniversary of the ADA, and expands upon the ADA's message of equality, celebrating the history, achievements, experiences, and challenges, and valuing the immense diversity and strength of the disabled community; and,

WHEREAS Disability Pride empowers people with disabilities to define their own identity and self-worth, breaks down stigmas and stereotypes, recognizes their inherent value, serves as means of reshaping false negative perceptions and dismantling ableism, bias, and discrimination; and,

WHEREAS, recognizing that inclusion and accessibility, in both physical and virtual environments, with affordable and accessible housing, transportation, healthcare, websites, and more is a matter of social justice, and must be inclusive of everyone, regardless of ability, in order for true progress and necessary change to occur; and,

WHEREAS people with disabilities still face daily barriers in our community to participate equally, and access opportunities and resources, and often experience discrimination based on having a disability that is compounded with discrimination based on race, gender identity, sexual orientation, immigration status, religion, age, among others; and,

WHEREAS The City of Santa Fe values its diverse community, and recognizes that disability is a natural part of life that intersects with all other identities and experiences within our community, and strives to include disability equity in order to create an inclusive community, through its actions, laws, policies, employees, advisory committees, and Governing Body; and,

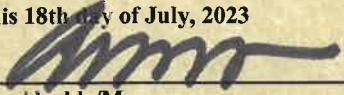
WHEREAS, we recognize that much work remains to achieve full inclusion and equity, and that Disability Pride Month encourages us to acknowledge the diversity and complexity of issues within the disabled community in order for us to better understand and address continuing ableism, discrimination, barriers, and inequities; Disability Pride Month reaffirms our commitment to take meaningful action to build a city that is inclusive to all;

NOW, THEREFORE, I, ALAN M. WEBBER, MAYOR OF THE CITY OF SANTA FE, NEW MEXICO, DO HEREBY PROCLAIM JULY AS

“DISABILITY PRIDE MONTH”

Promulgada en el ayuntamiento, el
día dieciocho de julio, del año 2023
Done at City Hall, this 18th day of July, 2023

Witness my hand:


Alcalde/Mayor



Office of the Mayor Official Proclamation of the City of Santa Fe
Bando Oficial de la Villa Real de Santa Fe de San Francisco de Asis Nuevo Mexico.

WHEREAS, on July 26, 1990, 33 years ago, The United States Congress enacted the Americans with Disabilities Act (ADA), prohibiting discrimination on the basis of disability and declaring that millions of people with disabilities have a right to equality in our nation; and,

WHEREAS, Disability Pride Month coincides with the anniversary of the ADA, and expands upon the ADA's message of equality, celebrating the history, achievements, experiences, and challenges, and valuing the immense diversity and strength of the disabled community; and,

WHEREAS, Disability Pride empowers people with disabilities to define their own identity and self-worth, breaks down stigmas and stereotypes, recognizes their inherent value, serves as means of reshaping false negative perceptions and dismantling ableism, bias, and discrimination; and,

WHEREAS, recognizing that inclusion and accessibility, in both physical and virtual environments, with affordable and accessible housing, transportation, healthcare, websites, and more is a matter of social justice, and must be inclusive of everyone, regardless of ability, in order for true progress and necessary change to occur; and,

WHEREAS, people with disabilities still face daily barriers in our community to participate equally, and access opportunities and resources, and often experience discrimination based on having a disability that is compounded with discrimination based on race, gender identity, sexual orientation, immigration status, religion, age, among others; and,

WHEREAS, The City of Santa Fe values its diverse community, and recognizes that disability is a natural part of life that intersects with all other identities and experiences within our community, and strives to include disability equity in order to create an inclusive community, through its actions, laws, policies, employees, advisory committees, and Governing Body; and,

WHEREAS, we recognize that much work remains to achieve full inclusion and equity, and that Disability Pride Month encourages us to acknowledge the diversity and complexity of issues within the disabled community in order for us to better understand and address continuing ableism, discrimination, barriers, and inequities; Disability Pride Month reaffirms our commitment to take meaningful action to build a city that is inclusive to all;

Now, therefore I, Alan M. Webber, Mayor of the City of Santa Fe, do hereby proclaim July as
"Disability Pride Month"

Promulgada en el Ayuntamiento, el dia dieciochode julio, de ano 2023
Done at City Hall, this 18th of July, 2023
Witness my hand: signed Alan M. Webber, Mayor.



City of Santa Fe
Accessibility Awards:
Commemorating the
33rd Anniversary
of the ADA

Recognize

Ignite

Unite

Date:

July 25, 2023

Location:

New Mexico
History Museum

About the Accessibility Awards

The City of Santa Fe Mayor's Committee on Disability and the disability community are thrilled that you are joining us this evening for our Inaugural 2023 Accessibility Awards.

This inaugural event commemorates the passage of the Americans with Disabilities Act (ADA) and highlights July's Disability Pride Month. The Accessibility Awards recognize and honor individuals and organizations in Santa Fe who have made significant contributions towards enhancing accessibility for people with disabilities. The awards and the event serve as a catalyst for change, inspiring community engagement and collaboration in the pursuit of a more inclusive society.

This event marks the first ever in Santa Fe to recognize individuals and organizations committed to enhancing accessibility within our community.

The 2023 Accessibility Awards is set to recognize and celebrate the exceptional individuals and organizations committed to enhancing accessibility for people with disabilities in Santa Fe. These dedicated champions have made remarkable strides, improving the lives of people with disabilities and working towards creating an inclusive community for all.

Gold Sponsors



Silver Sponsors



Master of Ceremonies: Christina Perea

2022 La Reina de la Fiesta de Santa Fe, Award winning Northern New Mexico Singer and proud advocate for individuals with disabilities.



Sponsors

The Mayor's Committee on Disability would like to thank our sponsors who helped make our event possible.

Platinum Sponsors



Recognize, Ignite, Unite: The Cornerstones of the Accessibility Awards

Recognize: We shine a spotlight on the individuals and organizations that have demonstrated extraordinary commitment toward enhancing accessibility in Santa Fe. Through this recognition, we aim to honor their achievements and inspire others to follow in their footsteps.

Ignite: At the heart of Awards is the intention to ignite a spirit of change and progress. By showcasing the award recipients' accomplishments, we aim to inspire the entire community to take action and actively contribute to the ongoing efforts to enhance accessibility.

Unite: The Awards is more than just an event; it calls for community involvement and collaboration. We recognize that building a truly inclusive Santa Fe requires collective effort and a united front. The event serves as a platform to unite individuals, organizations, and institutions, encouraging them to join forces in the continued journey towards a city where every person can meaningfully contribute and belong.

Together, we can recognize the champions, ignite a spirit of change, and unite as a community to build a more inclusive and accessible city for all.

Event Schedule

6:00 PM - 6:30 PM: Reception

Mingle with community leaders, advocates, award recipients, and our event sponsors while enjoying light refreshments.

Enjoy violinist Rachel Kelli.

Meet our MC Christina Perea.

6:30 PM - 6:40 PM: Opening Remarks

Eli Fresquez, Esq., Co-Chair of the Mayor's Committee on Disability, will kick off the event by sharing the vision and purpose of the Accessibility Awards.

Kathlyne Gish, Co-Chair of the Mayor's Committee on Disability, will share the work of the Mayor's Committee and partnership with the City.

Kendra Garcia, Vice-Chair of the Mayor's Committee on Disability, will share her insights on the importance of community engagement and inclusive initiatives.

6:40 - 6:50: Kenpo Demonstration

Jeff Speakman's Kenpo 5.0

6:50 PM - 7:20 PM: Awards Ceremony

Mayor Alan Webber, will bestow the awards and share insightful remarks on our collective endeavor to construct a more accessible and inclusive Santa Fe.

Ms. Serrano's contributions span across various platforms throughout Santa Fe, reflecting her commitment to inclusivity and advocacy for those with disabilities. However, her dedication is most prominent in her work with the Special Olympic Team. Here, she provides a platform for athletes of all skill levels, championing their talents and fostering a sense of community and accomplishment.

Native American Accessibility Advocacy Award: Laurie Ann Romero, Pueblo of Pojoaque



This year's Native American Accessibility Advocacy Award goes to Laurie Ann Romero, a devoted mother from Pojoaque Pueblo. She draws inspiration from her child's disabilities, sparking her to establish programs, schools, and community-centric activities within her cherished Pueblo. Battling adversity on multiple fronts, Laurie continues to be an unwavering advocate for her child and others grappling with cognitive and developmental challenges. Ms. Romero's ardent passion is palpable as she works relentlessly to assist children within Pueblo and neighboring regions. She embodies the spirit of service and dedication, and her tireless efforts have positioned her as a beacon of hope and strength for families in her community.

Accessible Communication and Technology

Award: Trish Lopez, CEO of Teeniors

The Accessible Communication and Technology



Award goes to CEO Trish Lopez of Teeniors®. This ground-breaking program matches tech

-savvy teens and young adults who help seniors learn technology through one-on-one coaching. Whether it's a smartphone, computer, or software, our goal is to empower older adults to connect with their loved ones and engage with their community and the world through technology while providing paid, meaningful jobs for youth in New Mexico. Teeniors can help anyone via video call, or they can help people in person in select cities of New Mexico.

Community Champion Award: Brenda Serrano, Special Olympics



**Special
Olympics**
New Mexico

The Community Champion Award goes to Brenda Serrano-Soloranzo of Special Olympics Santa Fe, celebrating her cherished cousin, born with Hydrocephalus, as her driving force and motivation in serving individuals with physical and cognitive impairments. This familial bond kindled a deep-rooted passion within Ms. Serrano, shaping her into the dedicated community champion she is today.

Awards Presented:

Inclusive Employment Award,
Public Service Advocacy Award,
Barrier-Free Public Accommodation Award,
Accessible Communication and Technology Award,
Community Champion Award, and
Native American Accessibility Advocacy Award

***Awards donated by Angelicque Montoya-Chavez
and family in loving memory of our
beloved father Richard Montoya.***

7:20 PM - 7:45 PM: Sponsor Recognition

GinaMaria Opalescent, Community Disability Activist, and Angelique Montoya-Chavez, Member of the Mayor's Committee on Disability, will introduce our sponsors. They will discuss the importance of family and community support in fostering an accessible and inclusive environment. Our gracious sponsors will then have an opportunity to share about their organizations and their commitment to accessibility.

7:45 PM - 8:00 PM: Closing Remarks and Thanks

State Representative Tara Lujan and Eli Fresquez, Esq., share their heartfelt thanks and congratulations to the awardees for their commitment to accessibility. As we conclude the event they emphasize our collective responsibility to continue shaping an increasingly inclusive Santa Fe.

Enjoy Cody Broyles, guitar and folk singer.

2023 Awardees

Inclusive Employment Award: Sarah Carswell, La Choza Restaurant



This year's Inclusive Employment Award goes to Ms. Sarah Carswell, owner

of La Choza in Santa Fe, New Mexico. Inspired by her family's tradition and her sister's longstanding career at "The Shed," Ms. Carswell passionately upholds a legacy of hiring individuals with diverse abilities. Her focus isn't just on providing jobs but on ensuring quality employment, equal pay, and an inclusive environment for those with different abilities. Her unwavering commitment to inclusivity, equality, and the rights of all individuals marks her as a deserving award recipient. Ms. Carswell's dedication to these values elevates standards within our community.

Public Service Advocacy Award: David A. Chapman of the City of Santa Fe



This year's Public Service Advocacy Award goes to Mr. David A. Chapman, Technical & Grant Writer for the City of Santa Fe. Born in Santa Fe, NM, Mr. Chapman has dedicated over two decades to public service in the city. He started his career in 2003 as an Operations Manager for the Solid

Waste Division before transitioning to the Public Works Department as a Grant Writer and Project Manager.

In 2013, he assumed additional responsibilities as the interim ADA Coordinator, a role he held until 2019, advocating for the rights of those with disabilities. His dedication to fostering inclusivity and championing the rights of people with disabilities led to his recognition this year as the Public Service Advocacy Award recipient. As he completes 20 years with the city, Mr. Chapman's civic duty and dedication to public service have set a significant benchmark in the community.

Barrier-Free Public Accommodation Award: Tony and Erika Potter of Jeff Speakman's

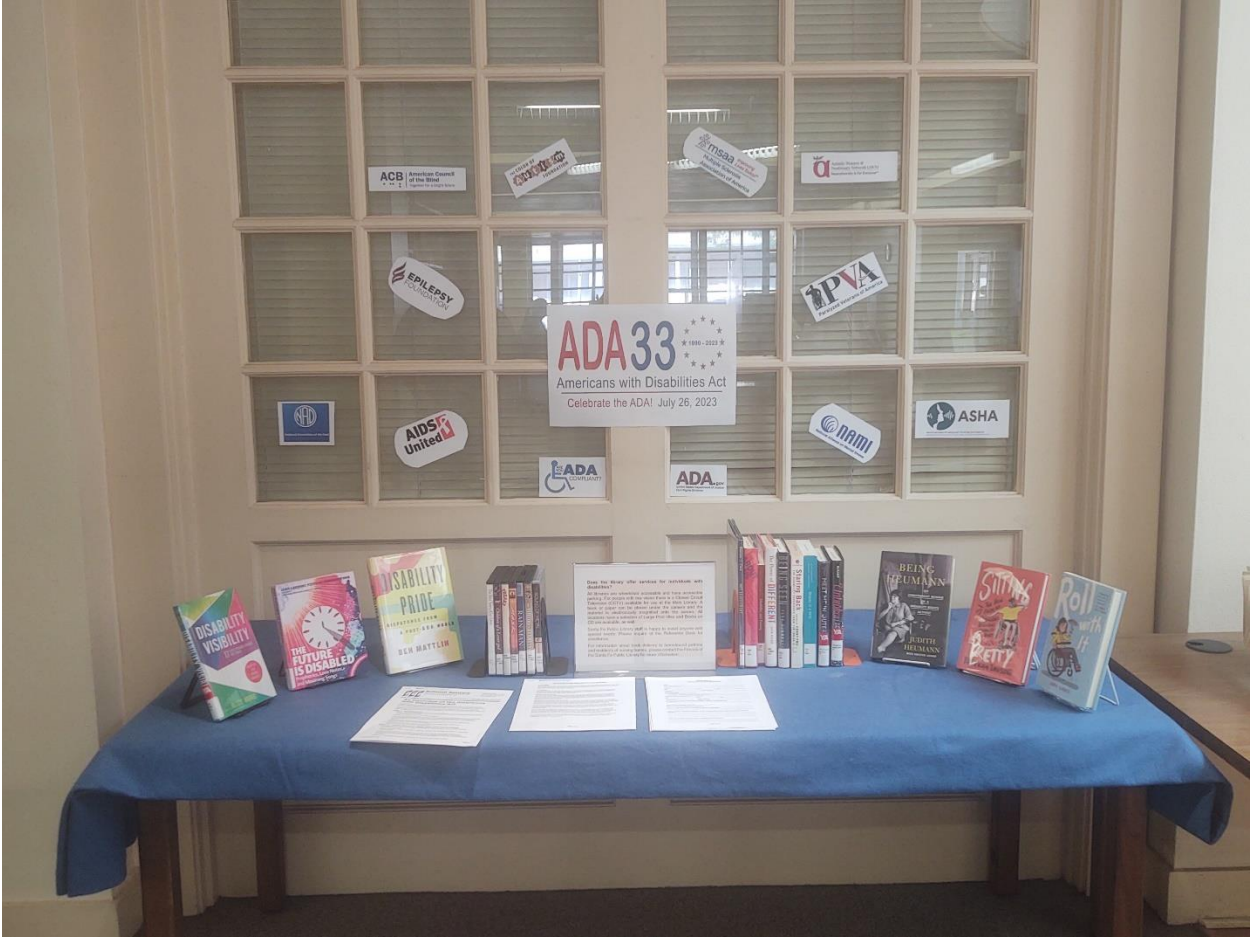


Kenpo 5.0

This year's Barrier-Free Public Accommodation Award goes to Mr. and Mrs. Potter of Jeff Speakman's Kenpo 5.0 who offer karate

classes to individuals with disabilities. Through dedication and perseverance, the Potters teach in a way that inspires the students to learn the skills and techniques needed to move forward in their training. Believing in the potential of every student, they tirelessly encourage them to rise above and beyond. Through nurturing their students' confidence and resilience, the Potters have created a safe and empowering environment where every student feels valued and capable. Their steadfast faith in every student's unique strength underscores their commitment to nurturing individual potential and empowers them to navigate through and beyond their unique challenges.

Santa Fe Public Library Main Library ADA Display



La Farge Disability Independence Day Display



Munis Self Service

EQUITY & ADA MANAGER

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[Equity & ADA Manager](#)

The City of Santa Fe Equity and ADA Manager works to ensure that all people in the city regardless of race, religion, color, national origin, ancestry, sex, sexual orientation, gender identity, spousal affiliation or physical or mental handicap have full and equal services and accommodations. This position coordinates with City departments, employees and leadership, subcontractors, public and community groups, and State and Federal Agencies to maximize accessibility and ensure timely and ongoing compliance of City policies, programs, services, and activities with the Americans with Disabilities Act (ADA), Title II of the ADA, Section 504 of the Rehabilitation Act, and other federal, state, and local laws prohibiting disability discrimination. The Equity and Accessibility manager supports evaluation of requests for reasonable accommodations and service, coordinates regular review of City facilities, programs, policies, and services, and leads the development of the City's ADA Self-Evaluation and Transition Plan. The Equity and Accessibility Manager is the staff liaison to the City of Santa Fe Mayor's Committee on Disability and the point person in the City for issues related to accessibility. The Manager supports Department Director(s) in overseeing: 1) staff working on equity and accessibility and 2) federally funded programs designed to increase equitable access to resources.

Code : 706-1

Type : INTERNAL & EXTERNAL

Location : STREETS & DRAINAGE MAINT

Group : NON UNION

Job Class : EQUITY & ADA MANAGER

Posting Start : 07/17/2023

Posting End : 07/22/2023

HOURLY RATE RANGE: \$31.83-\$47.75



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Equity and ADA Manager

FLSA Status: *Exempt*

Union Status: *Non-Union*

Salary Range: 20 (\$31,830-\$47,745)

Safety Sensitive: *No*

General Definition of Work

The City of Santa Fe Equity and ADA Manager works to ensure that all people in the city regardless of race, religion, color, national origin, ancestry, sex, sexual orientation, gender identity, spousal affiliation or physical or mental handicap have full and equal services and accommodations. This position coordinates with City departments, employees and leadership, subcontractors, public and community groups, and State and Federal Agencies to maximize accessibility and ensure timely and ongoing compliance of City policies, programs, services, and activities with the Americans with Disabilities Act (ADA), Title II of the ADA, Section 504 of the Rehabilitation Act, and other federal, state, and local laws prohibiting disability discrimination. The Equity and ADA manager supports evaluation of requests for reasonable accommodations and service, coordinates regular review of City facilities, programs, policies, and services, and leads the development of the City's ADA Self-Evaluation and Transition Plan. The Equity and Accessibility Manager is the staff liaison to the City of Santa Fe Mayor's Committee on Disability and the point person in the City for issues related to accessibility. The Manager supports Department Director(s) in overseeing: 1) staff working on equity and accessibility and 2) federally funded programs designed to increase equitable access to resources.

Supervision Received

Works under the general guidance and direction of the assigned Department Director.

Supervision Exercised

May provide close to general supervision of assigned staff.

Qualification Requirements

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. A position may not include all of the duties listed and the listed examples are not an exhaustive list of the duties that may be found in a position of this class.

Essential Functions

- Update and oversee implementation of the City's ADA Self-Evaluation and Transition Plan.
- Ensures regular updates to and ongoing implementation of the City's ADA Self-Evaluation and Transition Plans.
- Coordinates with staff across the City to conduct regular reviews of City facilities, programs, policies, and services to ensure compliance with applicable federal, state, and local accessibility and non-discrimination laws and regulations, including Title II of the ADA, Section 504 of the Rehabilitation Act of 1973, and other laws related to access and accommodations for City services, programs, and facilities.
- Coordinates with departments to implement priority improvement and maintains a database of items in progress or completed related to Title II projects, self-evaluations conducted, and the City's Transition Plan.
- Serve as the City's Primary Point of Contact for People with Disabilities.
- Serves as the primary point of contact for the public regarding concerns and inquiries on ADA issues.
- Prioritizes public inquiries, complaints, and accommodation requests.
- Ensures appropriate processes are in place to provide prompt and equitable resolution of complaints and inquiries from the public regarding disability and accommodation requests.
- Maintains a record of all disability and accommodation requests, issues, and resolutions. Serves as the primary contact for persons with disabilities requesting auxiliary services; coordinates auxiliary services for persons with disabilities.

- Administers the City of Santa Fe ADA Grievance Procedure and Notice Requirements.
- Assists in investigating any grievance or complaints alleging noncompliance with the ADA and other applicable state and local laws related to people with disabilities and documents and maintains records of complaints made pursuant to the ADA.
- Processes and replies to grievances in accordance with applicable laws and timeframes.
- Coordinates with City Attorney's Office and Public Information Office to ensure accessible notice to members of the public advising them of their rights under the ADA and other federal, state, and local laws.
- Ensure the City's grievance procedure and other Title II disability-related policies are up to date and posted on the City's website.
- Serve as the Mayor's Liaison to the Mayor's Committee on Disability (MCD).
- Responsible for the MCD meetings whether in-person, hybrid, and/or virtual.
- Works with the Committee Chair to finalize the agenda, coordinates presentations from other agencies and groups, ensures timely public notice and posting of packet materials, writes meeting minutes and meets other needs of the committee.
- Coordinates implementation of recommendations of the MCD.
- Coordinates with City Departments to Ensure Accessibility and Awareness.
- Collaborates with City Departments to ensure accessible communication, programs, and services.
- Coordinates with Human Resources to incorporate ADA rights and disability awareness training for employees.
- Coordinate with Emergency Management to incorporate the access and functional needs of people with disabilities into all phases of emergency management and response.in all media including on the City's website.
- Work with community, government, and non-government entities to identify and mitigate potential barriers to accessing emergency services.
- Coordinates with City Transit on overall accessibility of the City's public transportation, including but not limited to the Senior Ride Van, Santa Fe Ride (Paratransit), Santa Fe Trails bus services and vehicles.
- Prepares, justifies, and/or administers the budget for program areas; plans, administers, and monitors expenditures to ensure cost-effective support of programs and policies; assesses financial condition of an organization.
- Develops goals, documents performance, reviews, develops, and/or modifies work plans, methods, and procedures, determines work priorities.
- Provides work instruction, assists employees with difficult and/or unusual assignments, and encourages innovation.
- Resolves problems, mediates conflicts encountered during daily operations, determines appropriate solutions, and promotes teamwork. Encourages regular communication and informs staff of relevant business issues and their impact on the organization.
- Develops work schedules to provide adequate staff coverage and approves leave and timesheets. Assigns and distributes work, reviews work for accuracy and completeness, and returns assignments with recommendations for proper completion.
- Provides performance feedback and formally evaluates the work of employees.
- Conducts hiring interviews and selects candidate(s) for job opening(s).
- Provides reward and recognition for proper and efficient performance.
- Assists staff to achieve performance standards and identifies opportunities for continual improvement and development to performance standards.
- Documents causes for disciplinary action, initiates letters of reprimand, and makes formal recommendations for disciplinary action. Responds to formal and informal employee grievances and prepares written responses.
- Ensures staff is attending training, including safety training on a regular basis.

Knowledge, Skills, and Abilities

- Attention to Detail – Ability to be thorough when performing work and conscientious about attending to detail.
- Coaching – Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.
- Conflict Management – Manages and resolves conflicts, grievances, confrontations, or disagreements in a constructive manner to minimize negative personal impact.
- Customer Service – Ability to interact with customers in a friendly and professional manner, ability to work to resolve issues quickly and effectively, and is knowledgeable about products and services.

- Deciding and Initiating Action – Takes responsibility for actions, projects and people; makes quick, clear decisions which may include tough choices, after considering risks.
- Decision Making – Specifies goals and obstacles to achieving those goals, generates alternatives, considers risks, and evaluates and chooses the best alternative in order to make a determination, draw conclusions, or solve a problem.
- Delivering Results – Ability to set high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.
- Interpersonal Skills – Ability to show understanding, respect, friendliness, courtesy, tact, empathy, cooperation, concern, and politeness to others and relate well to different people from varied backgrounds and different situations.
- Knowledge of Americans with Disabilities Act (ADA) and other local, state, and federal laws pertaining to the rights of people with disabilities.
- Knowledge of 2010 ADA Standards for Accessible Design.
- Knowledge of Web Content Accessibility Guidelines (WCAG) and digital inclusion, access/social media accessibility.
- Knowledge of best practices regarding disability, equity, inclusion, and disability awareness and etiquette training.
- Knowledge of various alternative formats and technologies that enable people with disabilities to communicate, participate, and perform tasks.
- Knowledge of appropriate accommodation, including effective communication and barrier removal to
- people with disabilities to ensure access to programs, services, and activities (e.g., assistive devices, interpreters, physical access).
- Learning – Uses efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development.
- Mathematical Reasoning – Solves practical problems by choosing appropriately from a variety of mathematical and statistical techniques.
- Planning and Evaluating – Organizes work, sets priorities, determines resource requirements, determines short or long-term goals and strategies to achieve them, coordinates with other organizations or parts of an organization, monitors progress, and evaluates outcomes.
- Reading – Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.
- Resilience – Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
- Skilled in Interpersonal communication skills and the ability to work well with multiple stakeholders, including community members, City council, and other City, state, and Federal agencies.
- Skilled in program management, planning, coordinating, organizing problem analysis, decision-making, and evaluation skills.
- Skilled in cross-departmental collaboration.
- Skilled in Interpret laws, policies, and regulations.
- Teaching Others – Helps others learn through formal or informal methods; provides resources to help teach others; acts as a mentor.
- Thinking Strategically – Thinks strategically and promotes best practices and leading-edge ideas.
- Writing – Writes in a clear, concise, and organized manner for the intended audience.
- Written Communication – Composes, reviews, edits, and issues written materials for diverse audiences and communicates purpose in a succinct and organized manner that is appropriate for context, time, and place.

Education Requirement

Bachelor's degree in Public Administration, Communications, Social Work, Social or Human Services, Law or Paralegal, Disability Studies, or a related field.

Experience Requirement

Six (6) years of experience in an environment involving ADA Compliance, disability accessibility, reasonable accommodations, paratransit or communications or experience working with people with disabilities, older adults, or other vulnerable populations.

Education and Experience Equivalency

One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education. Additional appropriate education may be substituted for the minimum experience requirements.

Licensure and Certifications

- ADA Coordinator Certificate must be secured within one (1) year of hire.

Special Requirements

- None

Physical Requirements

- Requires the exertion of up to 10 pounds of force.
- Work is generally sedentary.
- Standard vision requirements.
- The duties of this position should be able to be performed by a person with disabilities with or without accommodations.

Working Environment

- Work occasionally requires exposure to environmental conditions.
- Work is generally in a moderately noisy location (e.g., business office, light traffic).
- Requires attendance at evening meetings and special project deadlines outside the normal workweek.
- Some travel to off-site locations is required.

EEO/ADA Compliance

The City of Santa Fe is an Equal Opportunity Employer. In compliance with the American's with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

Veterans' Hiring Initiative

Pursuant to City of Santa Fe Resolution No. 2013-079, the City of Santa Fe Human Resources Department has implemented a Veterans' Hiring Initiative policy in order to provide opportunities for veterans who meet or exceed the minimum qualifications for city employment to obtain City employment. The Governing Body does not guarantee that a veteran shall be hired for the position being applied for, only that the veteran will be given an interview; and, it does not intend to supersede or modify any collective bargaining agreement that is currently in place with the City of Santa Fe.

Job applicants who are veterans with an honorable discharge from the military or are members of the National Guard or Reserve who have successfully completed basic training, must use the Veterans' Certification Form to identify themselves and then must attach a copy of their DD214 or DD215 and/or their proof of current Active, Guard or Reserve enlistment in order to certify their status for the position in which applying for.

Applications must be submitted online at:

<https://cityofsantafenemployees.munisselfservice.com/employmentopportunities/default.aspx>

Resumes will not be accepted in lieu of the city application form, unless the position status is at-will. When required of the position, high school diploma/GED, college degree(s), certification(s), or license(s) must be attached at the time of submission of the application. Each applicant is considered only for the current vacancy indicated on the application submitted. It is the responsibility of the applicant to monitor any future openings and to submit a separate application for each position. Incomplete applications will not be considered. Applications become public record upon receipt and may be made available for public inspection upon request. Pre-placement physical exams, and drug and alcohol screenings are required for some positions.

This job announcement is not intended to be inclusive of all functions, responsibilities and qualifications associated with the position, however, representative of the essential job functions and typical criteria considered necessary to successfully perform the position. This position description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the position change.

Acknowledgment

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee.

I have read and understand the above job description. I verify that I meet the requirements and am able to perform the duties and responsibilities on this job description.

Print Employee Name

Date

Employee Signature

Mayor's Committee on Disability (MCD) Seeking Candidates for Membership

20 Jul, 2023

SANTA FE, July 20, 2023 – The Mayor's Committee on Disability (MCD) is seeking candidates for an open position on the committee. Committee members are appointed by Mayor Alan Webber with approval of the City Council to work with and for people with and without disabilities to ensure access for all by eliminating physical and attitudinal barriers and improve participation in the community. The appointed member may be a person with a disability or persons who have expressed an interest in serving on the committee. Applicants must live in the city of Santa Fe and there is no compensation.

The MCD meets virtually on the first Wednesday of each month at 3 p.m.

The term for this position will expire in January 2027.

Interested applicants should apply via the City of Santa Fe's [PrimeGov portal](#), OR by submitting a letter of interest and resume to Regina Wheeler, rawheeler@santafenm.gov. Applications must be submitted by 5 p.m. on Monday, August 21, 2023.

For more information on the MCD, please [visit the City's website](#).

/search)

View All Boards And Commission Vacancies

Board of Adjustment

Profile	Members	Vacancies	Meetings
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Apply for membership (/Portal/NewForm/4?committeeld=15)

Board of Adjustment**Type**

Citizen Advisory Committee

Description

A. The Board of Adjustment shall have the review and decision-making responsibilities set forth in Table 14-2.1-1, to be carried out in accordance with the terms of this chapter. In addition, the Board of Adjustment shall have the following additional responsibilities under this chapter:

1. Appeals

To hear appeals of final actions of the Land Use Director interpreting or applying the provisions of this chapter, unless jurisdiction for such appeals is otherwise specifically reserved to any other Land Use Board.

2. Special Exceptions

To hear and decide application for special exceptions as the Board is specifically authorized to pass on by the terms of this chapter; to decide such questions as are involved in determining whether special exceptions should be granted; and to grant special exceptions with such conditions and safeguards as are appropriate under this chapter or to deny special exceptions when not in harmony with the intent and purpose of this chapter.

3. Variances

To authorize in specific cases such variances from the terms of this chapter as will not be contrary to the public interest where, owing to special conditions, a literal enforcement of the provisions of this chapter would result in unnecessary hardship.

Location

City Council Chambers, City Hall, 200 Lincoln Avenue

Eligibility

At least two (2) of the members of the board may be members of the Planning Commission, and there shall be five (5) members-at-large. Members of the Governing Body may serve as at-large members.

Liaison

Geraldine Gurule

Liaison Email

gagurule@santafenm.gov

Liaison Phone Number

(505) 955-6820

/search)

View All Boards And Commission Vacancies

Board of Adjustment

Profile Members **Vacancies** Meetings

Apply for membership (/Portal/NewForm/4?committeeld=15)

Board of Adjustment vacancies:

Position	Start Date	End Date	Status	Actions
General Application	To be confirmed	To be confirmed	Upcoming	Apply (/Portal/NewForm/4?committeeld=15)

Previous 1 Next



Sign In

View All Boards And Commission Vacancies

Boards And Commissions

Filter

Board of Adjustment

Children and Youth Commission

Community Development Commission

Economic Development Advisory Committee

Historic Districts Review Board

Human Services Committee

Mayor's Youth Advisory Board

Planning Commission

Santa Fe City - County Advisory Council on Food Policy

Santa Fe Film and Digital Media Council

Santa Fe Women's Commission

Sister Cities Committee

Veterans Advisory Board

Profile

Members

Vacancies

Meetings

Apply for membership

Board of Adjustment vacancies:

Position	Start Date	End Date	Status	Actions
General Application	To be confirmed	To be confirmed	Upcoming	Apply

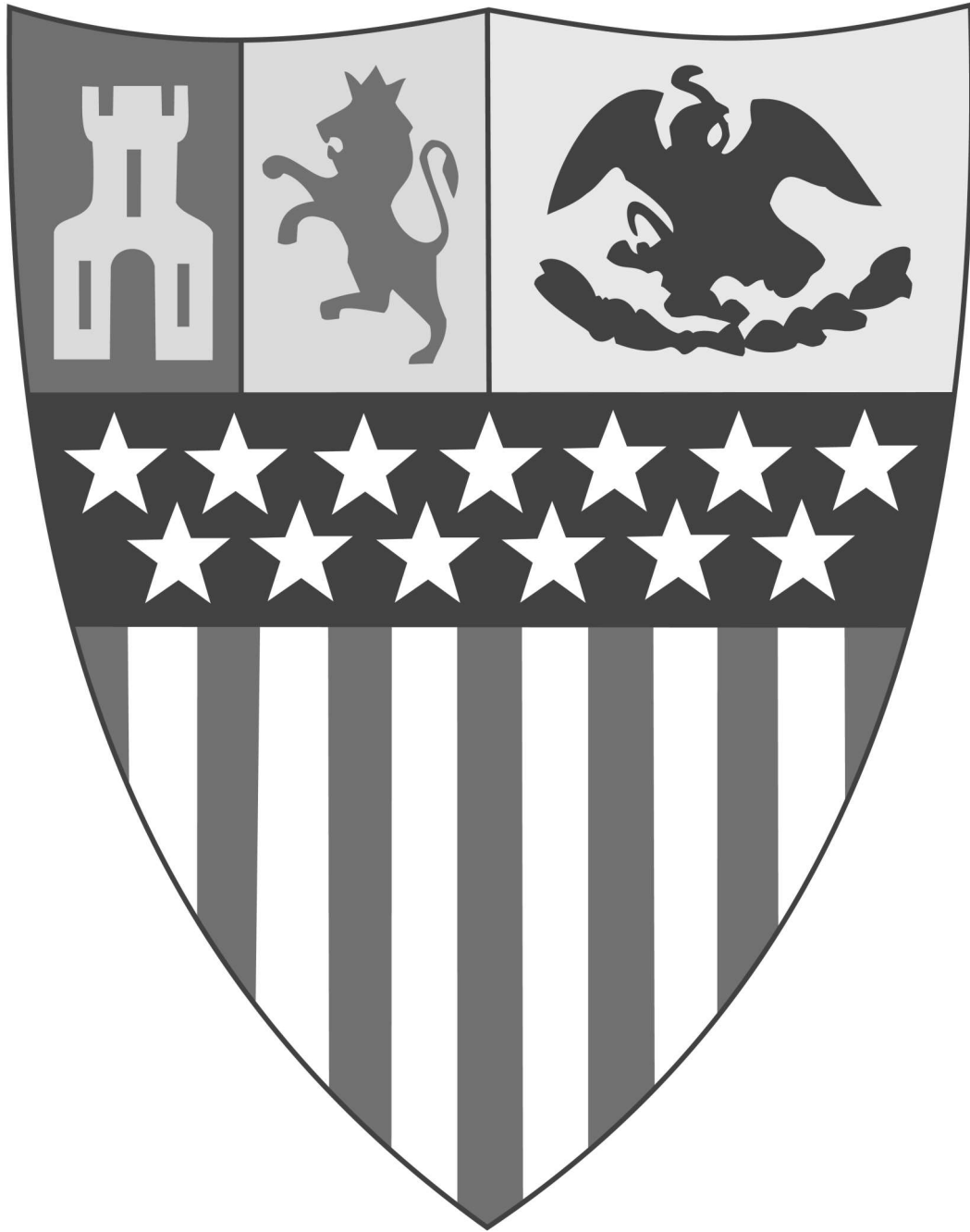
Previous **1** Next



Sign In

Back to Boards and Commissions

Committee	Position	Start Date	End Date	Status	
<input type="text" value="Search Committee"/> <ul style="list-style-type: none"> <input type="checkbox"/> Human Services Committee <input type="checkbox"/> Immigration Committee <input type="checkbox"/> Independent Citizens' Redistri... <input type="checkbox"/> Long Range Planning Subcommitt... <input type="checkbox"/> Mayor's Committee on Disabilit... <input type="checkbox"/> Mayor's Youth Advisory Board <div style="text-align: right;"> <input type="button" value="Cancel"/> <input type="button" value="Apply"/> </div>	General Application	To be confirmed	To be confirmed	Upcoming	Apply
	General Application	To be confirmed	To be confirmed	Upcoming	Apply
	General Application	To be confirmed	To be confirmed	Upcoming	Apply
	General Application	To be confirmed	To be confirmed	Upcoming	Apply
	General Application	To be confirmed	To be confirmed	Upcoming	Apply
	General Application	To be confirmed	To be confirmed	Upcoming	Apply
	General Application	To be confirmed	To be confirmed	Upcoming	Apply
Immigration Committee	General Application	To be confirmed	To be confirmed	Upcoming	Apply
Sister Cities Committee	General Application	To be confirmed	To be confirmed	Upcoming	Apply
Mayor's Committee on Disability	General Application	To be confirmed	To be confirmed	Upcoming	Apply



City of Santa Fe

Boards/Committees/Commissions Application

Mayor's Committee on Disability

Please fill out a separate application for each Board and/or Commission you wish to apply for.

Profile

First Name*

<https://santafe.primegov.com/Portal/NewForm/4?committeeId=47>

Last Name*

Home Address*

City*

State*

Zip*

Mailing Address (if different than home address)

City

State

Zip

Business Street Address

City

State

Zip

Home Phone*

Mobile Phone

Business Phone

Fax Number

E-mail Address*

Are you a Resident of the City of Santa Fe?*

District You Live In:*

Please refer to PDFs found at this link to locate your district: [District Maps](#)

Requirements:

Members may be persons with disabilities or may include persons who have expressed an interest in serving on the committee.

Please explain your experience in the question towards the end of the application:

What is your motivation for serving on this committee?*

City boards, commissions, and committees meet at times mutually satisfactory to the members. Day meetings are more common than evening meetings. Will you be able to schedule your time accordingly?*

- Yes
- No

Please list any time restrictions

What are your principle areas of interest in City Government?*

List all City Boards, Commissions or Committees of which you are a current member.*

Check if this does not apply

Committee Name

Date Appointed

List past City appointments with dates served, and other past or present community or public service appointments.*

Check if this does not apply

Committee/Organization Name

Date Appointed

What experience or special knowledge can you bring to your area(s) of interest?*

Please list community organizations to which you belong:*

By signing below, I declare that the information provided above is accurate and complete to the best of my knowledge.



Type your name (as it is listed on the form) in the box below to sign the application