



City of Santa Fe

AGENDA

REGULAR MEETING OF
THE MAYOR'S COMMITTEE ON
DISABILITY
OCTOBER 04, 2023
3:00 PM
ATTEND VIRTUALLY

PROCEDURES FOR THE MAYOR'S COMMITTEE ON DISABILITY MEETING

Internet: To join the Zoom meeting on the internet using a computer, laptop, smartphone, or tablet, use the following link: <https://santafenm.gov.zoom.us/j/82532496426?pwd=ZDVnMWgwdEpWRWNvY3NBTTJtOGkwUT09>

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 - 825 3249 6426 Passcode: 584413**

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. September 6, 2023 Meeting Minutes and CART Transcript.

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

- a. Public Comments from Website or Zoom

6. **PRESENTATIONS**

- a. Discussion and Information on Disability Employment Awareness Month in the Nation and City of Santa Fe (Kathlyne Gish, Eli Fresquez, Bernadette Salazar, Human Resources Director, Layla Archuletta-Maestas, Deputy City Manager)
- b. Meet and Greet with Daniel Lopez, City of Santa Fe Equity and ADA Manager (Daniel Lopez)

7. **ACTION ITEMS: DISCUSSION**

- a. Questions for City Candidates, Current City Council Candidates and the November 7, 2023 Election (Kathlyne Gish)
- b. ADA Emergency Kits and Urgent Need for Trainings and City of Santa Fe Emergency Planning (Pam Parfitt, Eli Fresquez, Kathlyne Gish)
- c. Discussion and Plan to Implement Inclusive City Meetings, Accommodations Process, Zoom/Hybrid Meetings, ASL, CART, Languages, LOOP System in City Buildings, Ongoing Need to Correct and Update Community Access (Pam Parfitt, Kathlyne Gish)

8. **DISCUSSION ITEMS - NO ACTION**

- A. Accessible Elections Information and Accessibility Assistance to Vote (Kathlyne Gish, Angelique Montoya-Chavez)

- B. Updates on Vacant MCD Position (Kathlyne Gish)
- C. Continued Discussion of Updates on City Website; The City Website Features and Accessibility (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Public Works Director)
- D. MCD Sub-Committee Reports

9. **MATTERS FROM STAFF**

- a. Request for MCD Support of Bicycle and Pedestrian Advisory Committee (BPAC) request for City funding of staff with regard to pedestrian and bike lane improvements (Regina Wheeler)
- b. 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, November 1, 2023**

12. **ADJOURN**

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



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE ON
DISABILITY
SEPTEMBER 06, 2023
3:00 PM
VIRTUAL MEETING

1. CALL TO ORDER

Meeting called to order at 3:08 pm by Chair Gish.

2. ROLL CALL

Members Present:

Member Aurore Bleck
Member Kendra Garcia
Member Kathlyne Gish
Member Pam Parfitt
Member Angelique Montoya-Chavez
Member Meriam Jawhar
Member Jose "Eli" Fresquez

Members Excused:

Member Christopher Pommier

Others Attending:

Don Miller
Gina Maria Opalescent
Regina Wheeler, Public Works Director
Halona Crowe, MCD Committee Liaison

3. APPROVAL OF AGENDA

MOTION: Member Bleck moved, seconded by Member Garcia, to Approve the Agenda with the following amendments:

Include items 8b, 8c, and 8d:

- 8b – Updates on Vacant MCD Position (Kathlyne Gish)
- 8c – Continued Discussion of Updates to City Website; The City Website Features and Accessibility (Kathlyne Gish)
- 8d – MCD Sub-Committee Reports



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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: Member Jawhar (audio difficulties)

4. APPROVAL OF MINUTES

a. August 2, 2023 Meeting Minutes and CART Transcript.

MOTION: Member Bleck moved, seconded by Member Parfitt, to Approve the 08/02/23 MCD meeting minutes with the following corrections:

- Page 1, “Brian”
- Page 13, para 2: “Lentic”
- Page 14, para 5: “Dale Ball” and para 7: “Conservation Homestead”
- Page 30, para 3: “Wirth”
- Page 38, para 2: “Genoveva Chavez”

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: Member Jawhar (audio difficulties)

5. PUBLIC COMMENTS (15 MINUTES TOTAL)



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a. Public Comments from Website or Zoom

No Public Comments from Website or Zoom.

6. **PRESENTATIONS**

- a. None

7. **ACTION ITEMS**

- a. Questions for City Candidates, Current City Council Candidates and the November 7, 2023 Election (Kathlyne Gish)
- b. Library Disability Pride Month books displays found, and Purchasing and Planning for 2024 Events, awareness, resources, etc. (Kathlyne Gish, Angelique Montoya-Chavez)
- c. ADA Emergency Kits and Urgent Need for Trainings and City of Santa Fe Emergency Planning (Pam Parfitt, Eli Fresquez, Kathlyne Gish)
- d. Discussion and Plan to Implement Inclusive City Meetings, Accommodations Process, Zoom/Hybrid Meetings, ASL, CART, Languages, LOOP System in City Buildings, Ongoing Need to Correct and Update Community Access (Pam Parfitt, Kathlyne Gish)
- e. Planning and Creation of Disability Non-profit to Support City Outreach, Inclusion Efforts, Fundraising, etc. (Eli Fresquez, Kathlyne Gish, GinaMaria Opalescent, Angelique Montoya-Chavez)

8. **DISCUSSION ITEMS - NO ACTION**

- a. Continued Discussion on Updated ADA Coordinator Job Description and Continued Discussion of Appropriate City Placement for ADA Coordinator and Mayor's Committee on Disability (Aurore Bleck and Kathlyne Gish, Kendra Garcia, Eli Fresquez Regina Wheeler, Director of Public Works)



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- b. Updates on Vacant MCD Position (Kathlyne Gish)
- c. Continued Discussion of Updates on City Website; The City Website Features and Accessibility (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Public Works Director)
- d. 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:

https://santafenm-gov.zoom.us/rec/share/PCPNe2CrqGik753_J8hwt-lhB_O3cqAbKzH7vGcea2bYadIhcGuDKhtAQT8VNAQs.diXc5wXneoH3LXnQ?startTime=1694034501000

Passcode: =MBL+O1p

10. MATTERS FROM THE COMMITTEE

11. NEXT MEETING: October 04, 2023

12. ADJOURN

Meeting adjourned by Chair Gish at 4:59 pm.

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Halona Crowe

Liaison

Chair



City of Santa Fe

MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE ON
DISABILITY
SEPTEMBER 06, 2023
3:00 PM
VIRTUAL MEETING

EDITED BY MCD COMMITTEE/CHANGES FROM ORIGINAL TRANSCRIPT IN RED



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* * * * *

City of Santa Fe
Mayor's Committee on Disability

September 6, 2023
3:00 PM - 5:00 PM (MDT)
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(Captions provided by a live Captioner.)

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>> REGINA: Hello everybody so far. Hi Aurore.

>> AURORE: Hello.

>> REGINA: How are you?

>> AURORE: Good, how are you?

>> REGINA: Good. I had a great day. Hello, I know your 100 words or more. I have been trying to call you, but I don't know if you got the message. Some things are better by calling, I should have communicated better.

>> CHAIR GISH: I would have preferred an email.

>> REGINA: That is what I should have done.

>> CHAIR GISH: Yeah that's fine.

>> REGINA: Pam's here. And Don Miller. Is Don new? Oh yes! Don you applied to be on the Committee?

>> I am viewing as a guest.

>> REGINA: Thank you so much for being here nice to meet you. Meriam has joined.

>> CHAIR GISH: Eli said he is going to try to join by phone. We will see if he can. He has a few things to do too.

>> AURORE: You are breaking of something terrible.

>> CHAIR GISH: Our Internet is really bad. We have super high speed, and it does not matter.

>> REGINA: you sound fine to me.

>> REGINA: maybe it's my Internet.

>> CHAIR GISH: I'm going to ask to include items A, B, C, D, on the agenda, not updated by the clerk in the office. It's just a discussion. I was going to say, Regina, I know you and I need to talk more, but just to give like a brief overview of what is going on with the Applicants we have gotten and all of that because I know we need to talk more in-depth about what is happening. Because I think it is for me like over my head.

>> REGINA: It's kind of simple, but I can see where it is very opaque.

>> CHAIR GISH: Yeah. I am just letting you know that I will be asking those questions.

>> REGINA: Meriam says she cannot hear us.

>> CHAIR GISH: Oh oh.

>> REGINA: oh, she should just do captioning! I am going to ask about.

>> CHAIR GISH: Yeah. Also, tell her she can call in too. Because she has had to do that in the past, when she or you were not working.

>> HALONA: So I have a question. Maybe this is for Regina. I'm not sure, so I can see the agenda. I have updated it and included items A, B, C, and D. But I had my hands tied. The city clerk did not want me to publish the agenda anymore, which is really weird because I've been doing it all the time. And so, it exists internally, but it does not exist publicly, so we do have to amend the agenda to take those items off? That is my question.

>> REGINA: Yes, you do have to amend the agenda because it is out in public and Halona, can you see Meriam's chat? She is looking for a number to paste in chat so she can call in.

>> HALONA: Oh yes.

>> REGINA: Thank you. I think it's a great idea to be thorough and amend the public agenda.

>> CHAIR GISH: That is how I submitted it anyway. That is how it should be in there. Honestly, I don't see why the city clerk is adding more work on themselves and making it so that our meetings are impeded. It's beyond my comprehension.

>> REGINA: I guess I will tell you a little bit about behind the scenes. There are many, many committee meetings, finance committee meetings, public works meetings, safety committee, probably about 50 committees, and they are trying to get a grip on the agenda being the proper format and captions being correct and actions. And I think it is kind of all over the map.

>> CHAIR GISH: It would be beneficial if they made a video, like instructional videos, so we could all see. She has given me. I am just guessing at how to throw it together, and I have never had any sort of training either, so it would be really helpful to have an instruction manual.

>> HALONA: Internally, they are doing some training, and they did one about two weeks ago. I can forward it to you, I think the Zoom was recorded, and there were some notes. I can forward that to you, Kendra.

>> REGINA: That is a great idea, Halona. Maybe what we can do is, I will be at the committee review meeting tomorrow, which is a new part of the process, too, because I am the staff of the public works committee. And I will mention to them that they need to have training for these sorts of volunteer chairs.

>> CHAIR GISH: yes.

>> REGINA: And you all three to train Eli and Kendra and Catherine.

>> CHAIR GISH: I feel I am floundering.

>> REGINA: It's not just you. Halona is also having a hard time.

>> CHAIR GISH: We are all guessing and pulling it all together at the last minute, and I feel it should be more organized than it is. Who is missing?

>> GINAMARIA: Excuse me that someone doesn't want to record this or not?

>> CHAIR GISH: I will ask the recording one second. I am trying to figure out if we are all here. I know Christopher is not going to be here. Most of us are here. So, I will call this meeting to order, go ahead, and start recording.

>> Recording in progress.

>> CHAIR GISH: I call this meeting to order at 3:09 pm. May we have a roll call, please?

>> AURORE: Here.

>> KENDRA: Here.

>> CHAIR GISH: Here

>> PAM: Here

>> ANGELIQUE: I'm present.

>> MERIAM:

>> HALONA: I don't know if she got on the phone, but I see her here. I am going to marker present. Eli?

>> ELI: I'm here calling in my phone, I apologize, and I'm also double booked—a presentation I had to do at 4. I have to hop off at least 15 minutes before, so around 3:45. I apologize.

>> HALONA: Christopher Pommier?

>> CHAIR GISH: he is excused.

>> CHAIR GISH: chair Gish, you have a quorum.

>> CHAIR GISH: Thank you... Approval of the agenda and I do have a few minutes to the plan, due to the city clerk not responding to publicizing the agenda that is actually uploaded on prime.gov currently, which is the corrected version, and I need to add items 8, B, C, D. 8b is updated for posting the mayor's posting for the disability commission and 8c wait wrong agenda. 8b updates to the vacant Mayor's committee on disability position. 8c is a continued discussion on updates on the city website, the city website features, and accessibility. 8d is the

mayor's committee on disability subcommittee reports. And we could amend the agenda to include those items. Which are published but not made public,

>> AURORE: moved to amend the agenda as noted.

>> CHAIR GISH: Thank you.

>> HALONA: Do we have a second?

>> KENDRA: I second. Vote

>> AURORE: Yes

>> KENDRA: Yes

>> PAM: Yes

>> ANGELIQUE: Yes

>> MERIAM:

>> HALONA: Could you give me a thumbs up possibly, or a yes or a no in the chat. Eli Fresquez?

>> ELI: Yes. >. HALONA: Motion is approved.

>> CHAIR GISH: Thank you. Next is approval of the minutes and CART transcript for August 2, 2023. Halona, I sent you the updates from Aurore requested. I don't know if you want to list that out, Aurore quickly.

>> AURORE: These are just based on the transcript page 1. Under others attending, they should be Brian. We know he has a brain, but his name is Brian—page 13 paragraph two. The theater is Lensic. Page 14 5, the trails are called the Dale Ball Trails. Paragraph seven. It is called the conservation Homestead instead of conservation home said. On page 30, paragraph three, the legislator's name is Peter Wirth. And then, on page 38, paragraph two, the Genoveva Chavez Center. And that is all I have.

>> CHAIR GISH: Thank you. Are there any other amenities or changes to the minutes? If there are no changes, do we have a motion to approve the minutes as amended?

>> AURORE: Motion to approve the agenda as amended.

>> CHAIR GISH: Is there a second?

>> I will second.

>> CHAIR GISH: Thank you.

>> HALONA: I will take a roll call vote.

>> AURORE: Yes.

>> KENDRA: Yes.

>> CHAIR GISH: Yes.

>> PAM: Yes

>> ANGELIQUE: Yes.

>> MERIAM?

>> ELI: Yes.

>> HALONA: motion is approved.

>> CHAIR GISH: Thank you. Nexus public comments, and are there any general comments, or any comments on behalf of the public who cannot attend this meeting?

>> HALONA: Chair, there are no comments on the website.

>> CHAIR GISH: Is there anyone here with public comments? If there are no public comments, then we will move on. There are no presentations, so item 6 none. Next are action items. 7a, questions were city candidates, current city Council candidates for the November 7, 2023 election, and I had sent all of you a webpage with all of the city Council candidates and two judges who are running for election this election season.

And I had asked for questions in order to give to the City Council candidates; we also sent them to the candidates if they were appropriate, and I don't think there were any questions. Some of you I have not received questions from, and if you can get those to me that would be great. I will be sending you all the compiled list that I have, and maybe that will help you to come up with questions or find questions that are not being asked. And so we do have a decent list. I am trying to pull it up, not losing all of you. I'm going to lose all of you if I pull it up. There it goes. I can't see any of you now.

We have at least probably about 25 questions. Some of them overlap. A lot of them are in areas of housing, obviously, and things like that. They are very good questions. I do need to edit them a little bit to be like something you would say to somebody or something that would be me more often answerable questions, like what will they do about it, but they are very

good questions. And I will be working on that in the next few days, and maybe Regina, I was thinking you might be able to help me figure out how to coordinate this so the city Council candidates can get it. I do not have internal access, and I do not know how that works. I know how it works from a public forum perspective, but not how it works without being in a public forum.

We can figure this all out and get these questions as appropriate, the ones that we identify, like some of them overlap. So, not all of them are going to be asked. Go ahead, Regina.

>> REGINA: Thank you, Madam Chair maybe what we can do is, I think I'm going to have to use a clerk to help me get this to the candidates. And then maybe we could invite them to a meeting to talk to us. I don't know if it all at a time, or one at a time. I don't know if we have time for one at a time. Sometimes, I pick two at a time that would not conflict, or something like that, but I will definitely use the city clerk to assist in getting access.

>> CHAIR GISH: Okay. Thank you so much. We can figure out the logistics is a lot of people running. So it's a lot. Way more people than I anticipated having to ask, which is good. It's a lot of engagement with the city, which to me is very positive, but it's a lot more to think about if it were just a handful of people so that is the update. I want to thank everybody for the questions, and a lot of thought went into it. I really appreciate the feedback and everything that I received. And hopefully, we will have City Council candidates know the issues that we are addressing and need to address.

>> HALONA: We have a suggestion from GinaMaria in the chat in which she suggested do a roundtable.

>> CHAIR GISH: I will make a note of that. Yeah, and we have until November. So October, we can plan for something big to happen in October if we need. I just know they is going to be a lot of planning for things like that. We definitely need to start working on that if we are thinking big in that way and having a gathering of all of the candidates or as many as possible.

So, if there are no comments or questions on item 7a, we can move on.

>> ELI: Madam chair I was going to echo, I really like GinaMaria's idea of having a roundtable and it could be a forum where we invite candidates to come and meet with the committee, and we asked them questions are really like the idea, of arranging a time for them to meet with us.

>> CHAIR GISH: Thank you for the feedback. GinaMaria you have your hand raised.

>> GINAMARIA: For number four, for different issues that I've worked on, it was absolutely amazing. There were eight candidates that attended and none of them did not show up so that was good, and we had 80 people in the room. And, of course, my state representative said

whatever you organize from now on, invite me. I never get my face in front of 80 people. And I said unfortunately you got it, because I ordered it as.

>> CHAIR GISH: We can definitely get together and figure this out. We can definitely get together and figure this out. Like I said, we have two months, you know? to do this. And so I think that a lot of this like I said is mostly awareness on behalf of the City Council, that who is going to be elected needs to be aware that disabled people are in Santa Fe, and we are having some issues that need to be addressed, they cannot ignore our issues. We are voters and we are active in the city. I think it is important and also a means of engaging the city itself, the citizenry, the city. And to bring awareness of the issues That we are experiencing here. I think it will meet a lot of needs and we can make that happen. I just know that it's a lot of logistics to make that happen, but I don't think

>> GINAMARIA: We got it. Ok?

>> CHAIR GISH: Yeah two months is enough.

Next item, 7b, library disability pride month books display and purchasing and planning for 2024, events awareness and resources. Angelique, if you want to, I guess I can identify what happened. And we can go into a little discussion on it. So, I was very surprised and excited to see that the public libraries did post on Facebook about disability pride month, more or less. Some of them were more ADA. Some was disability awareness but overall it was disability issues and highlighting books and things like that.

There are some areas of improvement that we have identified. And I actually called Margaret with the library system to ask her. Because there was just a lack of communication or cross communication occurring and I had not been to the library in a while. And so we went to check. And me and Angelique, Angelique checked the south side, and I checked the main library and Lafarge (phonetic). Margaret has stated there were displays for what she said was disability pride month. Not quite disability pride month and you can see it in my images. One was ADA awareness, which is great. And the other one was I think it disability Independence Day, or something like that. But the signs for the main library were great. They were visible, they were accessible, the books were low enough to be accessible to someone using a wheelchair. And the Lafarge library was not easily found. It was an 8 1/2 by 11 print that had almost no contrast and was hard to read and the display was not clear as to what it was, and it was also behind several other displays so like main displays is when you first walk in. But then it was kind of in the walkway, heading towards the center of the library. Not very obvious at all. And then Angelique, if you want to talk about the Southside, because I did not go to the South side.

>> ANGELIQUE: I did not find anything. I was walked around everything. I went to the children's area. I was really disappointed actually. I think they missed a huge opportunity to not only educate but to get the community involved so I am hoping that, with a gentle nudge, next year will be a better response. I mean what a great opportunity that we are missing,

right? To teach children about their peers, about their siblings, to celebrate even their own differences. I mean I think we really dropped the ball this time. But I'm hoping that next year will be better.

>> CHAIR GISH: And I was thinking I have gone to the library a couple of times since then. This was in July obviously. And I noticed that there are other displays that have the same inaccessible, nonvisible little flyer that you can barely read and see. And the way that the displays are at the main library is perfect. There's just consistent places where they display them. Two places where they consistently display something for that month, whatever the theme is or celebration.

But Lafarge and Southside don't seem to have that. It would be really great if they had that and if the display was along the wall and in larger text and more contrast of people can see what is being celebrated and not just having it be a tiny little printout, that is not really obvious. And so I let Margaret know that we would be in touch with our ideas and thoughts, and she seemed very into it, and I don't think she would in any way take offense to it. She has been very friendly and kind and understanding and helpful. I actually look forward to all of this. You know?

I think that once people in the city become aware that we exist as a committee, my hope is that they will reach out to us for feedback and input and include us in these events, in this event planning, so that it will go forward being accessible and more inclusive of everyone. And so...

>> ANGELIQUE: And there is a stipulation of children using special education on the South side of town in the area of Santa Fe high, like a Lafarge library, that should be accessible and in the Southside it feeds Capital and all of those schools. It really would be neat. They do different arts and crafts activities at these libraries. So maybe some tactile ones. I don't know. I think we can throw ideas at her and see what she comes up with. But I think we can do it better and I would love to see some authors with disabilities featured. And most importantly New Mexico authors featured that have disabilities or write about disabilities. I think it would be a great opportunity to do that.

>> CHAIR GISH: Yeah, the displays that I saw more at Main than at Lafarge did include authors with disabilities. That's why I was like okay, they're not just singing about disability. It was inclusive somewhat, but I am also curious, it made me curious about how many books we even have in our library system. Was that all of the books that they have on disability? From disabled authors?

You know it was a very small display. So it just kind of like, we have a lot of work to do on that. But I think that this is something that you know we have a little less than a year. But I think that in the time that we have, we can make this happen and identify resources that they don't have. And also that they should have. And also to identify better ways of making this more

inclusive and accessible within the entire community, in ways that you have expressed Angelique. Thank you for saying all of that.

When we were talking about it I thought wow, what amazing ideas and I really appreciated that. And that is why I wanted to hold off speaking about this because I think you have really great ideas as a parent and knowing that side of it.

I have good ideas as far as knowing disabled authors and people we conclude that are not currently in the system, for resources. And also highlighting accessible features that are available in the library, different audiobooks, or online resources and things like that that are available, that should also be highlighted during the disability pride month. And then it should also be disability pride month, not random things because as much as those are important, I think that disability pride encompasses all of it. And we can highlight those things within the theme of disability pride and simplify it.

>> ANGELIQUE: Yeah and really highlight like the capital crawl. And how the fight was involved. How it started, and why it started. And really you know, maybe used the bulletin boards to highlight things that we offer within the city. You know? Different resources that are available within the city. I don't know. Maybe we could use the bulletin board to educate and really I don't know get some good information out.

>> CHAIR GISH: Yeah I was looking at Lafarge for where they could put a permanent display, and they have places. They're not really accessible. One was really too tall. It was for someone who could stand. And was also tall. And so you know things like that can be addressed to maybe move that somewhere else and put a lower display that would be more accessible. And so we can make a list. But I wanted to express that they did try. They did do a decent job. But there is definitely more work. And it is obvious that they did not adequately include the disabled community in their planning. And so I think that they would really benefit from our input and maybe it can branch out to other displays and other celebrations for other similar communities of people. And so yes. Anyway, this was very exciting for me.

>> ANGELIQUE: And this is important to me because when my son was first diagnosed, my first child, I literally had to teach him sign he's nonverbal. And I had to teach and sign out of the books at the main library, and it gets me really emotional because that was a steppingstone for us, and I think it's important for us to have things that are available to people with disabilities.

>> CHAIR GISH: Yes. I very much agree. I have a similar experience when my mom homeschooled me using library books and that was all we had access to. So the library to me is like an extension of me. It's like my home. And, the resources that disabled people get in libraries are invaluable. You cannot put a monetary amount on that. And so for resources, for education, for knowledge of everything, we really rely on libraries and library access.

And so yeah.

It should be more inclusive overall, but we'll get there. If there are no more comments, we can move on.

Next item. 7c. The ADA emergency kits and urgent need for training in the City of Santa Fe emergency planning. Eli and I know you have some things to share, and I know you have to go soon. If you want to go ahead and I can jump in or I can start, one of the two.

>> ELI: Thanks Madam chair. I don't really have any updates. I did reach out to Brian Williams. He said he was working on it, but I have not heard any updates since then and it's been a couple of weeks we may want to follow up with him. Maybe a little bit of sense of urgency because also in my email, I mentioned that disasters don't wait on us. They choose themselves. And looking at Maui and what happened there, it is not out of the picture that something as tragic can happen somewhere in New Mexico or even in Santa Fe. So I would like there to be, a bit of more urgency with Brian to get these kits available. One of the hangups was the training, and I had provided him a contract for the training. So I don't frankly know what he is waiting for, but I don't mind following up with him tonight or tomorrow to see where he is at in this. I feel there need to be more urgency on this.

>> CHAIR GISH: I am with you on that. Thank you Eli. Regina?

>> REGINA: Thank you Madam chair and thank you Eli for your update and that is my understanding. He doesn't understand the equipment. He needed to be trained. So you would give him the resources he is looking for?

>> ELI: Yeah we gave him points of contact both me and Nathan the executive director for the commission for the deaf and hard of hearing. Again I am not sure what the hangup is. He did respond and I respect that. He said he was following up. But I would really like to think it is important for him to get the training established. I am happy to support him in any way and put these kits forward for the city to utilize, and general conversations, continued conversations with him about people with disabilities and disasters in Santa Fe.

>> REGINA: I will start an email with Kendra, Eli and me, and Brian and his boss on it. I mean Kathlyne, not Kendra.

>> CHAIR GISH: Yeah Kathlyne, yeah, me and Kendra. One thing, I've been following the Maui fires very closely. And so, I noticed right away we have similar conditions happening in Santa Fe with invasive grasses and plants taking over. It is an ongoing issue, but it seems to be getting worse by the year and this year has been shockingly hot and dry, more unbearable than any year. There's been years where it has been a little hotter, but not as consistently hot for so many weeks and months. And so usually it gets hot for a week, and he goes back down, and we get monsoons and cools off, and that has not happened at all this year. I noticed right away that the conditions in Lahaina were exactly what we are experiencing and the dangers that exist and looking for routes to escape for us in Santa Fe and there are not that many ways to get out of the city. If all 80,000 of us plus the tourists were trying to evacuate all that once, a

similar issue will be occurring with traffic jams and confusion. And then I was thinking. I don't even know how to evacuate. If there was something happening, what is the plan? I have never seen any sort of a plan, where to go or who to contact, what to listen to. We do not have air raid sirens, and things like that, so anyway there's a lot of questions that I am left with and recognizing there are risks. And also that disabled people and elderly people are pretty much always left behind in emergencies. And left to die or become injured.

And so it is very concerning to me. That I am seeing the same kind of weather pattern happening that could lead to the same kind of emergency here. Go ahead Regina.

>> REGINA: Thank you so much Madam chair. We actually talked about this with the executive staff a couple of months ago. Not just Lahaina, it's Broomfield if you remember two years ago, in December, high winds and cigarette fire and grass took out 600 homes in Paradise California. So the emergency management team is beginning to develop, you know, emergency plans for that scenario. And as well as evacuation routes. luckily, we now have a traffic signal engineer in public works who is a rockstar and is also working with emergency management to be able to sort of like change all the lights for an evacuation mode. Green in one direction. Red in another, that kind of thing. We all noticed the same thing you are noticing Madam chair; It can happen at any time to us like it's happening all over the country, and we really need a plan. So when we get a chance to talk to Brian about the ADA kits we should probably touch base on his timeline for making evacuations.

Also wanted to mention something that came up at that meeting. Shelter in place is sometimes an extremely effective methodology. It is not always the best idea to get out on the road. That team is also developing criteria for shelter in places, as well as improvements to homes to make them safer places to stay than to leave and those kinds of things. It's a big project. You are right. Emergency management sees it. Need to get undertaken really quickly.

>> CHAIR GISH: Yes thank you for that. I am glad to know that I'm not the only one. Sometimes there is no communication so it's like sometimes I feel like, am I the only one saying this? I am glad to know that I am not and I'm glad to know people are starting to work on this because it has been in place for a long time, but this year has been really shocking as to how dry and hot it has been. So shoving it in all of our faces, this is a problem. I would really appreciate whoever wants to be on those beating from the mayor's committee to be part of that because a lot of it is disability planning. And senior planning to evacuate seniors and disabled people who do not have anyone else to evacuate them, and to identify who would want that in an emergency.

I know me and my mom we have one person that could feasibly evacuate us. And because we are in two different locations, it would take time. It's not going to happen immediately. And so a lot of planning has to occur. we have to adjust our plan according to what the city identifies as well. Go ahead Aurore.

>> AURORE: I am very concerned about people who do not have transportation, especially the disabled ...

>> CHAIR GISH: You're breaking up.

>> AURORE: ...senior ride, traffic flow. There is a lot of stuff. I don't know. I think maybe Santa Fe Ride and Senior Van need to have a list of people who do not have other options and maybe there should also be bus routes to pick up people who don't have cars and who rely on public transportation. So yeah. There is a lot that goes into that.

>> CHAIR GISH: Yes I agree. And it's a lot of strategizing too. You have to understand if the fire is coming from the South versus North, it will be a different evacuation route and a different plan. It's going to be a lot, but I think the public definitely needs to be included because one of the issues with Lahaina was that people did not know what to do in case of a fire. They had never really planned for something like that to occur. So people were just floundering, trying to figure out how to evacuate. We do not have an ocean here to jump into. It's kind of like, there's a lot of things that are going on, where we are just kind of stuck in this area. What do we do in different circumstances? And so I would hope that there would be full communication with the public when the plans are identified and get public feedback, because the other thing that was identified when you look at the maps is that a lot of the neighborhoods are basically cul-de-sacs, so they have one route out.

If the fire were to occur where the fire is pushing those people into the neighborhood, they have no way out.

So what do they do? So there are a lot of neighborhoods that are built like that. And so it seems like there is a lot of planning needing to be happening and a lot of engagement with the neighborhoods, or things like that are affecting them whether they are by an arroyo, or whether by an open field that can catch fire and spread to their homes. This is not going to happen overnight, I know. But I would hope that the city would engage those neighbors and reach out to them for feedback and thoughts to identify what is even possible in those situations. Thank you Aurore for your feedback. I agree.

>> ELI: Madam chair? Yeah, this is Eli. I totally agree with what everyone has just said, and Regina I appreciate the update about some of the things in the works with the city. And I will just emphasize what Chair Gish mentioned about community feedback. The gold standard for emergency preparedness and planning is what is called Whole Community. That involves the engagement of everyone in the community in order to plan and prepare for disasters. It is what FEMA has been doing for the last 15 years. It has shown itself to be the only way you can really effectively plan for emergencies and disasters in any community or city, and that is by engaging the community, finding out what the community needs in order to safely evacuate, to shelter, to shelter in place, what communications they need. I would encourage the city to please, please reach out to the community to get that feedback and input in their planning process.

>> CHAIR GISH: Yes thank you so much Eli. Thank you. Yeah, and we can work to make that happen. It is you know the city committees are a start and reaching out to the community as a whole is next. But I think with us and what we have been doing with Brian Williams to implement the use of these emergency kits is a really good start. And it kind of encompasses the needs as a whole because these kits are designed to incorporate community. And so, yes, I think we can definitely work on that. And we should. And I agree that to me this is urgent. This is a very urgent need.

So, if there are no more comments or questions we need to move on.

>> ELI: Yeah Madam chair and everyone I have to hop off. If my meeting ends early I will hop back on. Appreciate everyone. Thank you great work.

>> CHAIR GISH: Thank you. Go ahead Pam.

>> PAM: One question for Regina, when people are talking about wildfires and or you have a hurricane in California, unusual weather events, does anyone ever talk about what if anything happened in Los Alamos? Is that ever brought up?

>> REGINA: Thank you for that question. Actually I don't think it's in our top five risks in our emergency plan. We have fire and flood are of course our top two. But nuclear blasts in Los Alamos, I'm not sure if it is on the list.

>> CHAIR GISH: Definitely should be at least top 10. It is definitely a risk and includes things like when there was a fire that went through several years ago on the dangers to the air and what it was burning and that posed a risk and I have had health issues since. I know it's definitely a problem. Go ahead Aurore.

>> AURORE: I read something that made me feel reassured about Los Alamos. Because I always figured well, it will be quick. It is the amount of distance. And this will be very effective.

>> CHAIR GISH: I think for me it's more like, if they have an accident, not necessarily a nuclear blast but just an accident, that obviously if a nuclear bomb goes off, we're probably not going to know. But I think if there was an accident that occurred, that created a disaster like a dangerous disaster for the air and for fire and everything else, like that is definitely a possibility. I am sure they are careful. I'm sure that they're trying to be. But definitely it is a possibility. We should keep it at least in the top 10 Because I think there is a risk, and we are relatively close. If there is a nuclear blast Angelique, did you have your hand up?

>> ANGELIQUE: I was just going to say, I know that it's important to have a community plan and all of this. Right? And we are responsible for taking part in that, but I think that as individuals or loved ones of people with disabilities, it is also our responsibility to have our own plan. As I have stated before, I have contacted the fire department and let them know

that I have two children with disabilities. I have everything written out. I have bags literally always packed because my daughter does breathe with a trachea. Even when there are fires in the distance, sometimes we have to evacuate to Colorado or something, because she cannot breathe. We have to head to an area close to Denver, the children's hospital. It is always good just to have your own plans unless in case the Red Cross does have to be contacted. I think it is good to prepare and not depend on the city.

>> CHAIR GISH: If that is an option absolutely. I agree with that, and the thing is what I noticed was happening in Lahaina, which was really sad, was that they were prepared for all of these different things. They did not know that a fire like this could occur. It had been discussed, but there was no actual planning, no actual preparation. I don't know how you would plan for a fire that moves a mile in a minute. In five minutes Santa Fe would be gone. I don't know how you would plan for something like that.

And so it is just you know, I think if it is an option yes, not everyone has someone who can help them evacuate and that is definitely a problem, and it is definitely a contribution to disabled and early dying the most in emergencies of any other population. Because they don't have people to evacuate them, whether physically they cannot evacuate them, or they just don't know anyone. They are socially isolated. Yeah, that to me is like just bringing awareness that there are people here who are socially isolated.

>> ANGELIQUE: and I think that is a clear picture of that, right? There's only two ways in and two ways out.

>> CHAIR GISH: Yeah. Yeah. Absolutely. So yeah. We will be working on this and continuing to work on it, no doubt. I wish that it was further along than this, I would be more relieved. But I am glad to know that it is at least moving forward now. So thank you Regina for your comments. And thank you Angelique.

Next is discussion and plan to implement inclusive city meetings, accommodations process Americans with Disabilities Act, ASL, CART, LOOP System, in city buildings, ongoing need to correct and update community access. You know I saw in the paper Regina. I pay attention, or at least I try to. If you want to update us on the Loop System, go ahead.

>> REGINA: Thank you so much Madam chair. Did you say me or Pam because

>> PAM: I do not have an update. I know it's supposed to start in September. It was supposed to be in June. I don't know.

>> REGINA: Okay well the big update is they ripped up the in the city Council chambers in order to install a mesh LOOP System. It was the Council chambers closed all the week before last and last week for this project and the LOOP gal of our preference came in and determined that we could not use a mesh LOOP System in that room because of the nails and the wood, or something interfering with the mesh. So they put the new carpet down. And there is no LOOP.

>> CHAIR GISH: That is not cool.

>> REGINA: I know. The plan is to use a circum-- thank you -- a circumference loop. A double loop around the room that supposedly allows you to sit in the chair at the end of anything. They said that is the best they can do with that infrastructure. It is not done yet, AND the IT director was fired about two months ago as you know. So it's a little bit slow getting IT projects done at the moment. Pam?

>> PAM: I don't know what a mesh LOOP System is. I thought it was always supposed to be a phased array.

>> REGINA: Sorry, that is the term, the one that is gridded across the room.

>> PAM: Yeah, it is a phased array under the seats.

>> REGINA: That is what she said she could not do.

>> PAM: But she had looked at it before. So... this is Rahmie (phonetic)?

>> REGINA: Yeah, this all happened Friday, Saturday Sunday about a week ago. She was working with the team that was having problems and then declared it impossible.

>> PAM: And so this is going to improve what is not working there? By doing a double, and down the walls?

>> REGINA: Just a double circumference around the room.

>> PAM: Wow! That is going to be interesting.

>> REGINA: I am so sorry.

>> CHAIR GISH: Well (indiscernible). They will have to try it out. My long term hope I am going to say it now to gut the city Council chambers and rebuild them to be accessible. Right now we cannot have city Council members using Wheelchairs or assistive devices and that is saying disabled people shouldn't apply to be on the city Council.

>> REGINA: That is correct Madam chair. Actually, the mayor would want, and I've been carrying-- we actually have some pretty solid planning, a brand new city services Center somewhere in the middle of town, with really super accessible Parking, super accessible building, a fully modern state-of-the-art Council chambers and everybody can have access to everything, and we really need to make the project happen.

>> CHAIR GISH: Yes we do.

>> ANGELIQUE: Incredible Regina, that is awesome! I love that.

>> REGINA: I know, I am excited too, we just need 80 million bucks, but that is not a hurdle that we cannot solve.

>> CHAIR GISH: Yeah. It takes community planning and gathering and communication and effort to make it happen mostly. Go ahead Pam?

Is there anyone else who has anything else to say on the LOOP System? No? My other update is basically, so we had voted or decided to do a presentation to City Council. That has not happened. August was a really super, unbelievably busy month for me, and September is not looking any kinder. And so I am planning for, I am hoping October to make this happen, to present to the city Council on accessibility of their public meetings always physical, including mentioning the lack of physical disability access for city council members themselves, but also for communication and making it an overview for how inaccessible the government body is currently and how much it can be improved. And how much public involvement would actually benefit them and benefit the entire community. Their plans will be more effective. The work that they are doing will be more meaningful. It will affect everyone in a positive way. Everyone will be able to be involved as much as they choose to be. So there won't be any barriers to being able to voice to them or interact with them or be on the city Council.

And so, that is my hope. So, fingers crossed for October. Otherwise, trying to think what else I wanted to say. I think that's pretty much it.

So I was watching the special meeting. And I noticed that they did have Spanish interpreters properly, and they did have certain features in place. The zoo was not very good. The captions were not that great I think because of the venue. It was echoey, and different things were going on in that room. They were having issues as well with their audio. So it was just an overall issue. But, I think going forward, especially like with long term plans especially, a new city Council chambers or some kind of room like that that is built to be inclusive and accessible, where there are ASL interpreters, CART as possible, where there are different features available for people and larger screen so people can see captions built into the room. So it's not awkward. Right now in the city Council chambers it's a little bit awkward and the screens are kind of small. So if we plan for all of that, I think something really positive can happen. And it can be like a community engagement center.

And so that is kind of like what I have been organizing in my head to say to the governing body more or less, clearly I need to think about my thoughts a little bit better but in between all the chaos happening my life, day to day that is what has been organized. Regina?

>> REGINA: I wanted to say that will be an incredibly powerful and effective presentation and they don't know what they don't know. And they need to decide and by members of this community and in super clear terms they will be all about it.

>> CHAIR GISH: Yeah, thank you. I appreciate that support, because right now it feels really big with everything, trying to organize my life. But I think yeah, GinaMaria said we did it easily with the awards ceremony. It's going to be the same kind of thing into me it's really positive the idea of engaging the community and constituencies and having this public dialogue with everyone being able to participate, and fulfilling those gaps that are happening because people can't participate.

And so I think, yeah, to me, that is really positive, and I am actually excited that that is in the plans long-term. So we can work to make that happen too. Thank you Regina.

>> REGINA: Thank you.

>> CHAIR GISH: So if there is no feedback or comments on that item, we can move ahead.

Next is 7e, planning and creation of a disability nonprofit to support city outreach inclusion efforts and fundraising. This was mostly Eli's thoughts. Sorry he cannot be here, but we can discuss this more in the next meeting. A brief overview.

One of the needs that we identified during the disability awards was that we could not do fundraising as the mayor's committee so there are different needs happening, so Eli created an LLC to do fundraising and we identified numerous nonprofits that are aligned with the city. One is keeping Santa Fe beautiful and different things like that. Friends from the library. And so one of the things that we've been thinking of is how do we create a nonprofit that deals with disability awareness? And kind of celebration. It would be around disability pride, really positive. How do we make that happen? Can we make that happen? Is that a possibility? We don't really know. We are just looking into it.

But that would allow for fundraising for the event so that the burden would be less in the city. As Regina stated, she paid over \$10,000 for the food. We don't want that kind of a burden to happen for the city if it can be avoided and if we can do kind of fundraising through the nonprofit for our events, or for outreach and different awareness needs that we have. And so, we are just trying to figure out the visibility of all of this. We don't even know who to go to in the city.

And so, yes, anyway, I am putting out there that that was one of our thoughts. GinaMaria I know that you have been discussing this with Eli. Do you want to add some things to that?

>> GINAMARIA: Thank you Madam chair. Maybe Kendra or Angelique would you like to tell people what we are talking about, what we're thinking of?

>> KENDRA: I have been kind of absent in this. Probably I won't be the best person to add to this. I think I will let you GinaMaria and Angelique go for it. Kind of inform everyone.

>> GINAMARIA: So we are at a point where we are looking at the pros and cons of making this nonprofit. And we actually have a meeting on the 19th, with someone that Eli has invited that is going to come and talk to us about the steps, the process and what the pros and cons are. It is really exciting. We are like a very hot pot of water ready to over boil with ideas.

>> ANGELIQUE: So we were fortunate enough for the awards to be blessed by the city to cover the cost of the food. And then out of pocket Eli covered the venue and the insurance. And he made sure to get all of the audio things. He covered the cost of that as well. Kendra had out-of-pocket expenses. It cost me about \$2500 out of my own pocket to pay for the signing interpreters, the awards, the photo backdrop, the programs, just different things. So we are hoping that as we move forward, we can figure out what is the best way to get those things sponsored or covered. All of us put our hearts and souls into this award ceremony. We are hoping to make the best decision whether it is A nonprofit or to continue the way we are for next year's event. And then make a decision at a later time. We are just trying to get the most important information to make the right decision and to make these events for July long-term.

So we want to be able to support these events long-term. And so that is kind of what we are looking at. We are discussing What we are weighing heavily on. After the 19th, hopefully, we will have more information. But, yeah, I think it was a collaboration of a lot of people bringing their hearts and souls into this event and I think it showed.

>> CHAIR GISH: Regina?

>> REGINA: Wow! Thank you so much Madam Chair. And thank you everybody for providing information about expenses and how they were covered for the event. I have two thoughts. One of them is, I wonder if I could be provided with the entire budget and see if there is any avenue by which the city sponsors -- it becomes a city event, and the city pays for it all. I don't know if that's a possibility at all. I think I should check. I know it was an incredibly valuable experience, a huge success and it opened a lot of people's eyes. It would be a good time for me to follow up on that.

The other thing is I would say is that another group is Carol Grant the Executive Director of Keep Santa Fe beautiful and has led that nonprofit for decades and it will be interesting to talk to her about how that works, and I don't know if that is who you are talking to. She is a super accessible, supersmart person that might be helpful. Thank you.

>> ANGELIQUE: GinaMaria, would you clarify that for me? I think it is someone from SCORE that we are meeting with, is that correct?

>> GINAMARIA: I am not sure. All I know is the person's name is Roger, that is what we have in the email.

>> CHAIR GISH: Eli had mentioned SCORE to me. I don't know if that was who you're meeting with. So...

>> GINAMARIA: He said he knows people from SCORE and had a couple of other people he knows that might be available. But without a name we don't know, we will find out don't worry.

>> KENDRA: We are not sure where they are from. But yeah. Or what's being done. But yeah. We do have somebody that we are going to be meeting with.

>> ANGELIQUE: We've been talking ideas around to have some big fundraisers, and to start you know ahead of time. We were crunched together, in about three months amount of time. I don't know the amount of time. But I think we will start earlier and try to get ahead of the game this time.

>> CHAIR GISH: Yeah I am hoping to start in January and really organizing it out little by little so there is no rush and no stress, and no last minutes. I know there will be last minutes but less of it.

>> ANGELIQUE: yesterday like them I'm like aggh! (audio interrupted)

>> CHAIR GISH: Halona?

>> HALONA: Does it matter who donates? I don't know if anybody has any feelings about like the casinos.

>> ANGELIQUE: You know? One of our main objectives I guess or whatever was to get the local pueblos involved and that is why we gave out awards to the pueblos because we want to bridge with them. And start to provide -- we want to respect the pueblos. But we want to provide services and resources to the people. Right? We want to be a tool to them. No, it does not matter who donates. And we had a tier system. And I think we raised; I think they said about \$1500 with the fundraising. So people want to get involved. People want to support this. That was clear. And, so we are thinking it was starting early this year that we might have a better networking as far as fundraising and support for the events.

Plus it brought different businesses to realize where they were lacking in ADA areas and where they needed to provide more jobs or resources or whatever, so it opened up a great conversation in the city. And I think the response was really amazing.

>> CHAIR GISH: Yeah I agree. One of the things that Eli had said was that through this LLC, registered as a business, people don't get a tax write off for the donation. And so he wanted to make it more so people would be able to donate in a more affordable way, where they could write it off on their taxes. That was one of the main discussions of why it needed to be a 501(c)(3).

And so, unfortunately, we still need a fiscal sponsor. Think small. By having a fiscal sponsor we would be able to take donations. We would not be in charge of them as much. It would be the fiscal sponsor in charge; it will be more protected for us as well. And then, anyway it would create more of an accessible, understandable means of donating. and also of participating because people understand what a nonprofit is, and what a nonprofit does for the most part.

And so yeah GinaMaria said that is what we use ARC as our fiscal sponsor, for that very reason. Who had their hands up? No one? okay.

So, anyway, yeah, that would make it and I think people understand the idea of a nonprofit being like a community resource. And a means of gathering people together with like-minded goals. And you know, it's not going to be the same as this committee. Like this committee is more like a problem solving committee. And we deal with meeting needs in a very direct way, changing policies and things like that. The nonprofit as far as we have discussed the nonprofit so far, of course, it can change, but it's more about celebrating the positives that come out of that work and gathering the people together who are really supporting us. And then also donating for the causes to celebrate and bring awareness and address the needs. But more like in a more supportive manner. Go ahead Pam.

>> PAM: Some interruption occurred with the audio. I am a little behind in understanding what GinaMaria said about using ARC as a fiscal sponsor. Is that for me to understand as an umbrella organization that has a 501(c)(3) already?

>> CHAIR GISH: Right. We don't know the answers To this yet. We have been trying to find out, so Eli's business is an LLC, he's registered with the state as an LLC. The ARC is a 501(c)(3) obviously and they were our fiscal sponsor. We don't know if people can do tax write offs with having a 501(c)(3) fiscal sponsor unless we are also a 501(c)(3) organization. I have not been able to find that information online. And so, clearly we need to be meeting with people and asking those questions. That hasn't happened yet, it will happen.

And so that is what has been going on. Trying to figure out the logistics of it; the needs of it and how it would benefit us to be a 501(c)(3). How it would benefit donors and businesses who want to support the work of disability pride, and all of those related to the award ceremony and everything. And disability awareness.

And so it's a lot of like research and connecting with people and finding out what is needed and what is the downside. What is the positive. What is going to happen. What is it going to look like. But that is what happened at our event, the ARC was the fiscal sponsor for the LLC.

And so the \$1600 roughly that was donated was donated directly to the ARC as our fiscal sponsor and then those funds were made available to cover the expenses for the event and that is similar to how it would continue to occur. Go ahead GinaMaria.

>> GINAMARIA: Okay. I'm not a lawyer, I cannot give you advice and represent you blah blah blah. Disclaimer. Insert disclaimer. But I have worked with fiscal sponsors on other occasions, in other states, and we have been able to write donations off on taxes. Because it depends on where the money lands at first, that is why people use fiscal sponsors.

>> CHAIR GISH: I am hoping that an attorney will tell us that, honestly. It makes sense. To me that makes sense because they are the fiscal sponsor. The other is that nonprofits hold the funds that were technically donated; and they disburse the funds to the appropriate event or channel, whoever is the one needing those funds but like I said I have not found anything online. I am definitely looking.

>> GINAMARIA: Like someone that has the (indiscernible) --

>> CHAIR GISH: Thank you I appreciate that, and Angelique you had your hand up.

>> ANGELIQUE: And with that money we need to remember we still need to pay Sammy for her hard work because she did design the logo; she did put together the site and did all kinds of stuff for us and we still need to pay her. We have not done that. We did rely a lot on kind donations as well where people donated goods or services. And we are really grateful for that as well. And they didn't claim that, obviously. They just did it because they were just as passionate about this event as we were.

>> CHAIR GISH: Yes thank you Angelique. I am hoping that Maybe we can compile all of that and put it into a packet, and just do an overview and a thank you to everyone. Because a lot of people put a lot of time and energy and money into that event. And I was amazed that it all came together as beautifully as it did. But that was the effort of everyone who contributed. And so it is amazing to me.

I say when people come together and put their energy together the amazing things that can happen. And that to me is a perfect example. We had a very short time, and very little resources. And everyone contributed in some way. They came together amazingly, in a very short amount of time too.

>> ANGELIQUE: Grateful they did.

>> CHAIR GISH: Yeah, so thank you so much Angelique. Are there any other questions or comments on item 7e? No? Okay.

Next is the discussion items. Item 8a, continued discussion on updated ADA coordinator job description and continued discussion of appropriate city placement for ADA coordinator and the Mayor's committee on disability. Regina would you update us on the ADA coordinator.

>> REGINA: He does! Thank you Madam chair. I am super happy to finally report that the new equity and ADA manager has received a contingent offer and accepted it for the position. Oh my God! Yeah!

I don't actually have a start date, but I suspect it will be the early part of October. The pay period probably. It has been so slow getting to HR, molasses but he is really excited and he's totally on board. This guy is ready to rock, has a lot of great ideas about how to get us going so I'm really excited.

At the organizational structure as we discussed, and I think you guys are aware, he is in public works right now largely because Julie Sanchez who will be the director of the new office of equity and inclusion, or whatever it will ultimately be called, she will be on maternity leave. She is actually gone already. And so I will be the direct -- Daniel Lopez will be a direct report to me, and then I will get a chance to train him about the city and I figured we would start the self-evaluation right away and we are a decade behind on that and it would be a great place to start. As well as supporting some of the key initiatives that the committee here has raised, which is certainly the accessibility of Council meetings for one. And maybe the institutionalization of the disability pride event. And then, once the office of equity and inclusion is created, which is in a resolution sponsored by councilor Ramiro Worth right now, and worked on, the vision is that he would transition and leave that office under Julie Sanchez in the community of safety department and the youth and family services division.

>> CHAIR GISH: That is fantastic.

>> REGINA: It's a big we came a long way!

>> ANGELIQUE: That is wonderful!

>> CHAIR GISH: I was not aware of almost all of that. So thank you. Wow! That is big. Yeah, that is amazing.

The part that I was aware of was that Julie Sanchez had emailed me about the disability statistics because in the special meeting for the governing body they were initially going to vote to include the office to be voted for by the public. And then there was some discussion which I very much agree basically, in short to say that the public really should not be in charge of voting for people's civil rights or not. That was a short comment of it. People might have biases, or not understand what is going on. So they might vote it down. And what happens? they would have to go through this process anyway so what they are doing is going forward with what they have authority to create, which is the office of equity and inclusion. And they can do that as the governing body so it's not going to be stalled until November and potentially voted against, and then stalled again until January. That is going forward. So I was actually kind of excited even though I understand that it is not going to be as institutionalized as much. I think that anyone who tries to get rid of it at this point is going to have a fight, because we

have wanted it for so long. And we have so many reasons to have this kind of office. And so, it is very needed.

And you know, when we were meeting with Daniel Lopez, I had no idea he would be the person heading it. That is actually very thrilling. Yeah, that makes all of my gears start moving, you know what are the possibilities of all of this? That is amazing.

I know that it's going forward, which I was very happy to see it anyway. It's not going to be stalled. And I know Julie is going to be out, she told me for about three months. I am thinking we are going to be doing this around January. To transition to the new office, possibly in January or February?

>> REGINA: Thank you Madam chair. I don't know the timing I do not know where the resolution is at right now and that could take three months with somewhere I think you are right, between January and March sounds right to me and I will stay connected to Daniel for more of the traditional may be ADA stuff, while everybody else gets a piece of the equity, I mean this is really exciting. This is like taking somebody and he really knows his stuff, he has worked for cities for 30 years helping them create accessibility for everything: housing, access to government, job opportunities which is huge. And so he is super excited to do that.

But think about this. Public engagement. You are trying to get eyeballs on the website. We have public meetings all the time. Are they accessible? Even the Council meetings are not. But surveys and voting and everything, so it's really, really exciting.

I think this team and this committee will have a big role to play in helping to prioritize. There is a lot to do. Where do you start?

>> CHAIR GISH: Yeah, I know, we are going to be busy really assuming which is going to be really good. It's what we have been trying to make happen. The way I see him is, he is like the go to person, he's going to be the person to be filling that gap where we have been trying to fill this gap and saying hey these are these needs, and you come in. Try to do what you can do. He is going to be the person to say, this is my role, this is my job. This is what is supposed to happen, and this just needs to happen and make it happen. So it's very exciting. Our work is going to be both busier and less. So thank you.

Are there any questions, comments, feedback?

>> REGINA: There is a comment in the chat Madam chair. GinaMaria suggested that he might be invited to the next MCD meeting, is that what you're saying GinaMaria?

>> GINAMARIA: I was saying our meeting and then I went oops! I am not there yet.

>> CHAIR GISH: I would invite him. The other person I wanted to invite because October is disability employment awareness month, if we could invite Bernadette from HR if possible or

someone else in HR. I know that is going to be hard. But like disability employment awareness month. If not we can reach out and ask.

>> REGINA: Thank you Madam chair. It is the value of the engagement is what I am thinking about. We actually want somebody who will listen and care. You know who might be a good one? The deputy city manager is supposed to be our escalation person for HR issues if we cannot get what we need there. I think it will be great. What do you think about that Halona as an idea? Deputy city manager, and that is Layla Archuletta-Maestas, I think she would be a great representative of the city executive team with respect to hiring issues.

>> CHAIR GISH: Yeah because one thing I am thinking too, is addressing the issues with what we experienced with the application process. And discussing those things and bringing that back up as an issue that puts a barrier in people's place to even applying or getting information because there is nothing on the HR pages about how to get access, how to get accommodations met, or anything like that. That is still just sitting there. I have not been moving forward because we have not had an ADA coordinator and it is too much work for you to do, and I don't want to put that burden on you. We should at least bring it up for disability employment awareness month. And kind of like hey, this is still ongoing, and it is not fixed. And if we could have someone who is kind of tied to that, that will be really helpful.

>> REGINA: Thank you Madam chair I think Layla is also the right person because she is sitting over IT now that do not have an IT director so with (incomprehensible) application and with HR issues, it is a great place for her to be more aware of and I'm sure she would love to attend.

>> CHAIR GISH: If you could please reach out to her and also please invite Daniel even if you could only attend for a meet and greet. That will be fine. I would love for him to say hi to everyone and have all of us be able to say hi back and start that process to transition.

>> REGINA: We will do it right now Madam chair.

>> CHAIR GISH: Thank you so much. If there are no More comments or questions about item 8a, we can move forward to the amended agenda items, 8b. Updates on the vacant Mayor's committee and disability position Regina I know you are trying to do two things now. If you have any updates on that I am totally confused about the process that is occurring. So any sort of update with the great.

>> REGINA: Thank you so much Madam chair and everybody. I think we got a lot of good support from the city clerk this time because of the incredible inaccessibility of the online application form for membership to the mayor's committee on disability. They were willing to accept resumes, which was great with no additional interviews needed or anything. Yep. And I know that we have two applicants and two of them are with us today and I think I may have gotten a third email and I need to check. I think it said, can I still apply? Did you see that one?

>> CHAIR GISH: Yeah, was that Don?

>> REGINA: I got Don. Not sure if there's a third one or not. The process actually is, since this is the mayor's committee, the mayor chooses, makes a recommendation to the governing body, and the governing body endorses the recommendation of the appointment at the governing body meeting. He will be very interested in my opinion. He will be very interested in the chair's opinion, and he will make his own determination.

>> CHAIR GISH: Just to let you know, what happened in the past and Aurore you can chime in too, what we have done is we all as a committee did a process where we looked at the candidates, decided and it's really hard when they don't attend meetings, but we decided who would best either fill a gap in our representation. Or who has been most active, if anyone has been active. And decided how they would be a good fit, who would be the best fit, was someone trying to be on the committee with a bias? People trying to promote jobs and businesses and all kinds of things that we have to weed those people out because honestly we are not here to promote businesses.

And so we as a committee would decide who we want on the committee. Kind of like a rank choice of voting, first, second and third, and who was eliminated altogether, and then we would recommend our number one choice of the liaison, and then to the mayor. And if there were no issues found or anything occurring, then that person would go for appointment to being-- but that is not happening this time. So I don't know if it's just lack communication, which like I said a lot of things right now seem to be all over the place and I get it. But that has always been kind of like we have done it.

>> REGINA: You can do it that way and that will work just fine.

>> CHAIR GISH: Okay, so we can move forward with the normal process.

>> REGINA: Absolutely.

>> CHAIR GISH: That is what I was not clear on because the communication with the city clerk was like it seemed like they were and I understand because that form as I expressed in the meeting unfortunately, it got deleted. It was not accessible. Even to me I'm like halfway through it. It would get erased because I would accidentally close my browser. Knowing me. So yes. As long as we can move forward with our normal process and make recommendations for who we want to be on it. And I was also thinking of doing an interview process because not everyone is active in our meetings. And then also which I have expressed in the past is people who want to be on this committee, it's really helpful if they do participate ongoing. And we know who they are and how they fit, and we know how they can help, and they understand what we're about. So don't come to the committee thinking it will be one way and it is something completely different. And so anyway that has been an ongoing discussion. Regina go ahead.

>> REGINA: Thank you Madam chair. Is there a point that someone on the committee that we have never seen here? The person who is absent right now?

>> AURORE: Chris.

>> REGINA: Yes. Is that person participating? The reason I'm asking is that Kendra asked a question in the chat. Is there only one position? I just wanted to see if this person is actually going to participate at any point.

>> CHAIR GISH: So Chris told me, and this is really frustrating, when he applied he was working at a different job and then he got a job in a different place that is more strict and apparently has meetings at the same time as this committee meeting. When he first applied he could attend this time. And then his job transferred, and he cannot attend this time. And that is why I have been excusing him because it is not his fault.

When I emailed him to ask him for the questions for the city Council members, he did reply and gave me five questions. And they were very good questions. I wish that he could participate at this time, that is the only thing to me that is hanging him up, otherwise he would be participating. He has to be at his job, at another meeting at this time. A required meeting.

I feel really frustrated because this was the only time where we could meet. So, and he is like the one that gets left out. I've been trying to figure out ways where I could engage with him and have him communicate back to me. But I've been obviously dealing with other things. So it's been put on the back burner. I am going to excuse him until January until we get our hours redone and then maybe he can rejoin them and if not I will have to ask him to resign.

That is where I feel like trying to be fair and not kick him out. But then we are lacking a member too. And I would love feedback on this. It is not easy to be in this position of like, do I kick someone off the committee because of something that is not even his fault? go ahead Aurore.

>> AURORE: He can attend. I don't know. People quit because they can't attend.

>> CHAIR GISH: Go ahead GinaMaria.

>> GINAMARIA: When I applied for FEMA I had it very clearly put that I'm on the board with disability rights New Mexico. So shortly after we started-- very short lived, I think it was in the first week we had a board meeting. I'm okay, I have a board meeting. We have only four or five board meetings a year. Okay great, but you cannot do it here. So I had to go out in my van during a snowstorm for a meeting. It was really wicked.

Anyway, if you included it in your resume, they kind of have to say yes. That's what I figured. So I did not really ask permission. I informed them. Oops.

>> CHAIR GISH: Yeah. His job position, I don't know any details about it. I know where it is. I know they can be very strict. We have been trying to figure this out. I've definitely discussed it with Eli about what to do, but with everything happening this last year, he had to wait to be appointed for a long time on top of that, so that kind of delayed it.

And then, it was just kind of unclear and up in the air when we were deciding this time. He was transitioning to a new job at the same time. So it was really seriously unclear. And I kind of feel like it is unfair to kick him off, but we are lacking a member. We are. And so go ahead
GinaMaria.

>> GINAMARIA: I think that maybe, I don't know Regina what do you think of this? Maybe it will be helpful if Catherine and Regina got together and wrote a letter to his employer stating that he is a member. And we look forward to collaborating with him. And kind of a letter of support, that he could give to his employer and say because I don't I am really sure how this works in all cases, but I don't think they can say no. Can they?

>> CHAIR GISH: If he has another meeting that is required, it is not something that is optional and that was the issue. Yeah.

>> GINAMARIA: They can't say yes unless you ask.

>> REGINA: I think you should resign if he has a permanent conflict.

>> CHAIR GISH: One of the things that I was thinking of, I have a whole list of things that I thought was possible, one thing I was thinking of was for him to resign and reapply as soon as he was able to. As soon as we have a vacancy. I don't know if we can give them priority or whatever because he is on the committee, and it was not his fault. I don't, I really don't know. But that they are maybe, and I can include him when we are discussing our new time for the new year. I could include him to make sure that he would be able to attend meetings even if he is not an official member. I don't know how that would work with his schedule or not. It is a lot of discussion and going back and forth, and figuring out how we would include him.

I talked with him several times before just to update him on what was going on with the process and the delays happening to appoint him, and he seems very engaged and very much wanting to be a part of this committee. It has been a process with his new job. Pam and then Halona.

>> PAM: I don't know him at all. I am wondering two things. What disability population is he most representing? Or wanting to represent? In general? Two, has anyone talk to him recently in the last couple months about his inability to attend this particular meeting? Does he have a strong desire to make this work out sometime? Or has it ever been brought up with him?

>> CHAIR GISH: I have not had a chance to talk with him about it. He has legal blindness so that is that is one thing we are lacking. We are lacking that, really badly. I am partially blind but I'm

not to the extent that he is. So, yeah, he would be a benefit to our committee if he could participate. It would be filling a gap that is present. But, yeah, so it's just a lot to figure out. I don't want to be mean, kicking you off without any sort of discussion. I want to be humane and think about the best route for all of us. But this does include... I cannot make these decisions by myself. I really do need support and feedback and help to figure this out. Because I don't want to do anything that is inhumane to anybody, and that would affect somebody.

And so you know, I want to be thoughtful and caring. And like I said, one of the things I was thinking about was to open the opportunity to reapply and say please reapply if we were to say that he needed to go right now, and that he cannot participate. Go ahead Halona.

>> HALONA: Does the committee have any bylaws? Or do we need, do you wish the Madam chair to enact any bylaws that if you miss so many meetings we respectfully ask you allow somebody else to participate in that position. That is just a suggestion.

>> CHAIR GISH: Yes we do have bylaws. And they do stipulate that. We have we have not been enforcing any of those for the entire pandemic for obvious reasons and just to be humane, because people are really suffering right now. And so, you know, that is kind of part of all of this too, needing to be a little bit more lenient. But I honestly was a little bit shocked when he suddenly said he changed his job, and he could not participate. I was like, we went through all of this to get you on our committee and now we just have to wait until we can find the time that you can attend.

And so GinaMaria said, wait until Daniel can guide us. That is possible. But Daniel isn't going to come in anytime soon. So I think it's more of a need to have a complete committee and I agree with that. I've even been trying to think about can I ask Christopher to watch our videos and give me feedback for each meeting? Just so he can participate. And so that I can have his opinions and needs, and he can voice them during our meetings. Just because it feels like he is hanging himself and floundering himself and not knowing how to even participate in this committee, and that is unfair to him as well. Go ahead Pam.

>> PAM: I don't know this person. I don't think I have missed that many meetings. When was he... was he ever at a Zoom meeting? Everybody else knows who he is but me. And I just happened to be out of town on that day or something.

>> CHAIR GISH: He attended one meeting, I don't know if you were there. It was a meeting where we unfortunately could not do a meet and greet. One of those meetings where everything came together, and we had to go forward with our agenda. I could not stop and take time to introduce him, and I felt really bad about that. Because it's like, when things are really stressful And you have a huge agenda, and things have some sincere deadlines that were not being met, that was the meeting that he joined. And so it's really frustrating. Because it should have been more positive, like our meetings are now, but it really wasn't.

And so it was a very stressful meeting. And, it just I don't know, he literally attended one meeting, he was literally able to attend one meeting. That is it. Yeah. And it wasn't a nice one. So go ahead Regina.

>> REGINA: Thank you Madam chair, back to another matter of immediate issue, the appointment to the current single vacancy. I brought that up to see if we wanted to have two vacancies to work with right now. It's so funny, at the same time as we've been talking the city clerk's office just emailed me and asked me for my recommendation on appointment to the vacancy. I was wondering if I could tell them how long it would be before we make a recommendation to the mayor.

>> CHAIR GISH: I would say two weeks. We could decide it within two weeks.

>> REGINA: Okay, thank you so much.

>> CHAIR GISH: Yeah. So, if there are no other comments or questions, this topic is very frustrating. There is no easy answer for me. But I'm trying to go about it being the most humane. Go ahead GinaMaria.

>> GINAMARIA: Thank you Madam chair. Regina, when you answer her, could you ask her how long she would expect after that the new appointment would find out? Because there is a timeline on her end too.

>> REGINA: Yeah it's pretty fast. We would put it probably in the next governing body agenda for appointments. I would say probably four weeks to somebody in the seat. Right?

>> CHAIR GISH: I know what happened last time should not happen again. There were a lot of barriers, over barriers at that time and a lot of them were because we did not have a liaison. We do have one now. So it should go a little faster. Hopefully.

>> GINAMARIA: thank you.

>> CHAIR GISH: Next item, is 8c, continue discussion on updates on the city website, city website features and accessibility. Me and Eli... go ahead Regina.

>> REGINA: Sorry Madam chair, that reminds me. I wanted to ask the committee for a letter. The city clerk has agreed to remove AccessiBe, of course they are insisting that we would be sued by the federal government for inaccessibility by removing them because they're such an awful company. And they are requesting a letter from the Mayor's committee saying you would rather have nothing than AccessiBe.

>> CHAIR GISH: Yeah, and we can cite why. We have those references. So thank you.

>> REGINA: That'd be awesome.

>> CHAIR GISH: Yeah. We will do. I will put that down for me and Eli to work on that. And Pam, please also join. Go ahead Pam.

>> PAM: I don't know what AccessiBe is.

>> CHAIR GISH: It is an audio reader. It has several accessibility features; the problem is it is an overlay you cannot turn off. It can read the audio on a website. It can enlarge the text on the website and change the colors of the text on a website and contrasting things like that. But the problem is it can't be turned off. So for people who have their own forms of accessible equipment, technology, whatever, they cannot use it with AccessiBe being an overlay because the website is not accessible to them. It blocks their form of accessibility.

>> PAM: Thank you. Sometimes I feel like there is a lot more going on that takes place in these meetings. And I am out of the loop. So I'm going to keep asking if I just did not hear it. Or there is something that people are talking about in normal everyday life and is brought up at these meetings and I have no idea what is going on.

>> CHAIR GISH: That is a valid question. To me there are no wrong questions. If someone does not understand something or know what something is please ask because that is what this meeting is for. And it also helps me because a lot of times when I am talking, I kind of have to organize my thoughts. Someone's audio is really bad thank you. So I have to organize my thoughts in order to communicate it. And so it actually helps me, because I have to think about it like, I don't just know it. I have to think about how to communicate it to somebody. That helps me to be able to organize it in my head to be able to do that. So it is good overall. Pam go ahead?

>> PAM: Sorry, there's another thing I don't know. Mr. Don Miller, I do not know who you are. Were you introduced? Are you interested in partying and listening to this meeting? I did not hear an introduction. I don't know. I am asking at the end of the meeting.

>> I have applied to be on the committee because I have an interest, a personal interest primarily for my wife, my late wife was a polio survivor, and she spent the last 13 years in a wheelchair. I am familiar with a lot of issues. And I would just like to, in her honor, be on the committee. And hearing all kinds of things here today that I would like to be part of. So I made the application. My interest is personal.

>> CHAIR GISH: Thank you Don.

>> PAM: Thank you very much and even GinaMaria, I am assuming you are also applying for this position?

>> KENDRA: She is.

>> GINAMARIA: Yes. Excuse me Don, as a wheelchair user, please use people first language. Just means your wife wasn't in a wheelchair. She was a wheelchair user. I actually have started to say, I am a chariot driver! People say, you are a wheelchair user? I am going to run you over. Just because I don't sleep in it; I don't drive in it; I do not take a shower in it. There's a lot of things I do not do in my chariot, but when I need to move, I move my chariot. And now I forgot why I raised my hand.

>> CHAIR GISH: We were discussing the city website.

>> GINAMARIA: Oh yes Pam. So, Eli has a group of people that are mostly, I want to say mostly people that work for the state. It is a group of people that he has invited to talk specifically about digital issues. And, the overlay came up through that.

I learned about the overlay when I got my ADA coordinator certification. There is a lot of different information out there. But one of the issues with the company that the city presently has is that they say if you use us you will never be sued. Totally not true because you cannot say that. Anyway, there are problems with them, and they are going.

>> CHAIR GISH: And it's the same kind of issue that makes me wonder what the term was, where the city clerk's accompanist for 2022 included that the website was ADA certified. But that does not exist. Who told them that? They did not make that up. Someone told them that. I am wondering who still, but that is not a thing.

And so it is concerning to me that the city is basically being lied to by companies, and that should not be happening at all. That kind of it's predatory business practices. It should not be happening. And so it is concerning to me, and it highlights the need for ADA awareness and disability so they can protect themselves from scams.

The other question that I have Regina is that I do not have any updates on the printing to PDF of the website. I was hoping to at least get an update that they have done it, the things that I had submitted. Because it was done partially. It was done so that if it was small, the margin stayed within the page, and you could print it very small. But the text cannot be made bigger because it is not text dropping and that issue which I did submit is not, has not been, I have not gotten any feedback on this so if you got feedback, could you forward that to me? If there is no feedback would you reforward it to them? Because you had said you were going to do this one more time.

The other issue real quick is that the page to submit web access issues has a text box that is literally this big. You cannot see what you have copied and pasted to make sure it's all in there and if that could be an actual form where you can actually see what you have submitted and maybe even attach an image or PDF, or something of the webpage area. That would be really helpful. Because I can't really submit web issues that I'm having through that city website. And I do have her email directly. I could email her directly but most of the public would not.

>> REGINA: Thank you Madam chair. I must have failed. It looks like I do have something from her. I have your email that talks about the save as PDF, 100% size and all that, that's the one?

>> CHAIR GISH: Yeah.

>> REGINA: We said that it would have the web developer look at it as soon as we issue the new PO for the fiscal year which believe it or not we've barely done this. I will forward this again and cc' you. And see if we can get an update. Thank you for the reminder.

>> CHAIR GISH: Thank you so much. Yeah. Those were the only things that I have written down to discuss today for that, and I know there's other issues going on. We need to update the Mayor's Committee pages and all of that. But that's down the line to me. These are more important issues. So that will be in the next few months we can start working on the Mayor's Committee webpage and updating all of that. So if there's no more questions or comments on the city website or features, or accessibility, we can move on.

Next is item 8d, Mayor's committee on disability subcommittee reports. Are there any subcommittee reports? No?

>> AURORE: Yes.

>> CHAIR GISH: Go ahead Pam.

>> PAM: Just that after, my gosh, three years, HLAA Hearing Loss Association of America is going to resume the Santa Fe chapter and our first meeting, if anyone is interested is September 16, 10 to noon and the subject is digital technology for smart phones to aid the hard of hearing. Spread the word please. Just show up at the Board of Realtors Association building next to Ginga (phonetic) on Guadalupe.

>> CHAIR GISH: Thank you for that Pam. Aurore?

>> AURORE: The transportation meeting that we were trying to put together did not happen, they are going to wait until the new person comes on and all of that. But we do have, of the nine members that we had when the pandemic hit, we have five that are coming back and so we have at least the basis of the group. That's good news. Hopefully soon.

>> CHAIR GISH: Yeah! Let me know because I do have things to share. None of it is urgent luckily, just things that might make improvements. And some positive comments. My mom has been using the senior ride van lately go get things done and they have been more helpful and attentive. Much more helpful than when she stopped using them, which was several years ago. She was happy she could just get in the van without having to step on a tiny stepstool like they used to make people step on. Even though she is somewhat able, it is still precarious.

>> AURORE: Yes.

>> CHAIR GISH: Anyway she was very grateful to be in nice vans, with wonderful drivers that were very helpful.

>> GINAMARIA: They have wonderful drivers there.

>> CHAIR GISH: Yeah. Regina go ahead.

>> REGINA: I'm so glad to hear that. And that is the senior van? Not from our transit team but from the seniors team, right?

>> CHAIR GISH: Yeah.

>> REGINA: Really interesting. I wanted to say I think Aurore the new person you were talking about is our new transit director of administration. And that is a fair point. She...I will check in with Tomas who is the transit director of operations who is probably the right one to do your meeting.

>> AURORE: He was trying. I don't know. He didn't think he had the right to go forward. But we were working with him. That is who we were working with. So maybe from above he is told he has the right to go forward.

>> REGINA: For the like the tenth time. So thank you so much for letting me know but that is going to be a great addition to the team. I think our new -- Gabriella Chavez is the new director of administration, and she comes from NMDOT, she has been helping the blue bus, she helps all the small transit systems in the whole state so she's really super transit savvy and I think her big contribution will be in the zone of public information and customer service. She'll own that team. Tomas will -- sort of what we do when we pick somebody up. And the equipment, that kind of thing. But certainly having her around will help him have more capacity and time to support that meeting for sure.

>> AURORE: Okay well it seemed like he did not feel like he could go forward on it on his own or something.

>> REGINA: Okay. I will check in and thank you so much.

>> AURORE: Yeah. Thank you.

>> CHAIR GISH: Thank you Regina. Any other subcommittee reports? No? Next is 9, matters from the staff.

>> KENDRA: Actually Chair Gish looks like GinaMaria you had your hand up? I don't know.

>> CHAIR GISH: Go ahead. You are on mute.

>> GINAMARIA: Interesting that Kendra caught that. I am looking at the agenda and I am noticing that my name is on it. Which it did go on. The Planning -- of the disability nonprofit but Kendra's name is missing on item 7e.

>> CHAIR GISH: Okay. I'll make sure it's on there the next time.

>> GINAMARIA: Sorry.

>> CHAIR GISH: That's okay. Any other Mayor's Committee on Disability subcommittee reports? No? Next is matters from staff. Halona.

>> HALONA: Thank you Madam chair. A link to the video recording of this meeting will be added to the minutes for the meeting.

>> CHAIR GISH: Thank you so much. And Regina do you have anything to say?

>> REGINA: Madam chair thank you so much. I think you covered everything.

>> CHAIR GISH: Thank you. And then matters from the committee? Are there any other things to share? Any updates. I'm just happy that fall is coming, and this hot summer weather will be on its way out. Still just a little bit hot. It's going to get much nicer very soon. Fingers crossed.

Okay if there are no more matters from the committee, our next meeting is October 4, 2023, 3-5. Hopefully on Zoom, and if there is nothing else to add we are adjourned at 4:59 pm.

>> REGINA: Good job Madam chair. Thank you everybody.

>> Thank you.

>> Thank you, thank you.

>> KENDRA: Kathlyne to let you know I did send my questions over to be added.

>> CHAIR GISH: Thank you I will check that out and include that on the list. Thank you so much.

>> KENDRA: You're welcome. Have a good day.

>> CHAIR GISH: Thank you. You are too!

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PERSONS WITH A DISABILITY: LABOR FORCE CHARACTERISTICS — 2022

In 2022, 21.3 percent of persons with a disability were employed, up from 19.1 percent in 2021, the U.S. Bureau of Labor Statistics reported today. For persons without a disability, 65.4 percent were employed in 2022, up from 63.7 percent in the prior year. The unemployment rates for persons with a disability (7.6 percent) and persons without a disability (3.5 percent) both declined in 2022.

Data on persons with a disability are collected as part of the Current Population Survey (CPS), a monthly sample survey of about 60,000 households that provides statistics on employment and unemployment in the United States. Collection of the data on persons with a disability is sponsored by the Department of Labor's Office of Disability Employment Policy. For more information, see the Technical Note in this news release.

Highlights from the 2022 data:

- Half of all persons with a disability were age 65 and over, nearly three times larger than the share for those with no disability. (See table 1.)
- Across all age groups, persons with a disability were much less likely to be employed than those with no disability. (See table 1.)
- The unemployment rate for persons with a disability was about twice as high as the rate for persons without a disability. (See table 1.)
- In 2022, 30 percent of workers with a disability were employed part time, compared with 16 percent for those with no disability. (See table 2.)
- Employed persons with a disability were more likely to be self-employed than those with no disability. (See table 4.)

Demographic characteristics

In 2022, persons with a disability accounted for 12 percent of the civilian noninstitutional population. Persons with a disability tend to be older than persons with no disability, reflecting the increased incidence of disability with age. In 2022, half of persons with a disability were age 65 and over, compared with 18 percent of those with no disability. Overall, women were somewhat more likely to have a disability than men, partly reflecting the greater life expectancy of women. In 2022, the

prevalence of disability continued to be higher for Blacks and Whites than for Hispanics and Asians. (See table 1.)

Employment

The employment-population ratio—that is, the percent of the population that is employed—for persons with a disability increased by 2.2 percentage points from the prior year to 21.3 percent in 2022. The employment-population ratio for persons with a disability in 2022 was the highest on record since comparable data were first published in 2008. The employment-population ratio for persons without a disability, at 65.4 percent in 2022, increased by 1.7 percentage points over the year. The lower ratio among persons with a disability reflects, in part, the older age profile of persons with a disability; older individuals are less likely to be employed, regardless of disability status. However, across all age groups, persons with a disability were much less likely to be employed than those with no disability. (See tables A and 1.)

In 2022, the employment-population ratio for persons with a disability ages 16 to 64 increased by 3.4 percentage points to 34.8 percent, while the ratio for persons without a disability in the same age group increased by 1.9 percentage points to 74.4 percent. The ratios for persons age 65 and over with a disability (7.7 percent) and without a disability (23.0 percent) increased by 0.8 percentage point and 0.7 percentage point, respectively, over the year. (See table A.)

Persons with a disability were less likely to have completed a bachelor's degree or higher than were those with no disability. Among both groups, those who had attained higher levels of education were more likely to be employed than those who had attained less education. Across all levels of education in 2022, persons with a disability were much less likely to be employed than their counterparts with no disability. (Educational attainment data are presented for those age 25 and over.) (See table 1.)

Workers with a disability were almost twice as likely to be employed part time than were those with no disability. Among workers with a disability, 30 percent usually worked part time in 2022, compared with 16 percent of those without a disability. The proportion of workers with a disability who worked part time for economic reasons was higher than for their counterparts without a disability (4 percent, compared with 2 percent). These individuals were working part time because their hours had been reduced or because they were not able to find a full-time job. (See table 2.)

In 2022, persons with a disability were more likely to work in service occupations than were those with no disability (19.1 percent, compared with 15.9 percent). Workers with a disability were also more likely than those with no disability to work in production, transportation, and material moving occupations (15.3 percent, compared with 12.6 percent), and sales and office occupations (20.5 percent, compared with 19.2 percent). Persons with a disability were less likely to work in management, professional, and related occupations than were those without a disability (36.3 percent, compared with 43.3 percent). (See table 3.)

A larger share of workers with a disability were self-employed in 2022 than were those with no disability (9.5 percent versus 6.1 percent). In contrast, a smaller share of workers with a disability were private wage and salary workers (76.7 percent) than were those without a disability (80.5 percent). The proportion of persons employed in government was about the same for both persons with a disability and persons without a disability (13.7 percent and 13.4 percent, respectively). (See table 4.)

Unemployment

The unemployment rate for persons with a disability, at 7.6 percent in 2022, decreased by 2.5 percentage points from the previous year. The jobless rate for those with a disability was about twice as high as the rate for those without a disability. (Unemployed persons are those who did not have a job, were available for work, and were actively looking for a job in the 4 weeks preceding the survey.) The unemployment rate for persons without a disability decreased by 1.6 percentage points to 3.5 percent in 2022. (See tables A and 1.)

In 2022, the unemployment rate for men with a disability (7.8 percent) was little different than the rate for women with a disability (7.4 percent). The unemployment rates for both men and women with a disability decreased from 2021 to 2022, by 2.3 percentage points and 2.7 percentage points, respectively. (See table 1.)

Among persons with a disability, the jobless rates for Blacks (12.3 percent) and Hispanics (9.6 percent) were higher than the rates for Whites (6.6 percent) and Asians (6.8 percent) in 2022. The rates for Whites, Blacks, and Hispanics decreased from 2021 to 2022, while the rate for Asians showed little change. (See table 1.)

Not in the labor force

Persons who are neither employed nor unemployed are not in the labor force. A large proportion of persons with a disability—nearly 8 in 10—were not in the labor force in 2022, compared with about 3 in 10 of those with no disability. In part, this reflects the older age profile of persons with a disability; persons age 65 and over are much less likely to participate in the labor force than younger age groups. Across all age groups, however, persons with a disability were more likely to be out of the labor force than those with no disability. (See table 1.)

For persons with and without a disability, the vast majority of those not in the labor force did not want a job. In 2022, 3 percent of those with a disability and 7 percent of those without a disability wanted a job. Among those who wanted a job, a subset is classified as marginally attached to the labor force. These individuals wanted and were available to work and had looked for a job sometime in the prior 12 months. They were not counted as unemployed because they had not searched for work in the 4 weeks preceding the survey. (Persons marginally attached to the labor force include discouraged workers.) About 1 percent of persons with a disability and 2 percent of persons without a disability were marginally attached to the labor force in 2022. (See table 5.)

Table A. Employment status of the civilian noninstitutional population by disability status and age, 2021 and 2022 annual averages
 [Numbers in thousands]

Characteristic	2021			2022		
	Total, 16 years and over	16 to 64 years	65 years and over	Total, 16 years and over	16 to 64 years	65 years and over
PERSONS WITH A DISABILITY						
Civilian noninstitutional population.....	31,084	15,586	15,498	32,596	16,441	16,155
Civilian labor force.....	6,619	5,477	1,142	7,528	6,222	1,306
Participation rate.....	21.3	35.1	7.4	23.1	37.8	8.1
Employed.....	5,950	4,886	1,063	6,956	5,714	1,242
Employment-population ratio.....	19.1	31.4	6.9	21.3	34.8	7.7
Unemployed.....	669	591	78	572	508	64
Unemployment rate.....	10.1	10.8	6.8	7.6	8.2	4.9
Not in labor force.....	24,465	10,108	14,357	25,068	10,219	14,849
PERSONS WITH NO DISABILITY						
Civilian noninstitutional population.....	230,361	189,669	40,692	231,378	190,823	40,555
Civilian labor force.....	154,585	145,127	9,458	156,759	147,168	9,591
Participation rate.....	67.1	76.5	23.2	67.8	77.1	23.7
Employed.....	146,631	137,567	9,064	151,335	142,003	9,332
Employment-population ratio.....	63.7	72.5	22.3	65.4	74.4	23.0
Unemployed.....	7,954	7,560	394	5,424	5,165	259
Unemployment rate.....	5.1	5.2	4.2	3.5	3.5	2.7
Not in labor force.....	75,776	44,542	31,234	74,618	43,655	30,964

NOTE: Updated population controls are introduced annually with the release of January data.

Technical Note

The estimates in this release are based on annual average data obtained from the Current Population Survey (CPS). The CPS, which is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS), is a monthly survey of about 60,000 eligible households that provides information on the labor force status, demographics, and other characteristics of the nation's civilian noninstitutional population age 16 and over.

Questions were added to the CPS in June 2008 to identify persons with a disability in the civilian noninstitutional population age 16 and over. The addition of these questions allowed the BLS to begin releasing monthly labor force data from the CPS for persons with a disability. The collection of these data is sponsored by the Department of Labor's Office of Disability Employment Policy.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

Additional information about the reliability of data from the CPS and estimating standard errors is available at www.bls.gov/cps/documentation.htm#reliability.

CPS estimates are controlled to population totals that are available by age, sex, race, and Hispanic ethnicity. These controls are developed by the Census Bureau and are based on complete population counts obtained in the decennial census. In the years between decennial censuses, they incorporate the latest information about population change (births, deaths, and net international migration). As part of its annual update of population estimates, the Census Bureau introduces adjustments to the total population controls. The updated controls typically have a negligible impact on unemployment rates and other ratios. The estimates of the population of persons with a disability are not controlled to independent population totals of persons with a disability because such data are not available. Without independent population totals, sample-based estimates are more apt to vary from one time period to the next. Information about population controls is available at www.bls.gov/cps/documentation.htm#pop.

Disability questions and concepts

The CPS uses a set of six questions to identify persons with disabilities. In the CPS, persons are classified as having a disability if there is a response of "yes" to any of these questions. The disability questions appear in the CPS in the following format:

This month we want to learn about people who have physical, mental, or emotional conditions that cause serious difficulty with their daily activities. Please answer for household members who are 15 years and over.

- Is anyone deaf or does anyone have serious difficulty hearing?
- Is anyone blind or does anyone have serious difficulty seeing even when wearing glasses?
- Because of a physical, mental, or emotional condition, does anyone have serious difficulty concentrating, remembering, or making decisions?
- Does anyone have serious difficulty walking or climbing stairs?
- Does anyone have difficulty dressing or bathing?

- Because of a physical, mental, or emotional condition, does anyone have difficulty doing errands alone such as visiting a doctor's office or shopping?

The CPS questions for identifying individuals with disabilities are only asked of household members who are age 15 and over. Each of the questions ask the respondent whether anyone in the household has the condition described, and if the respondent replies "yes," they are then asked to identify everyone in the household who has the condition. Labor force measures from the CPS are tabulated for persons age 16 and over. More information on the disability questions and the limitations of the CPS disability data is available on the BLS website at www.bls.gov/cps/cpsdisability_faq.htm.

Other definitions

Other definitions used in this release are described briefly below. Additional information on the concepts and methodology of the CPS is available at www.bls.gov/cps/documentation.htm.

Employed. Employed persons are all those who, during the survey reference week, (a) did any work at all as paid employees; (b) worked in their own business, profession, or on their own farm; or (c) worked 15 hours or more as unpaid workers in a family member's business. Persons who were temporarily absent from their jobs because of illness, bad weather, vacation, labor dispute, or another reason also are counted as employed.

Unemployed. Unemployed persons are those who had no employment during the reference week, were available for work at that time, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

Civilian labor force. The civilian labor force comprises all persons classified as employed or unemployed.

Unemployment rate. The unemployment rate represents the number of unemployed persons as a percent of the civilian labor force.

Not in the labor force. Persons not in the labor force include all those who are not classified as employed or unemployed. Information is collected on their desire for and availability to take a job at the time of the CPS interview, job search activity in the prior year, and reason for not looking in the 4-week period

ending with the reference week. This group includes individuals *marginally attached to the labor force*, defined as persons not in the labor force who want and are available for a job and who have looked for work sometime in the past 12 months (or since the end of their last job if they held one within the past 12 months). They are not counted as unemployed because they had not actively searched for work in the prior 4 weeks. Within the marginally attached group are *discouraged workers*—persons who are not currently looking for work because they believe there are no jobs available or there are none for which they would qualify. The *other persons marginally attached to the labor force* group includes persons who want a job but had not looked for work in the past 4 weeks for reasons such as family responsibilities or transportation problems.

Part time for economic reasons. Persons classified as at work part time for economic reasons, a measure sometimes referred to as involuntary part time, are those who gave an economic reason for working 1 to 34 hours during the reference week. Economic reasons include slack work or unfavorable business conditions, inability to find full-time work, and seasonal declines in demand. Those who usually work part time must also indicate that they want and are available for full-time work to be classified as part time for economic reasons.

Occupation, industry, and class of worker. The occupation, industry, and class of worker classifications for the employed relate to the job held in the survey reference week. Persons with two or more jobs are classified in the job at which they worked the greatest number of hours. Persons are classified using the 2018 Census occupational and 2017 Census industry classification systems. The class-of-worker breakdown assigns workers to the following categories: private and government wage and salary workers, self-employed workers, and unpaid family workers. Wage and salary workers receive wages, salary, commissions, tips, or pay in kind from a private employer or from a government unit. Self-employed persons are those who work for profit or fees in their own business, profession, trade, or farm. Only the unincorporated self-employed are included in the self-employed category. Self-employed persons who respond that their businesses are incorporated are included among wage and salary workers. Unpaid family workers are persons working without pay for 15 hours a week or more on a farm or in a business operated by a family member in their household.

Table 1. Employment status of the civilian noninstitutional population by disability status and selected characteristics, 2022 annual averages
 [Numbers in thousands]

Characteristic	Civilian noninstitutional population	Civilian labor force						Not in labor force
		Total	Participation rate	Employed		Unemployed		
				Total	Percent of population	Total	Rate	
TOTAL								
Total, 16 years and over.....	263,973	164,287	62.2	158,291	60.0	5,996	3.6	99,686
Men.....	128,617	87,421	68.0	84,203	65.5	3,218	3.7	41,197
Women.....	135,356	76,866	56.8	74,089	54.7	2,778	3.6	58,490
PERSONS WITH A DISABILITY								
Total, 16 years and over.....	32,596	7,528	23.1	6,956	21.3	572	7.6	25,068
Men.....	15,439	3,932	25.5	3,626	23.5	307	7.8	11,507
Women.....	17,156	3,596	21.0	3,330	19.4	265	7.4	13,561
Age								
16 to 64 years.....	16,441	6,222	37.8	5,714	34.8	508	8.2	10,219
16 to 19 years.....	851	246	28.9	198	23.3	48	19.6	605
20 to 24 years.....	1,098	549	50.0	469	42.7	80	14.5	550
25 to 34 years.....	2,360	1,247	52.8	1,129	47.8	118	9.5	1,113
35 to 44 years.....	2,467	1,107	44.9	1,011	41.0	97	8.7	1,359
45 to 54 years.....	3,375	1,304	38.6	1,225	36.3	79	6.1	2,070
55 to 64 years.....	6,291	1,768	28.1	1,683	26.8	86	4.8	4,523
65 years and over.....	16,155	1,306	8.1	1,242	7.7	64	4.9	14,849
Race and Hispanic or Latino ethnicity								
White.....	25,798	6,053	23.5	5,653	21.9	400	6.6	19,746
Black or African American.....	4,403	903	20.5	792	18.0	111	12.3	3,499
Asian.....	1,024	195	19.1	182	17.8	13	6.8	828
Hispanic or Latino ethnicity.....	3,971	1,008	25.4	911	22.9	97	9.6	2,963
Educational attainment								
Total, 25 years and over.....	30,647	6,733	22.0	6,289	20.5	444	6.6	23,913
Less than a high school diploma.....	4,701	497	10.6	439	9.3	58	11.6	4,205
High school graduates, no college ¹	10,899	1,932	17.7	1,791	16.4	141	7.3	8,968
Some college or associate degree.....	8,406	2,156	25.6	2,010	23.9	146	6.8	6,250
Bachelor's degree and higher ²	6,640	2,148	32.4	2,048	30.8	100	4.7	4,491
PERSONS WITH NO DISABILITY								
Total, 16 years and over.....	231,378	156,759	67.8	151,335	65.4	5,424	3.5	74,618
Men.....	113,178	83,489	73.8	80,577	71.2	2,912	3.5	29,690
Women.....	118,200	73,271	62.0	70,758	59.9	2,512	3.4	44,929
Age								
16 to 64 years.....	190,823	147,168	77.1	142,003	74.4	5,165	3.5	43,655
16 to 19 years.....	16,220	6,029	37.2	5,402	33.3	627	10.4	10,191
20 to 24 years.....	19,788	14,269	72.1	13,309	67.3	960	6.7	5,519
25 to 34 years.....	41,808	35,478	84.9	34,171	81.7	1,307	3.7	6,330
35 to 44 years.....	40,532	34,563	85.3	33,613	82.9	949	2.7	5,970
45 to 54 years.....	36,620	31,137	85.0	30,429	83.1	708	2.3	5,483
55 to 64 years.....	35,854	25,692	71.7	25,078	69.9	614	2.4	10,162
65 years and over.....	40,555	9,591	23.7	9,332	23.0	259	2.7	30,964
Race and Hispanic or Latino ethnicity								
White.....	177,416	119,904	67.6	116,255	65.5	3,649	3.0	57,512
Black or African American.....	29,729	20,333	68.4	19,144	64.4	1,188	5.8	9,396
Asian.....	15,909	10,726	67.4	10,433	65.6	292	2.7	5,184
Hispanic or Latino ethnicity.....	42,200	29,594	70.1	28,389	67.3	1,205	4.1	12,607
Educational attainment								
Total, 25 years and over.....	195,370	136,461	69.8	132,624	67.9	3,837	2.8	58,908
Less than a high school diploma.....	15,088	8,492	56.3	8,059	53.4	432	5.1	6,596
High school graduates, no college ¹	52,807	33,987	64.4	32,706	61.9	1,281	3.8	18,820
Some college or associate degree.....	48,133	33,487	69.6	32,513	67.5	974	2.9	14,646
Bachelor's degree and higher ²	79,342	60,495	76.2	59,346	74.8	1,149	1.9	18,846

¹ Includes persons with a high school diploma or equivalent.

² Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Table 2. Employed full- and part-time workers by disability status and age, 2022 annual averages
 [Numbers in thousands]

Disability status and age	Employed			At work part time for economic reasons ¹
	Total	Usually work full time	Usually work part time	
TOTAL				
16 years and over.....	158,291	132,245	26,046	3,930
16 to 64 years.....	147,717	125,466	22,251	3,712
65 years and over.....	10,574	6,779	3,795	218
Persons with a disability				
16 years and over.....	6,956	4,874	2,082	254
16 to 64 years.....	5,714	4,214	1,501	223
65 years and over.....	1,242	660	581	31
Persons with no disability				
16 years and over.....	151,335	127,371	23,964	3,676
16 to 64 years.....	142,003	121,252	20,751	3,489
65 years and over.....	9,332	6,119	3,213	187

¹ Refers to persons who, whether they usually work full or part time, worked 1 to 34 hours during the reference week for an economic reason such as slack work or unfavorable business conditions, inability to find full-time work, or seasonal declines in demand. Persons who usually work part time for an economic reason, but worked 35 hours or more during the reference week are excluded. Also excludes employed persons who were absent from their jobs for the entire reference week.

NOTE: Full time refers to persons who usually work 35 hours or more per week; part time refers to persons who usually work less than 35 hours per week.

Table 3. Employed persons by disability status, occupation, and sex, 2022 annual averages
 [Percent distribution]

Occupation	Persons with a disability			Persons with no disability		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands).....	6,956	3,626	3,330	151,335	80,577	70,758
Occupation as a percent of total employed						
Total employed.....	100.0	100.0	100.0	100.0	100.0	100.0
Management, professional, and related occupations.....	36.3	34.4	38.5	43.3	39.4	47.8
Management, business, and financial operations occupations.....	16.1	17.4	14.6	18.7	19.3	17.9
Management occupations.....	11.5	13.2	9.7	12.8	14.3	11.1
Business and financial operations occupations.....	4.6	4.2	4.9	5.8	5.0	6.8
Professional and related occupations.....	20.3	16.9	23.9	24.7	20.1	29.9
Computer and mathematical occupations.....	3.2	4.0	2.3	3.9	5.4	2.2
Architecture and engineering occupations.....	1.7	2.7	0.6	2.2	3.5	0.8
Life, physical, and social science occupations.....	1.0	1.1	0.9	1.2	1.1	1.2
Community and social service occupations.....	2.0	1.4	2.7	1.9	1.1	2.7
Legal occupations.....	0.9	0.9	0.8	1.2	1.1	1.3
Education, training, and library occupations.....	5.1	2.8	7.6	5.9	2.9	9.2
Arts, design, entertainment, sports, and media occupations.....	2.1	2.1	2.0	2.2	2.1	2.3
Healthcare practitioners and technical occupations.....	4.3	1.9	7.0	6.3	2.9	10.2
Service occupations.....	19.1	15.5	23.2	15.9	12.9	19.4
Healthcare support occupations.....	3.6	1.1	6.3	3.1	0.9	5.6
Protective service occupations.....	2.1	2.9	1.1	1.9	2.8	1.0
Food preparation and serving related occupations.....	5.9	4.7	7.3	5.0	4.4	5.6
Building and grounds cleaning and maintenance occupations.....	4.9	5.6	4.2	3.5	3.8	3.1
Personal care and service occupations.....	2.6	1.2	4.2	2.5	1.1	4.1
Sales and office occupations.....	20.5	13.7	27.9	19.2	14.0	25.0
Sales and related occupations.....	9.2	7.8	10.7	9.0	8.6	9.5
Office and administrative support occupations.....	11.3	5.9	17.3	10.1	5.4	15.5
Natural resources, construction, and maintenance occupations.....	8.7	15.4	1.3	9.0	16.0	1.1
Farming, fishing, and forestry occupations.....	0.7	1.1	0.2	0.6	0.8	0.4
Construction and extraction occupations.....	4.7	8.6	0.4	5.4	9.6	0.5
Installation, maintenance, and repair occupations.....	3.3	5.8	0.7	3.1	5.5	0.3
Production, transportation, and material moving occupations.....	15.3	21.1	9.1	12.6	17.7	6.7
Production occupations.....	5.5	7.1	3.8	5.2	6.9	3.3
Transportation and material moving occupations.....	9.8	14.0	5.3	7.4	10.8	3.4

Table 4. Employed persons by disability status, industry, class of worker, and sex, 2022 annual averages
 [Percent distribution]

Industry and class of worker	Persons with a disability			Persons with no disability		
	Total	Men	Women	Total	Men	Women
Total employed (in thousands).....	6,956	3,626	3,330	151,335	80,577	70,758
Industry as a percent of total employed						
Total employed.....	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture and related industries.....	2.3	3.3	1.3	1.4	1.9	0.9
Nonagricultural industries.....	97.7	96.7	98.7	98.6	98.1	99.1
Mining, quarrying, and oil and gas extraction.....	0.4	0.6	0.2	0.4	0.6	0.1
Construction.....	6.7	11.5	1.4	7.5	12.5	1.7
Manufacturing.....	8.8	11.1	6.2	9.7	12.9	6.0
Wholesale trade.....	1.8	2.5	1.1	2.0	2.7	1.3
Retail trade.....	13.4	13.0	13.8	10.2	9.9	10.4
Transportation and utilities.....	6.0	8.2	3.7	6.4	9.0	3.4
Information.....	1.5	1.6	1.3	1.8	2.1	1.5
Financial activities.....	6.2	5.6	6.8	7.0	6.4	7.7
Professional and business services.....	11.7	12.5	10.8	13.1	14.2	11.8
Education and health services.....	20.7	10.8	31.5	22.4	10.7	35.8
Leisure and hospitality.....	9.9	8.6	11.3	8.6	8.0	9.3
Other services.....	5.5	5.3	5.6	4.7	4.2	5.3
Public administration.....	5.2	5.4	5.0	4.8	5.0	4.7
Class of worker as a percent of total employed						
Total employed ¹	100.0	100.0	100.0	100.0	100.0	100.0
Wage and salary workers ²	90.4	88.6	92.3	93.9	93.0	94.8
Private industries.....	76.7	76.4	76.9	80.5	82.2	78.6
Government.....	13.7	12.2	15.4	13.4	10.9	16.2
Federal.....	2.9	3.1	2.6	2.5	2.6	2.3
State.....	5.0	4.0	6.1	4.5	3.3	5.8
Local.....	5.8	5.0	6.6	6.4	4.9	8.1
Self-employed workers, unincorporated.....	9.5	11.4	7.6	6.1	6.9	5.1

¹ Includes a small number of unpaid family workers, not shown separately.

² Includes self-employed workers whose businesses are incorporated.

Table 5. Persons not in the labor force by disability status, age, and sex, 2022 annual averages
 [Numbers in thousands]

Category	Total, 16 years and over	16 to 64 years			Total, 65 years and over
		Total	Men	Women	
PERSONS WITH A DISABILITY					
Total not in the labor force.....	25,068	10,219	4,989	5,230	14,849
Persons who currently want a job.....	748	510	267	244	238
Marginally attached to the labor force ¹	197	150	81	69	46
Discouraged workers ²	44	30	19	10	14
Other persons marginally attached to the labor force ³	153	121	62	59	32
PERSONS WITH NO DISABILITY					
Total not in the labor force.....	74,618	43,655	16,495	27,160	30,964
Persons who currently want a job.....	4,891	4,257	2,002	2,254	634
Marginally attached to the labor force ¹	1,287	1,172	617	555	115
Discouraged workers ²	363	326	208	117	38
Other persons marginally attached to the labor force ³	923	846	409	437	77

¹ Data refer to persons who want a job, have searched for work during the prior 12 months, and were available to take a job during the reference week, but had not looked for work in the past 4 weeks.

² Includes those who did not actively look for work in the prior 4 weeks for reasons such as thinks no work available, could not find work, lacks schooling or training, employer thinks too young or old, and other types of discrimination.

³ Includes those who did not actively look for work in the prior 4 weeks for such reasons as school or family responsibilities, ill health, and transportation problems, as well as a number for whom reason for nonparticipation was not determined.

SourceAmerica Employment Inclusion Survey Reveals Nationwide Desire for More Employer Support for People with Disabilities

SourceAmerica 

NEWS PROVIDED BY

SourceAmerica →

18 Sep, 2023, 09:30 ET

Almost all respondents agreed the government and private/public sectors should actively support employment opportunities for individuals with disabilities

VIENNA, Va., Sept. 18, 2023 /PRNewswire/ -- [SourceAmerica](#)[®], an [AbilityOne](#)[®] authorized enterprise committed to increasing employment opportunities for people with disabilities, today announced results of a recent national survey that revealed 93% of respondents desire the private sector and government to take a more active role in supporting employment opportunities for people with disabilities.

The poll of 1,000 employed Americans and 1,000 employed Americans with disabilities found that 9 in 10 respondents said it was important for their employers to value diversity and inclusion, specifically including individuals with disabilities.

9 in 10 respondents said it was important for their employers to value diversity and inclusion

 Tweet this

"The survey results strengthen our resolve to help create access to jobs for people with disabilities. Our goal is to create a level playing field where anyone with a disability who wants to work has the opportunity to do so," said Richard Belden, president and CEO of SourceAmerica. "As we approach National Disability Employment Awareness Month, we want to encourage public and private sector employers to join us in connecting people with disabilities to competitive jobs with good wages and advancement potential to build careers."



In recognition of National Disability Employment Awareness Month (NDEAM) this October, SourceAmerica commissioned this survey which was independently conducted by market research company OnePoll between July 14 and July 21, 2023. The findings highlight the crucial need for more public and private sector help in creating additional job opportunities for people with disabilities.

How Disabilities Impact Career Trajectory

The survey found that disabilities have had a significant impact in job interviews and careers. In an alarming finding, the majority (57%) of Americans with disabilities believe their disability has limited their career opportunities. Forty-three percent believe that people with disabilities are not given equal opportunities for employment and advancement in the workplace.

Survey data also revealed that more than half of Americans with disabilities (58%) experienced discrimination during job interviews, compared to only 26% of Americans without disabilities.

A majority (59%) of those with disabilities said they've left their job due to discriminatory acts, while only 26% of people without disabilities have made the same decision based on discrimination.

Two-thirds (68%) with disabilities said they've witnessed discrimination against someone with a disability in their workplace; twice as many (32%) as respondents without disabilities.

DEIA Initiatives in the Workplace

The survey revealed a national lack of awareness of DEIA initiatives, with only 4 in 10 of the respondents knowing that the "A" stood for Accessibility in DEIA. Six in 10 respondents indicated that they have not heard of DEIA.

Of those familiar with DEIA initiatives, 58% believe that their employer is not doing enough to promote diversity and inclusivity. Seven in 10 believe more emphasis should be placed on people with disabilities in workplace DEIA initiatives.

Additionally, 67% viewed DEIA initiatives as essential for helping individuals facing barriers to employment, which includes people with disabilities.

The Role of Government and Private Sector in Creating Jobs for People with Disabilities

Respondents also voiced their opinions on the actions needed for immediate change.

More than 1 in 3 think that targets, quotas and goals for disability representation are important to encourage more employment opportunities for people with disabilities.

"The survey results highlight the need for better access to employment opportunities for people with disabilities. It indicates that most Americans think the government and private sector should do more to employ individuals with disabilities," said Richard Belden, president and CEO of SourceAmerica. "That is why we continue to voice our support and educate lawmakers on Congressional efforts to establish a 1% federal procurement contracting goal for the AbilityOne Program."

The AbilityOne Program is among the nation's largest sources of employment for people who are blind or have significant disabilities. Only 0.55% of federal contracting is awarded to AbilityOne-authorized providers. By establishing a 1% goal, Congress can level the playing field among federal agency priorities where existing goals for other procurement programs range between 3% and 23%. SourceAmerica calculates that, through the Department of Defense alone, this goal could create an additional 16,400 employment opportunities for people with disabilities, including veterans and wounded warriors.

To view the full survey results, please visit <https://www.sourceamerica.org/who-we-are/employment-inclusion-survey>.

The survey was conducted by market research company OnePoll, whose team members are members of the Market Research Society and have corporate membership to the American Association for Public Opinion Research (AAPOR) and the European Society for Opinion and Marketing Research (ESOMAR).

About SourceAmerica

SourceAmerica connects government customers and other organizations to a national network of AbilityOne® authorized providers that hire a talented segment of the workforce –people with disabilities. Established in 1974, SourceAmerica is committed to increasing economic and social inclusion and advocating for a more accessible future of work for people with disabilities. SourceAmerica, an AbilityOne® authorized enterprise, harnesses the momentum and boosts the capability of its network and customers as a leading job connector for the disability community. To learn more, visit SourceAmerica.org and follow @SourceAmerica on [Facebook](#), [Twitter](#), [Instagram](#), and [LinkedIn](#).

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[Home](#) > [Who We Are](#) > Employment Inclusion Survey

Employment Inclusion Survey

SourceAmerica[®], an AbilityOne[®] authorized enterprise committed to increasing employment opportunities for people with disabilities, conducted a national survey to directly compare how American employees with and without disabilities view diversity, equity, inclusion and accessibility (DEIA) efforts, workplace inclusion and barriers, and accessibility to employment opportunities.

The poll found that **9 in 10 respondents** overall said it was important for their employers to value diversity and inclusion, specifically including individuals with disabilities.



Importantly, **93%** of respondents desire the private sector and government to take a more active role in supporting employment opportunities for people with disabilities.

“The survey results strengthen our resolve to help create access to jobs for people with disabilities. Our goal is to create a level playing field where anyone with a disability who wants to work has the opportunity to do so,” said Richard Belden, president and CEO of SourceAmerica. “We want to encourage public and private sector employers to join us in connecting people with disabilities to competitive jobs with good wages and advancement potential to build careers.”

Disability and Career Trajectory

Highlighting the challenges Americans with disabilities face in the workplace, **57%** of Americans with disabilities believe that their disability has limited their career opportunities.



Forty-three percent of all respondents believed that people with disabilities are not given equal opportunities for employment and advancement in the workplace.

A majority (59%) of those with disabilities said they've left their job due to discriminatory acts, while **only 26%** of people without disabilities have made the same decision based on discrimination.

Two-thirds (68%) with disabilities said they've witnessed discrimination against someone with a disability in their workplace; **twice as many (32%)** as respondents without disabilities.

Fifty-eight percent of those with disabilities said they experienced workplace-related discrimination as early as during the job interview, compared to **only 26%** of Americans without disabilities.

DEIA Initiatives in the Workplace

The survey findings also revealed a lack of awareness about Diversity, Equity, Inclusion, and Accessibility (DEIA) initiatives, with **six in 10 respondents** indicating that they have not heard of DEIA.

Nearly half of respondents (48%) knew that the A in DEIA stood for Accessibility.

Of those familiar with DEIA initiatives, **58%** believed that their employer is not doing enough to promote diversity and inclusivity. **Seven in 10** believed more emphasis should be placed

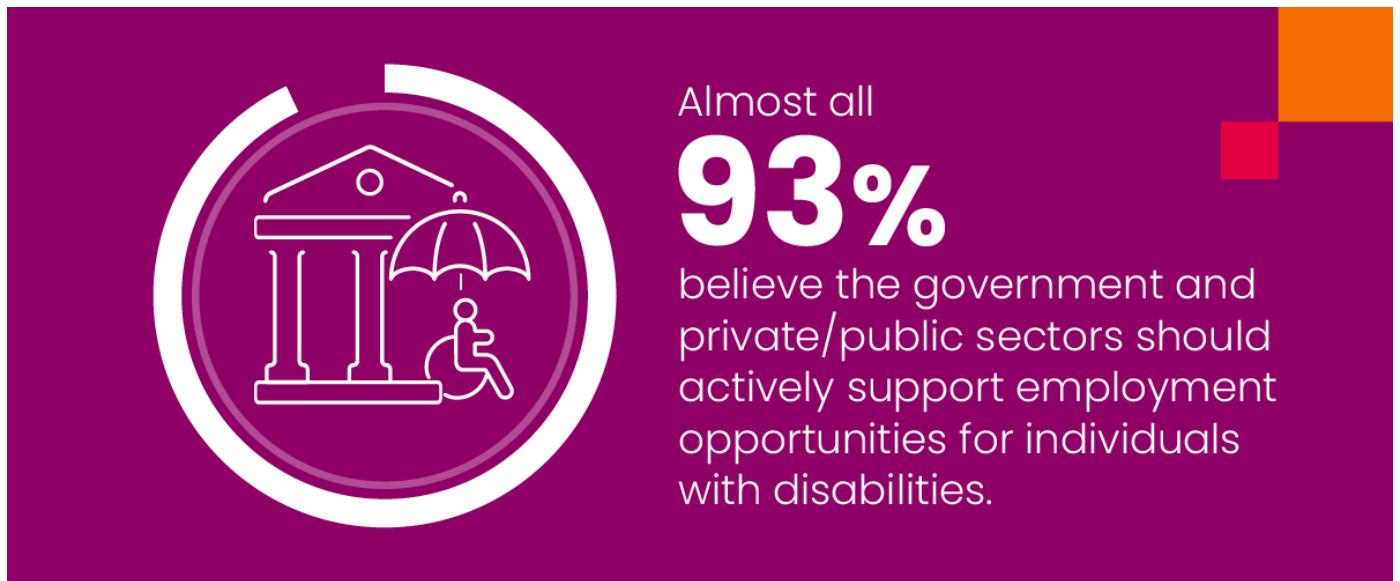
on people with disabilities in workplace DEIA initiatives.



Additionally, **67%** viewed DEIA initiatives as essential for helping individuals facing barriers to employment, which includes people with disabilities.

Role of Government and Private Sector

Almost all respondents (93%) agreed that the government and private/public sectors should actively support employment opportunities for individuals with disabilities.



More than a third (37%) would like to see the government help employers set targets, quotas or goals for disability representation within their workforce.



More than a third **37%**

believe that the government should promote more job opportunities for people with disabilities by setting targets, quotas or goals for disability representation within their workforce.

“With this finding in mind, we continue to voice our support and educate lawmakers on the Congressional efforts to establish a 1% federal contracting goal for the AbilityOne Program,” added Belden. “Through this survey, American employees with and without disabilities across the country have made their voices heard and the results prove their desire for immediate action by lawmakers to provide more opportunities for employment for the disability community.”

Actions employers can take to promote inclusivity for individuals with disabilities

- Create flexible work arrangements and job modifications - 45%
- Provide reasonable accommodations - 39%
- Educate employees about disability inclusion and sensitivity training - 39%
- Ensure equal access to training and development opportunities - 36%
- Increase representation of individuals with disabilities in leadership - 32%
- Foster a supportive and inclusive work culture - 29%
- Implement inclusive hiring practices - 25%

DEIA initiatives people with disabilities most frequently take part in or benefit from

- Flexible work arrangements - 24%
- Employee resource groups - 22%

- Diversity recruitment – 21%
- Accessibility initiatives – 20%
- Inclusive policies and practices – 19%
- Diversity training – 19%
- Mentoring and sponsorship – 14%

Measures government can take to promote employment opportunities for people with disabilities

- Ensuring that workplaces are equipped with the necessary accommodations – 57%
- Conducting disability awareness training for hiring managers and employees – 49%
- Collaborating with disability-focused organizations – 40%
- Setting targets, quotas, or goals for disability representation within their workforce – 37%
- Sharing success stories of individuals with disabilities – 34%

Discriminative acts people with disabilities have faced in a workplace

- Negative attitudes impacting work relationships – 38%
- Inappropriate comments or jokes about my disability – 37%
- Assigned lower-quality tasks due to my disability – 35%
- Unequal growth or advancement opportunities – 33%
- Withheld information or resources – 30%
- Exclusion or isolation from work activities – 29%
- Ignored contributions based on my disability – 27%

Survey methodology:

This random double-opt-in survey of 1,000 employed Americans and 1,000 employed Americans with disabilities was commissioned by SourceAmerica and fielded between July 14 and July 21, 2023. It was conducted by market research company **OnePoll**, whose team members are members of the **Market Research Society** and have corporate membership to the American Association for Public Opinion Research (**AAPOR**) and the European Society for Opinion and Marketing Research (**ESOMAR**).

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AbilityOne



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Application Guide

APPLY NOW!	×
APPLY NOW (EXTERNAL APPLICANTS)	
APPLY NOW (CURRENT STATE OF NEW MEXICO EMPLOYEES)	
VIDEO GUIDES	×
QUICK TIPS	
HOW TO CREATE AN ACCOUNT & UPLOAD DOCUMENTS	
HOW TO APPLY	
NAVIGATING THE CAREERS WEBSITE	
QUICK GUIDES FOR EXTERNAL APPLICANTS	×
HOW TO CREATE AN ACCOUNT	
HOW TO UPLOAD DOCUMENTS	
HOW TO APPLY	
ADDITIONAL FAQS	
QUICK GUIDES FOR CURRENT EMPLOYEES	×
HOW TO APPLY (SHARE HCM)	
HOW TO UPLOAD DOCUMENTS	

Technical Questions

- How do I create an account?
- I'm a former State of New Mexico employee. Why can't I access my old careers account?
- I can't sign in. How do I recover my username and/or password?
- Why do the Password and Confirm Password boxes fill-in with dots?

Applying for Jobs

- How do I apply if I am an external applicant?
- How do I apply if I am a current State of New Mexico employee?
- How do I know if I am qualified for a position? Do I have to meet the minimum qualifications to be considered?
- What documents do I need to include?
- How do I add my resume/cover letter/attachments?
- How do I edit or delete my attachments?

After Applying

- How do I check the status of my application?
- What does the status of my application mean?
- How do I change my submitted application?
- How are candidates ranked?
- How does military preference work?
- Why was I not selected?

General Questions

- Who should I contact about my question regarding an application?

Technical Questions

How do I create an account?

Visit <https://careers.share.state.nm.us/>. Click the three stacked dots in the upper right hand corner. Click **New User**. Fill out the form and click **Register**. Please note: if you are current State of New Mexico employee, you must apply for jobs using your SHARE HCM account.



Application Guide



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Technical Questions

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I'm a former State of New Mexico employee. Why can't I access my old careers account?

If you are not a current employee, you must use the external applicant gateway. If the last time you applied externally was prior to 2019, you may need to create a new account as our system has since changed.

I can't sign in. How do I recover my username and/or password?

External applicants: From the sign in page, click on "Forgot Your Password" and follow the prompts to reset your password. If resetting your password does not work, your username may be incorrect. To reset your username, follow the prompts. DO NOT create extra accounts if you cannot log in. If you are still having trouble after resetting both the username and password, please call the State Personnel Office. Please note: if the last time you logged in was prior to 2019, our application system has changed and you will need to create a new account.

Current employees: The State Personnel Office cannot reset employee passwords. You will need to reach out to your agency's Human Resources department or submit a help ticket with DoIT.

Please make sure you are in the correct application system. External and internal applicants use different systems and therefore log in in different locations.

Why do the Password and Confirm Password boxes fill-in with dots?

The Password and Confirm Password boxes disguise the password by making the password appear longer. This is a security feature and doesn't reflect the length of the password you entered

Applying for Jobs

How do I apply if I am an external applicant?

Apply at <https://careers.share.state.nm.us/>.

How do I apply if I am a current State of New Mexico employee?

Log in to your SHARE HCM account at <https://hcm.share.state.nm.us/>. Do not apply using an external account.

How do I know if I am qualified for a position? Do I have to meet the minimum qualifications to be considered?

All candidates must meet the minimum qualifications to be considered for a position. Carefully read the minimum qualifications to ensure you meet all requirements. Substitutions for education/experience may apply.

What documents do I need to include?

Work Experience: You have the choice to either complete the work experience section of the application or upload a resume to your applicant profile. Prior to submitting your application, upload any attachments (resumes, transcripts, licenses, certificates etc.) to your profile (My Job Applications > My Attachments). **Resumes must include the dates of employment (month and year) for each job and have details regarding your knowledge, skills and responsibilities.**

Transcripts: Transcripts (official or unofficial) must include the institution's name, courses taken, and what degree was earned. Transcripts from outside the United States must be assessed for U.S. equivalency by a current NACES educational credential evaluation service. This assessment documentation

must be attached to the applicant's application. For a list of current NACES members, please visit their website: <https://www.naces.org/members>

Professional Licenses: Information for any professional licenses held.

Military Documents: An electronic copy* (pdf or jpg file) of documentation required to claim Veteran's or National Guard preference, if applicable.

What documents do I need to include?

Work Experience: You have the choice to either complete the work experience section of the application or upload a resume to your applicant profile. Prior to submitting your application, upload any attachments (resumes, transcripts, licenses, certificates etc.) to your profile (My Job Applications > My Attachments). **Resumes must include the dates of employment (month and year) for each job and have details regarding your knowledge, skills and responsibilities.**

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Professional Licenses: Information for any professional licenses held.

Military Documents: An electronic copy* (pdf or jpg file) of documentation required to claim Veteran's or National Guard preference, if applicable.

How do I add my resume/cover letter/attachments?

Click the three stacked dots in the upper right hand corner. Click **Careers**. Click **My Job Applications**.

From this location, you can now add any attachments you would like to be added to ALL applications. When applying for a job, it will also give you the option to add additional documents that are specific to that position (such as cover letter).

Click **Add Attachment** > Select the **Attachment Type** > **Title** the attachment > Click **My Device** > Select the document you'd like to add > Click **Upload** > Click **Done**

SPO recommends you add your **resume, transcripts, licenses, and Veteran documents** here to ensure they are automatically added to all applications you submit, as these are documents you will need for every application. Repeat this process for any documents you'd like to add.

Please note: If you do not have a **resume**, you will be able to list your work experience in each individual application. If you upload a resume, it must include the dates of employment (Month & Year) and details of work experience & responsibilities. Recruiters use the **description** you provide of your previous work to verify you meet the minimum qualifications, not your previous job titles.

How do I edit or delete my resume/cover letter/attachments?

Click the three stacked dots in the upper right hand corner. Click **Careers**. Click **My Job Applications**.

You can change or delete attachments that that are on your profile (indicated by **All** under Job ID). You can not edit or delete attachments that were uploaded during the application process (indicated by **numbers** in the Job ID column). Click the arrow next to the document you'd like change or delete.

Click **Use Different Attachment** to change the document. Click **Delete** to delete this attachment.

Please note: If you change or delete a document, it will change or remove the document from all active postings.

After Applying

How do I check the status of my application?

To view your submitted applications, click on the three stacked dots in the upper right hand corner and click "Careers". Then click on "My Job Applications".

What does the status of my application mean?

Applied: Your application has been received, but not looked at yet.

Screened: Your application has been manually put through the screening steps and points have been applied associated with how you answered the screening questions.

Route/Referred: Human Resources has selected you as one of the top 15 candidates and has sent your application to the Hiring Manager for further review.

In Progress: Your application is either in reviewed, interview, offer, or hold status.

Not Selected: Your application has not been selected.

How do I change my submitted application?

If you applied and want to make a change to your submitted application, withdraw your application first, then find the advertisement again and re-apply. Please ensure the position is currently being advertised prior to withdrawing your application. Once the posting has closed, you will not be able to re-apply. You cannot edit a submitted application.

How are candidates ranked?

As approved by the State Personnel Board, each classification is established with a minimum qualification threshold. The minimum qualifications reflect the minimum education and work experience recognized for an applicant to be eligible for the position being recruited.

Applicants will be asked questions during the application process to determine if they minimally qualify for a position. Applicants who meet the minimum qualifications will continue through the application process and will be ranked based on their responses to additional questions they respond to before submitting an application.

The Human Resource Representative confirms the qualifications of the candidates the hiring manager identifies to interview. This process takes place in order to comply with statute which requires the establishment of employment lists for the certification of the highest standing candidates to the prospective employer.

How does military preference work?

The State of New Mexico recognizes that preference shall be granted to United States Veterans, Disabled Veterans, National Guardsmen or residents of the state in accordance with eligibility requirements in accordance with provisions of NMSA 1978, Section 10-9-13.2 – Veterans' preference for veterans honorably discharged from the Armed Forces of the United States, and NMSA 1978, Section 20-4-9 – Veterans' preference extended to current National Guardsmen. Preference points are applied to the application after document verification is completed.

To be entitled to preference, a United States Veteran must meet the eligibility requirements in accordance with the provisions of NMSA 1978, Section 10-9-13.2 – Veterans' preference for veterans honorably discharged from the Armed Forces of the United States and NMSA 1978, Section 20-4-9 – Veterans' preference extended to current National Guardsmen. This means that the veteran had:

- An honorable or general discharge from the United States Armed Forces.
- An honorable discharge with a service-connected disability from the United States Armed Forces.
- Currently serving in the National Guard.

When applying for New Mexico State government jobs, eligible veterans and/or National Guard members should respond to the statewide question. Applicants claiming preference must submit appropriate documentation with their application.

How is preference assessed and verified? If you are a United States Veteran or a current National Guard member, you will be granted 5 points, which will be added to your final passing numerical scores on applications after documentation verification.

If you are a United States Disabled Veteran, you will be granted an additional 5 points, which will be added to your final passing numerical scores on applications after documentation verification.

Veteran, Disabled Veteran and National Guard Documentation Requirements:

For appropriate preference points to be given, an applicant must provide for following documentation:

- Veterans and Disabled Veteran Documentation: You must provide a copy of your DD 214 Form (Long Form) and/or your Disability Determination letter (if

applicable) of at time of application.

- **National Guard Preference:** You must provide an official statement from applicable branch of the Armed Forces showing you are a current member of the National Guard, or a NGB 22 Form at the time of application.

If you have any questions or require additional information regarding eligibility, please contact New Mexico State Personnel Office at (505) 476-7759 or via email at Applicant.Support@spo.nm.gov.

Why was I not selected?

Please email the contact person listed on the job posting for any questions regarding selection. Selection decisions are made by each individual agency; not by the State Personnel Office. You can find the contact person by going to “My Job Applications” and then clicking the Job Description. The contact information will be in the supplemental information section.

General Questions

Who should I contact with questions about my application?

Please email the contact person listed on the job posting for any questions regarding selection. Selection decisions are made by each individual agency; not by the State Personnel Office. You can find the contact person by going to “My Job Applications” and then clicking the Job Description. The contact information will be in the supplemental information section.

For technical questions only, please email applicant.support@spo.nm.gov.



Building an Inclusive Workforce

A Four-Step Reference Guide to Recruiting, Hiring, and Retaining Employees with Disabilities

Introduction

STEP 1 - Embrace Inclusive Strategies

STEP 2 - Create an Inclusive Culture

STEP 3 - Recruit and Hire

STEP 4 - Retain and Advance Employees

Resources and Links for Federal Agencies

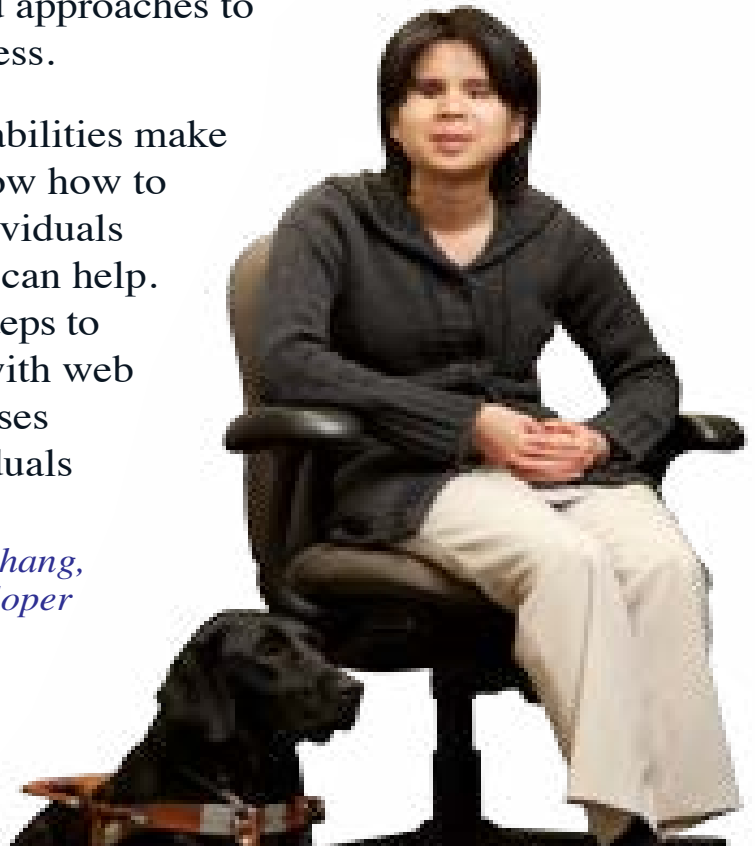
Competence and Flexibility...

...they are vital skills that employers seek. Today more than ever, businesses need people with the ability to adapt to different situations and circumstances. And perhaps more than any other group, people with disabilities possess precisely these attributes. On a daily basis, people with disabilities must think creatively about how to solve problems and accomplish tasks. In the workplace, this translates into innovative thinking, fresh ideas, and varied approaches to confronting challenges and achieving success.

While research shows that people with disabilities make excellent employees, not all employers know how to effectively recruit, retain, and advance individuals with disabilities. That's where this booklet can help. It provides a quick outline of four simple steps to increasing workforce inclusion, complete with web links to resources available to help businesses benefit from the talents of qualified individuals with disabilities.

(Continued on next page)

*Helen Chang,
Web Developer*



Introduction

Competence and Flexibility...

(Continued from previous page)

This tool was developed by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP). To learn more about DOL's efforts to increase employment opportunities for people with disabilities, visit ODEP's website at dol.gov/odep.

The people featured in this guide are people with disabilities—not models—photographed in their workplaces. Some of their disabilities are apparent, some are not. They reflect just a few of the millions of people with disabilities who add value to America's workplaces and economy every day.

*Elaine Robnett Moore,
Jewelry Designer and Educator*



Introduction

Embrace Inclusive Strategies

When it comes to doing business, including workers with disabilities offers a competitive edge. By incorporating people with disabilities into their human capital strategies, employers expand their pool of talent, skills, and creative business solutions. The resources below illustrate how workplace practices that include people with disabilities benefit everyone and make good business sense.

- **Inclusion@Work Framework**

A multimedia policy tool that outlines seven core components of a disability-inclusive workplace, along with a menu of strategies for achieving them

AskEARN.org/inclusion-work

- **Tax Incentives**

Description of various tax incentives for which employers who hire people with disabilities may qualify

AskJAN.org/topics/taxinc.cfm

(Continued on next page)

*Patty Rivas,
Store Owner and
Social Worker*



STEP 1 - Embrace Inclusive Strategies

Embrace Inclusive Strategies

(Continued from previous page)

- **Business Sense**

Monthly newsletter featuring disability-related topics of interest to employers
dol.gov/agencies/odep/publications/business-sense

- **Disability Employment Policies in Practice**

Photographic profiles of individuals with disabilities working in a variety of occupations and industries
dol.gov/agencies/odep/publications/success-stories

*Carson Bartlet,
Restaurant Employee*



STEP 1 - Embrace Inclusive Strategies

Create an Inclusive Culture

Organizations that value and appreciate each person for their individual differences and experiences benefit from diverse perspectives. Creating such an inclusive culture isn't difficult, but does require some forethought. The resources below can foster a welcoming work environment that is flexible and open to the talents of all qualified individuals, including those with disabilities.

- **What can YOU do? Campaign for Disability Employment**

Nationwide campaign that offers a range of resources to assist organizations to implement internal disability employment awareness programs
whatcanyoudocampaign.org

- **National Disability Employment Awareness Month**

Annual outreach effort that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities
dol.gov/agencies/odep/initiatives/ndeam

- **Small Business & Disability Employment: Steps to Success**

Outlines effective strategies for small businesses for recruiting and retaining qualified people with disabilities
AskEARN.org/StepsToSuccess

(Continued on next page)

*Jeffery Krauthamer,
Receptionist*



STEP 2 - Create an Inclusive Culture

Create an Inclusive Culture

(Continued from previous page)

- **Fostering Disability-Inclusive Workplaces Through Employee Resource Groups**
Explores how Employee Resource Groups can benefit employee and employer alike
[AskEARN.org/wp-content/uploads/docs/askearn_employeeresourcegroup_factsheet.pdf](https://www.askearn.org/wp-content/uploads/docs/askearn_employeeresourcegroup_factsheet.pdf)
- **A Toolkit for Establishing and Maintaining Successful Employee Resource Groups**
Guidance for employers interested in developing or enhancing an Employee Resource Group (ERG) focused on disability
[AskEARN.org/wp-content/uploads/docs/erg_toolkit.pdf](https://www.askearn.org/wp-content/uploads/docs/erg_toolkit.pdf)
- **Mental Health Toolkit: Resources for Fostering a Mentally Healthy Workplace**
Helps employers learn about mental health and cultivate a welcoming and supportive work environment for employees who have mental health conditions
[AskEARN.org/mentalhealth](https://www.askearn.org/mentalhealth)
- **Emergency Preparedness Resources**
Effective emergency plans and resources for employees with disabilities
[dol.gov/agencies/odep/program-areas/employment-supports/emergency-preparedness](https://www.dol.gov/agencies/odep/program-areas/employment-supports/emergency-preparedness)

(Continued on next page)

*R.J. Martin,
Circulation
Clerk at a
County
Library*



STEP 2 - Create an Inclusive Culture

Create an Inclusive Culture

(Continued from previous page)

- **Disability Etiquette Resources**

Information about disability etiquette in various workplace settings, including speaking engagements and customer service environments

AskJAN.org/topics/disetiq.htm

- **Disability Nondiscrimination Law Advisor**

Guidance for employers on determining which federal disability nondiscrimination laws apply to their business or organization and how to ensure compliance with them

webapps.dol.gov/elaws/odep/

- **Do Ask, Do Tell: Encouraging Employees with Disabilities to Self-Identify**

Explores research related to disability disclosure in the workplace and identifies strategies for encouraging it in the context of the updates to Section 503 of the Rehabilitation Act

AskEARN.org/wp-content/uploads/docs/do_ask_do_tell.pdf

For additional resources related to creating an inclusive culture, visit

ODEP's Diversity and Inclusion webpage at: dol.gov/agencies/odep/program-areas/employers/diversity-inclusion

and Changing Attitudes webpage:

dol.gov/agencies/odep/program-areas/employers/changing-attitudes.

Recruit and Hire

The goal of the recruitment and hiring process is to attract and identify individuals who have the best mix of skills and attributes for the job available. Ensuring that all qualified individuals—including those with disabilities—can participate in the process is critical to achieving this goal. The resources below can assist in understanding how to be disability inclusive in recruiting and hiring.

- **Employer Assistance and Resource Network on Disability Inclusion (EARN)**

Free consultation and technical assistance for employers seeking to recruit and hire qualified individuals with disabilities AskEARN.org

- **Workforce Recruitment Program (WRP)**

Program that connects employers with pre-screened, highly motivated college students and recent graduates with disabilities seeking internships or permanent employment

wrp.gov/wrp

*John Winfrey,
Senior Technical
Account Manager*

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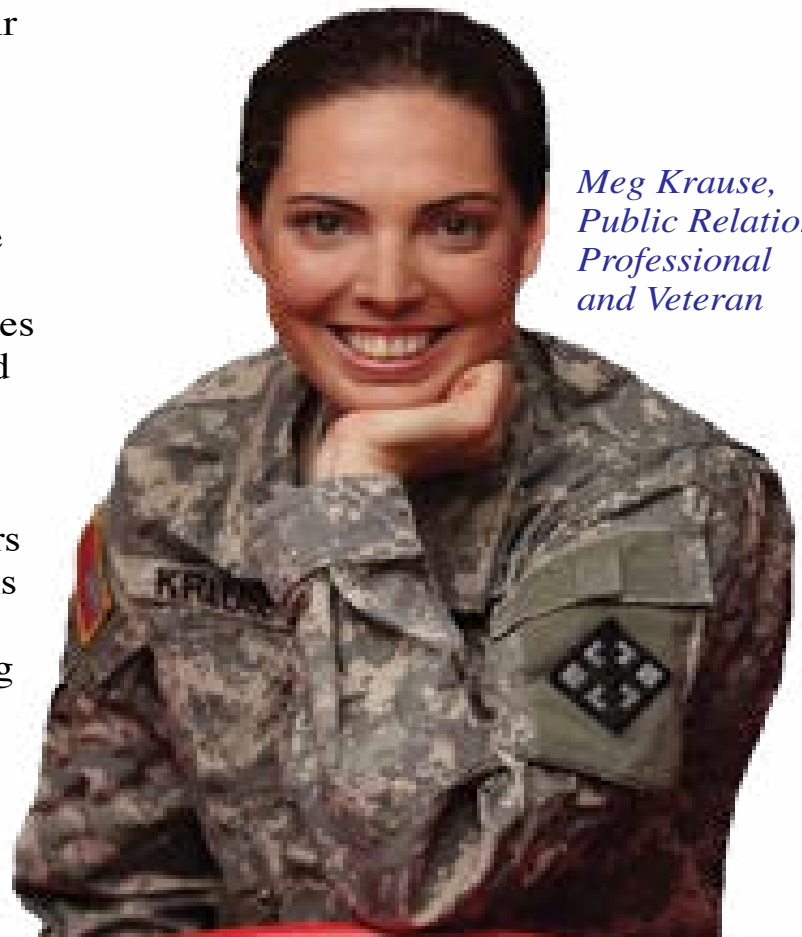
STEP 3 - Recruit and Hire

Recruit and Hire

(Continued from previous page)

- **American Job Centers**
Nationwide network of centers that can help businesses find qualified workers, including workers with disabilities
servicelocator.org; 1-877-USA-JOBS
- **Vocational Rehabilitation Agencies**
State agencies that link employers to job candidates with disabilities in their local areas
soar.AskJAN.org/IssueConcern/214
- **Partnership on Employment and Accessible Technology (PEAT)**
Multi-faceted initiative promoting the employment, retention, and career advancement of people with disabilities through the development, adoption and promotion of accessible technology
PEATworks.org
- **TalentWorks**
A service of PEAT that helps employers and human resource (HR) professionals make their eRecruiting technologies accessible to all job seekers — including those with disabilities
PEATworks.org/talentworks

(Continued on next page)



*Meg Krause,
Public Relations
Professional
and Veteran*

Recruit and Hire

(Continued from previous page)

- **Inclusive Internship Programs: A How-to Guide for Employers**
Provides background and guidance on establishing inclusive internship programs
dol.gov/sites/dolgov/files/odep/pdf/inclusiveinternshipprograms.pdf

For additional resources related to the recruitment and hiring of people with disabilities, visit ODEP's Recruitment and Retention webpage at dol.gov/agencies/odep/program-areas/employers/recruitment-retention and Accommodations webpage at dol.gov/agencies/odep/program-areas/employers/accommodations.

*Meghan Jones,
Office Clerk*



STEP 3 - Recruit and Hire

Retain and Advance Valued Employees

Employers and employees both benefit from a work environment that facilitates the retention of all skilled, qualified workers through effective job accommodations for employees with disabilities. The resources below can assist in understanding how to effectively retain the talents of qualified employees with disabilities and help them advance and achieve workplace success.

- **Job Accommodation Network (JAN)**

Free, expert, and confidential guidance on workplace accommodations for employees with disabilities

AskJAN.org; 1-800-526-7234 (Voice); 1-877-781-9403 (TTY)

- **Employer Assistance and Resource Network on Disability Inclusion (EARN)**

Free consultation and technical assistance for employers seeking to retain and advance employees with disabilities

AskEARN.org/topics/retention-advancement/

*Eric Wright,
Lead Technologist*



(Continued on next page)

STEP 4 - Retain and Advance Employees

Retain and Advance Valued Employees

(Continued from previous page)

- **Workplace Accommodation Toolkit**
Resources and guidance on inclusive practices related to the reasonable accommodation process
AskJAN.org/toolkit
- **Workplace Accommodations: Low Cost, High Impact**
Summary of research revealing the low cost of accommodations for employees with disabilities relative to their positive impact
AskJAN.org/topics/costs.cfm
- **Customized Employment/Flexible Work Arrangements**
Information about customized employment, a flexible work arrangement that can help employers retain valued employees, including those with disabilities
dol.gov/agencies/odep/program-areas/customized-employment
- **Soft Skills**
Introduction to workplace interpersonal and professional skills for employees
dol.gov/agencies/odep/program-areas/individuals/youth/transition/soft-skills

(Continued on next page)



*Kathy Peery,
Legislative Affairs
Specialist for a
Federal Agency*

Retain and Advance Valued Employees

(Continued from previous page)

- **Supporting Employees Who Experience Unexpected Illness or Disability**
Factsheet on Stay-at-Work/Return-to-Work strategies
dol.gov/sites/dolgov/files/ODEP/pdf/20140917StayAtWork.pdf
- **Job Accommodation Network Multimedia Training Microsite**
Provides resources for employers to conduct training on disability employment topics for individuals or groups of employees
AskJAN.org/events/Multimedia-Training-Microsite.cfm

For additional resources related to retaining and advancing people with disabilities, visit ODEP's Recruitment and Retention webpage at dol.gov/agencies/odep/program-areas/employers/recruitment-retention and Accommodations webpage at dol.gov/agencies/odep/program-areas/employers/accommodations.

Resources and Links for Federal Agencies

As the nation's largest employer, the Federal Government must model effective policies and practices that advance America's ideal of equal opportunity for all. Regulations implementing Section 501 of the Rehabilitation Act of 1973 (Section 501) specify that federal agencies must become model employers of individuals with disabilities. Federal agencies are required to develop and maintain "an affirmative action program plan" for the hiring, placement, and advancement of individuals with disabilities.

The resources on the next two pages can assist in fulfilling this directive.

- **Federal Exchange on Employment & Disability (FEED)**

An interagency working group focused on information sharing, best practices, and collaborative partnerships designed to make the Federal Government a model employer of people with disabilities
askearn.org/topics/federal-state-government-employment/federal-government-employment/federal-exchange-employment-disability-feed/

- **Federal Agency Employment Strategies: A Framework for Disability Inclusion**

Outline of proactive disability employment strategies to attract and retain qualified jobseekers with disabilities
dol.gov/sites/dolgov/files/odep/pdf/faestrategies.pdf

- **Workforce Recruitment Program**

Program that connects federal employers with pre-screened, highly motivated college students and recent graduates with disabilities seeking internships or permanent employment
wrp.gov/wrp

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Resources and Links for Federal Agencies

(Continued from previous page)

- **Schedule A Hiring Authority**
The ABCs of Schedule A
eeoc.gov/abcs-schedule
- **Computer/Electronic Accommodations Program (CAP)**
Centrally funded accommodation program that provides assistive technology and services free of charge to Department of Defense agencies
cap.mil
- **Federal Workplace Mentoring Primer**
Overview of basic practices, strategies, and available tools and resources for establishing formal mentoring relationships and programs within federal workplaces
AskEARN.org/wp-content/uploads/docs/fed-wmp.pdf
- **Veterans Preference Advisor**
Guidance on preferences that veterans, including wounded warriors, may be entitled to with regard to federal employment
webapps.dol.gov/elaws/vetspref.htm
- **Federal Disability Hiring Programs**
An overview of initiatives and flexibilities in hiring processes intended to increase the employment of people with disabilities in the Federal Government
opm.gov/policy-data-oversight/disability-employment/
- **Equal Employment Opportunity Commission (EEOC)**
A resource for laws, regulations, policy guidance, fact sheets, Q & A's, best practices, and other information on disability discrimination
eeoc.gov/laws/types/disability.cfm

For additional resources for federal employers, visit ODEP's Federal Employers' webpage at dol.gov/agencies/odep/program-areas/employers/federal-employment.

Resources and Links for Federal Agencies



U.S. Department of Labor
Office of Disability Employment Policy
dol.gov/odep



DRIVING CHANGE CREATING OPPORTUNITY

Inclusion drives innovation, and disability is part of the equation. This resource guide provides a great starting point for employers seeking to tap into the talent pool of qualified individuals with disabilities.



U.S. Department of Labor
Office of Disability Employment Policy
dol.gov/odep

*To download a digital version of **Building an Inclusive Workforce**, go to:
orders.gpo.gov/odep.aspx*

DISABILITY INCLUSION PLEDGE

An Invitation to Philanthropy



Inequity: Disability Has Been Overlooked

There are 61 million adults in the United States who live with disabilities. More than one in four people with disabilities live in poverty, and they are less than half as likely to be employed or to attain a college degree compared to people without disabilities. Disability intersects with all identities, and structural forms of marginalization, including racism and gender bias, exacerbate the stigma and discrimination experienced by people with disabilities. Despite this reality, philanthropy is only now starting to recognize disability as a key element of its commitment to social justice, equity, and inclusion.

Beginning the Journey Toward Disability Inclusion

What is the Disability Inclusion Pledge?

Our foundations and philanthropy-serving organizations recognize that ableism—the systemic stigma and discrimination against people with disabilities—is a core barrier to equity and inclusion. Each foundation listed below commits to embark on a disability inclusion learning journey, and to pursue the following preliminary disability inclusion actions, which will take us beyond the minimum legal requirements.

We will hold ourselves accountable and will report back to the [Disability & Philanthropy Forum](#) on our progress no later than 2023. We recognize that the Pledge is just the beginning, and commit to a continuing learning and implementation process that will advance systemic change within our foundations and serve as models for disability inclusion in the philanthropic sector.



Disability Community Engagement:

Create explicit policies for including people with disabilities in community engagement activities and other advisory roles in the spirit of the disability rights principle “nothing about us without us.”



Disability-Inclusive Language:

Recognizing that the language of identity is an individual choice that varies widely among the disability community, use both person-first and identity-first language to respectfully acknowledge different preferences in internal and public facing communications and style guides.



Accessible Events:

- a. Include accommodations language on invitations and registrations for all events that we host and sponsor.
 - b. In addition to the events we host and sponsor, request that accommodations language be used in invitations and registrations for events we speak at and co-sponsor.
-



Inclusion Audits and Plans:

Conduct audits and create improvement plans that we will implement over time to ensure the accessibility and disability inclusion of:

- a. Employment practices, encompassing but not limited to our accommodations, talent recruitment, and retention policies.
 - b. Facilities, promoting universal design whenever possible.
 - c. Websites in accordance with the most recent Web Content Accessibility Guidelines (WCAG).
 - d. Grant making processes and systems, both for external (grantee) and internal (staff) users.
-



Staff Training and Participation:

- a. Include disability education in diversity, equity, and inclusion training.
 - b. Incorporate best practices for recruiting, retaining, and promoting people with disabilities on our staff, including but not limited to accommodations policies, job descriptions, and training of hiring managers.
-



Board Training and Participation:

- a. Include disability in any board diversity, equity, and inclusion training.
 - b. Incorporate best practices for including people with disabilities on boards and committees.
-



Disability Grantmaking:

- a. Examine our grantmaking programs, policies, and practices to determine how they can be more inclusive of people with disabilities.
 - b. Establish foundation-wide goals for disability grantmaking consistent with the mission and purposes of our philanthropy.
-



Measuring and Reporting:

- a. Request, on a voluntary basis, demographic data from our board, staff, and grantees that includes disability as a dimension of diversity, and work collectively to propose a uniform way to track disability participation in the philanthropic sector.
- b. Periodically publish aggregate disability demographic data related to our board, staff, and grantees.
- c. Report on disability grantmaking.

Visit the [Disability Inclusion Pledge Signatories](#) page to see the growing list of grantmaking and philanthropy-serving organizations that have signed on. Join us on the journey!

About the Disability & Philanthropy Forum

The Disability & Philanthropy Forum is an emerging philanthropy-serving organization created by the Presidents' Council on Disability Inclusion in Philanthropy to expand philanthropic commitment to disability rights and justice by centering the leadership of the disability community – essential tenets of achieving a more equitable, inclusive future for all. The Forum is fiscally sponsored by the Proteus Fund. Learn more at www.disabilityphilanthropy.org.

Hello Mr. Fresquez, all,

I just left a message on Mr. Fresquez's voicemail, responding to his phone inquiry that I received yesterday afternoon around 2:30 pm. If there were prior attempts to reach my office, earlier in the day yesterday, please let me know so that I can look into what happened with those attempts and make sure others do not have similar challenges.

I'm also ccing Assistant City Attorney Kevin Nault, who is assigned to advise, when requested, the Mayor's Committee on Disability, and other committees associated with the Public Works Department.

With regards to the proposed candidate forum, the issue is that the Committee is advisory **to the City government** and does not have a political role, educating voters about candidates. None of the City's advisory committees have that type of political/voter education role. If any members of the City's advisory committees wish to participate in politics and voter education outside their role as a member of an advisory committee, that is wonderful and certainly worthwhile **could help the voters of the City** to determine how they would like to vote in the election.

I hope this is helpful information.
Erin

Erin K. McSherry
City Attorney | City of Santa Fe
City Hall | 200 Lincoln Avenue
Santa Fe, New Mexico 87504

1 CITY OF SANTA FE, NEW MEXICO

2 RESOLUTION NO. 2006-151

3 INTRODUCED BY:

4 *David Cox*
5 *Chris Albert*
6 *[Signature]* *[Signature]*
7
8
9

10 A RESOLUTION

11 **RESCINDING RESOLUTIONS NO. 2002-20 AND 2005-9 REGARDING THE MAYOR'S**
12 **COMMITTEE ON THE CONCERNS OF PERSONS WITH DISABILITIES AND**
13 **ADOPTING A REVISED MAYOR'S COMMITTEE ON DISABILITY IN ORDER TO**
14 **CLARIFY THE DUTIES AND OPERATION OF THE COMMITTEE.**

15
16 **WHEREAS**, since 1983, the Governing Body has adopted various resolutions regarding
17 the Mayor's Committee on Concerns of Persons with Disabilities; and

18 **WHEREAS**, these resolutions have not included all the basic provisions for operation of
19 the Committee according to the city of Santa Fe rules and procedures for city committees; and

20 **WHEREAS**, the Mayor's Committee on Concerns of Persons with Disabilities has
21 reviewed the current resolutions (No. 2002-20 and 2005-9) and have recommended changes to
22 these resolutions which have been incorporated into the body of this resolution.

23 **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**
24 **CITY OF SANTA FE** that Resolutions No. 2002-20 and 2005-9 are rescinded.

25 **AND BE IT FURTHER RESOLVED** that:

1 Section 1. NAME. The Mayor's Committee on Disability.

2 Section 2. PURPOSE. The purpose of the Committee is to work with and for
3 people with and without disabilities to ensure access for all by eliminating physical, and
4 attitudinal barriers, improving participation in the Santa Fe community for enrichment of all.

5 Section 3. DUTIES AND RESPONSIBILITIES.

6 (1) The Committee shall study issues of disability in regards to city programs
7 including, but not limited to, those in the areas of housing, human rights, employment, recreation
8 and transportation.

9 (2) The Committee shall advise the Governing Body of city programs providing
10 services to persons with disabilities including, without limitation, those in the areas of housing,
11 human rights, employment, recreation, transportation services and access.

12 (3) The Committee shall make recommendations regarding short-range and long-
13 range priorities in those areas of housing, human rights, employment, recreation and
14 transportation services relating to persons with disabilities.

15 (4) The chairman shall appoint a subcommittee to review and comment on
16 preliminary plans of the following types of city public works projects:

17 A. Any new building;

18 B. Any building repair or remodeling that costs more than \$25,000;

19 C. Any new park or recreational facility;

20 D. Any improvement to a park or recreational facility that costs more than
21 \$25,000; and

22 E. Any new pedestrian structure that costs more than \$10,000.

23 (5) The Committee shall assist the city in community outreach and education and
24 staff training regarding issues of disabilities.

25 (6) The Committee shall cooperate with other city boards and committees, including,

1 without limitation, those in the areas of housing, human rights, employment, recreation and
2 transportation.

3 Section 4. **MEMBERSHIP; OFFICERS.** The Committee shall consist of nine
4 members appointed by the Mayor with the approval of the City Council. Members may be a
5 person with disabilities or may include persons who have expressed an interest in serving on the
6 Committee The Committee shall elect a chairperson and vice chairperson. The chairperson shall
7 appoint sub-committees and sub-committee chairpersons as needed.

8 Section 5. **TERMS.** Of the initial appointments, four of the members shall be
9 appointed for two year terms and five shall be appointed for four year terms. Subsequent terms
10 shall be for four years to maintain staggering of terms. There shall be no limitation to the number
11 of consecutive terms a member may serve. The chairman shall serve for a two year term. After
12 three consecutive unexcused absences a committee member shall be automatically removed and
13 notified thereof by the chairman. Vacancies shall be filled in the same manner as initial
14 appointments and shall be for the remainder of the unexpired term. Any member of the
15 Committee may be removed by the Mayor with the approval of the City Council, with or without
16 cause.

17 Section 6. **MEETINGS.**

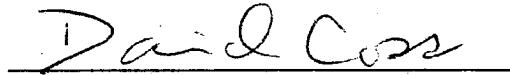
18 (1) Because of the special considerations of persons with disabilities due to health or
19 logistical problems the following shall apply:

- 20 (a) A quorum shall consist of four members of the Committee; and
21 (b) A member of the Committee may participate in the meeting by means of
22 a conference telephone or other similar communications equipment when it is otherwise
23 difficult or impossible for the member to attend the meeting in person, provided that each
24 member participating by conference telephone can be identified when speaking, all
25 participants are able to hear each other at the same time and members of the public

1 attending the meeting are able to hear any member of the Committee who speaks during
2 the meeting.

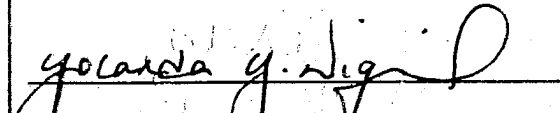
3 (2) The Committee shall comply with all applicable policies, ordinances, resolutions,
4 rules and regulations of the city.

5 PASSED, APPROVED and ADOPTED this 13th day of December, 2006.

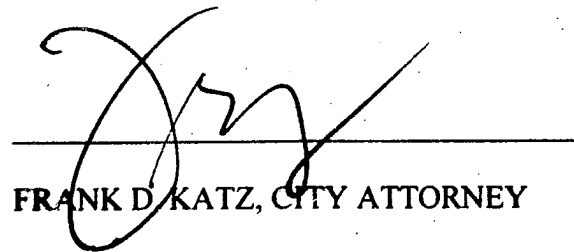
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7 

8 DAVID COSS, MAYOR

9
10 ATTEST:

11
12 
13 YOLANDA Y. VIGIL, CITY CLERK

14
15 APPROVED AS TO FORM:

16
17 
18 FRANK D. KATZ, CITY ATTORNEY

CITY OF SANTA FE, NEW MEXICO

PROPOSED AMENDMENT(S) TO RESOLUTION NO. 2006 - 151
(Mayor's Committee on Disability)

Mayor and Members of the City Council:

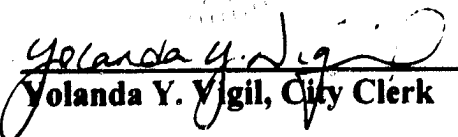
I propose the following amendment(s) to Resolution No. 2006 - 151:

- 1. On page 2, line 1, delete "Concerns of Persons with Disabilities" and substitute "Disability"**

Respectfully submitted,


Public Works Committee

ADOPTED: X
NOT ADOPTED: _____
DATE: 12/13/06


Yolanda Y. Vigil, City Clerk

FIR No. _____

City of Santa Fe Fiscal Impact Report (FIR)

This Fiscal Impact Report (FIR) shall be completed for each proposed bill or resolution as to its direct impact upon the City's operating budget and is intended for use by any of the standing committees of and the Governing Body of the City of Santa Fe. Bills or resolutions with no fiscal impact still require a completed FIR. Bills or resolutions with a fiscal impact must be reviewed by the Finance Committee. Bills or resolutions without a fiscal impact generally do not require review by the Finance Committee unless the subject of the bill or resolution is financial in nature.

Section A. General Information

(Check) Bill: _____ Resolution: 2006-151
(A single FIR may be used for related bills and/or resolutions)

Short Title(s): Recinding resolutions No. 2002-20 and 2005-9 regarding the Mayor's Committee on the Concerns of persons with disabilities and adopting a revised Mayor's Committee on Disability in order to clarify the duties and operation of the committee.

Sponsor(s): Mayor David Coss

Reviewing Department(s): Division/Property Control

Person Completing FIR: Joseph L. Lujan
Phone: 955-5743

Date: 11/22/06

Reviewed by City Attorney: _____
(Signature)

Date: 11/27/06

Reviewed by Finance Director: _____
(Signature)

Date: 11/29/06

Section B. Summary

Briefly explain the purpose and major provisions of the bill/resolution.

Outlining the Committee's purpose, duties, responsibilities, membership, terms and meeting criteria.

Section C. Fiscal Impact

Notes: Financial information on this FIR does not directly translate into a City of Santa Fe budget increase. For a budget increase, the following are required:

- a. The item must be on the agenda at the Finance Committee and City Council as a "Request for Approval of a City of Santa Fe Budget Increase" with a definitive funding source (could be same item and same time as bill/resolution)
- b. Detailed budget information must be attached as to fund, business units, and line item, amounts, and explanations (similar to annual requests for budget)
- c. Detailed personnel forms must be attached as to range, salary, and benefit allocation and signed by Human Resources Department for each new position(s) requested (prorated for period to be employed by fiscal year)*

1. Projected Expenditures:

a. Indicate Fiscal Year(s) affected -- usually current fiscal year and following fiscal year (i.e., FY 03/04 and FY 04/05)

- b. Indicate: "A" if current budget and level of staffing will absorb the costs
 "N" if new, additional, or increased budget or staffing will be required

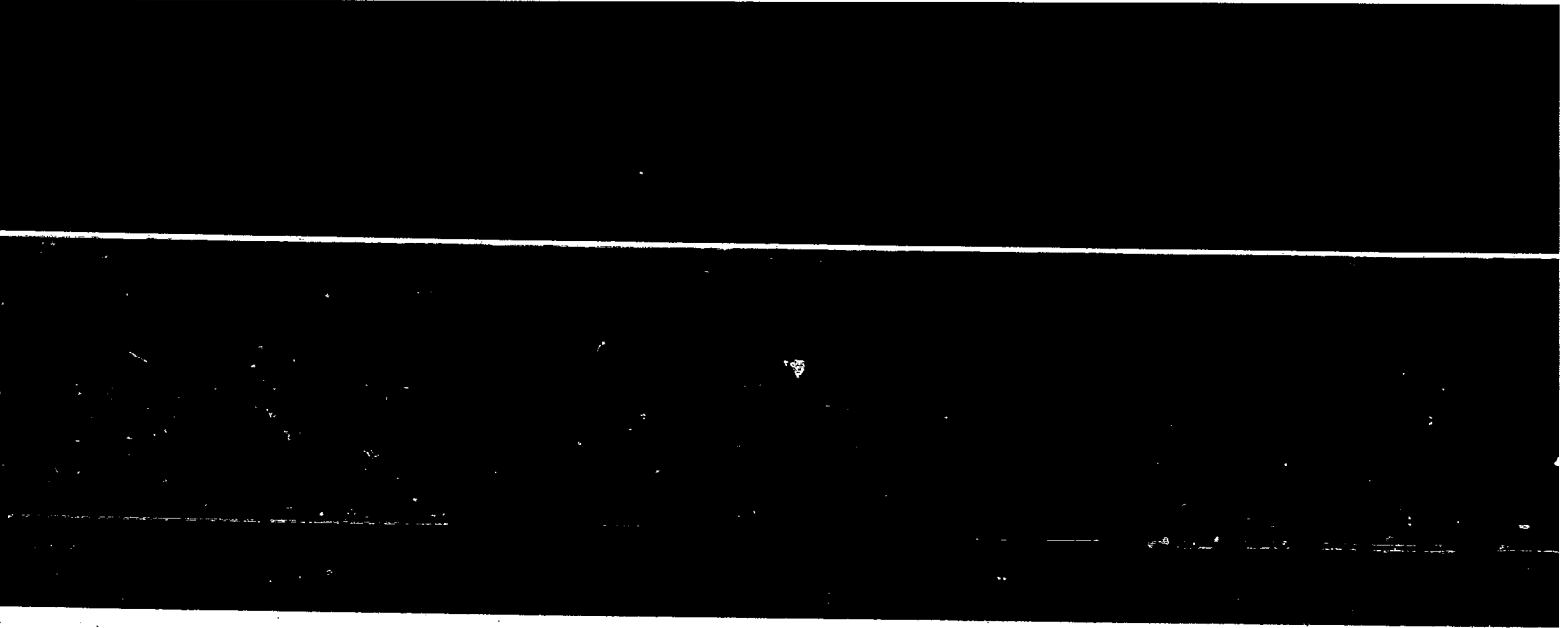
c. Indicate:

1. Total of financing received

2. Total of disbursements, including costs, such as start-up, contract or equipment costs

d. Attach preliminary projection schedule, if any, which shows all anticipated project revenues and cost patterns

e. Costs may be actual or forecast as an offset if actual cost savings are projected (explain in Section 3 Narrative)

- 
-
- c. Indicate: “R” – if recurring annual costs
 “NR” if one-time, non-recurring costs, such as start-up, contract or equipment costs
 - d. Attach additional projection schedules if two years does not adequately project revenue and cost patterns
 - e. Costs may be netted or shown as an offset if some cost savings are projected (explain in Section 3 Narrative)

X Check here if no fiscal impact

Column #:	1	2	3	4	5	6	7	8
	Expenditure Classification	FY _____	"A" Costs Absorbed or "N" New Budget Required	"R" Costs Recurring or "NR" Non-recurring	FY _____	"A" Costs Absorbed or "N" New Budget Required	"R" Costs - Recurring or "NR" Non-recurring	Fund Affected

Personnel*	\$ _____	_____	_____	\$ _____	_____	_____	_____	_____
Fringe**	\$ _____	_____	_____	\$ _____	_____	_____	_____	_____
Capital Outlay	\$ _____	_____	_____	\$ _____	_____	_____	_____	_____
Land/ Building	\$ _____	_____	_____	\$ _____	_____	_____	_____	_____
Professional Services	\$ _____	_____	_____	\$ _____	_____	_____	_____	_____
All Other Operating Costs	\$ _____	_____	_____	\$ _____	_____	_____	_____	_____
Total:	\$ _____	_____	_____	\$ _____	_____	_____	_____	_____

* Any indication that additional staffing would be required must be reviewed and approved in advance by the City Manager by attached memo before release of FIR to committees. **For fringe benefits contact the Finance Dept.

2. Revenue Sources:

- a. To indicate new revenues and/or
- b. Required for costs for which new expenditure budget is proposed above in item 1.

Column #:	1	2	3	4	5	6
	Type of Revenue	FY _____	"R" Costs Recurring or "NR" Non-recurring	FY _____	"R" Costs - Recurring or "NR" Non-recurring	Fund Affected

_____	\$ _____	_____	\$ _____	_____	_____	_____
_____	\$ _____	_____	\$ _____	_____	_____	_____
_____	\$ _____	_____	\$ _____	_____	_____	_____
Total:	\$ _____	_____	\$ _____	_____	_____	_____

3. Expenditure/Revenue Narrative:

Explain revenue source(s). Include revenue calculations, grant(s) available, anticipated date of receipt of revenues/grants, etc. Explain expenditures, grant match(s), justify personnel increase(s), detail capital and operating uses, etc. (Attach supplemental page, if necessary.)

Section D. General Narrative

1. Conflicts: Does this proposed bill/resolution duplicate/conflict with/companion to/relate to any City code, approved ordinance or resolution, other adopted policies or proposed legislation? Include details of city adopted laws/ordinance/resolutions and dates. Summarize the relationships, conflicts or overlaps.

No

2. Consequences of Not Enacting This Bill/Resolution:

Are there consequences of not enacting this bill/resolution? If so, describe.

No

3. Technical Issues:

Are there incorrect citations of law, drafting errors or other problems? Are there any amendments that should be considered? Are there any other alternatives which should be considered? If so, describe.

No

4. Community Impact:

Briefly describe the major positive or negative effects the Bill/Resolution might have on the community including, but not limited to, businesses, neighborhoods, families, social service providers and other institutions such as schools, churches, etc.

No

Join the Youth Advisory Commission

Current Vacancies

There are no current openings on the Youth Advisory Committee. Future openings will be posted here, and will also be listed on the City of Lafayette Volunteer page. Thank you for your interest in serving our community! View other ways to get involved:

- [City of Lafayette volunteer opportunities](#)

Contact Us

Elaina Verveer

LYAC
Liaison

[Contact Elaina Verveer](#)

Renee Jacobsen

Staff
Liaison

[Contact Renee Jacobsen](#)

Requirements & Duties

- Be a current resident of Lafayette or currently attend a Lafayette middle or high school
- Be between the ages of 11 and 18
- Attend meetings
- May be asked to attend other meetings or volunteer at special events to promote work of the commission.

About the Process

The City of Lafayette does not post online information provided by applicants aged 18 or under.

Overview

The Youth Advisory Commission (LYAC) engages Lafayette youth in outreach, advisory, and educational opportunities through solutions-based discourse and action. LYAC, which is a municipal board, makes recommendations to the City Council on youth-related issues and other relevant topics, organizes annual service events, and directly addresses issues impacting local youth.

Details

- Members are appointed by the City Council to serve a one-year term (from September to August), and may reapply to serve subsequent terms.
- Meetings are held on the first Wednesday at 6:30 pm at the Lafayette

City News

Posted on: September 12, 2023

Meet your Lafayette City Council candidates

The following seven candidates have submitted successful Nomination Petitions to run for one of four open seats on the Lafayette City Council. Voters will select four candidates during the November 2023 election. Contact information and campaign filings for these candidates are available at lafayetteco.gov/Elections.



Council candidates

Tim Barnes (incumbent)
David Fridland
Crystal Gallegos
JD Mangat (incumbent)
Gala W. Orba
Eric Ryant
John W. Watson

Candidate forums

Two voluntary public candidate forum events, hosted by the Lafayette Youth Advisory Commission (LYAC) and the League of Women Voters (LWV), will be held to provide information about candidates' platforms and positions. Both organizations will pose questions to the candidates during these events that pertain to local issues in a panel discussion format. LYAC will accept question suggestions from the public through Sept. 29.

Lafayette Youth Advisory Commission (LYAC) Candidate Forum

Wednesday, Oct. 4, 2023, 6pm

City Hall Council Chambers | 1290 S. Public Rd.

[Submit your questions/topics for consideration to LYAC by Sept. 29](#)

League of Women Voters (LWV) Candidate Forum

Monday, Oct. 16, 2023, 6pm

City Hall Council Chambers | 1290 S. Public Road

[LWV website](#)

Live and recorded broadcasts

In addition to attending the forums in person, community members are invited to watch a live streaming or recorded version of each event.

Live broadcasts

Visit either of these links to watch the live broadcast as the events are happening

lafayetteco.gov/StreamingVideo

youtube.com/CityofLafayetteCo

Recorded broadcasts

lafayetteco.gov/StreamingVideo Access the event under the Archived City Council 2023 Meetings tab

youtube.com/CityofLafayetteCo Access the video under the City Council Meeting Playlist.

Disability Rights New Mexico

Disability Rights New Mexico celebrates National Disability Voting Right Week at the New Mexico Technology Assistance Program Annual Conference (ATC-2023).

We would like to thank NMTAP for providing us with a place to demonstrate the accessible voting machine, Santa Fe County for loaning us an assessable voting machine, and a huge thank you to our community for stopping by our booth and checking out the accessible voting machine!!!!

Our Next election will be the 2023 Regular Local Election: Tuesday, November 7, 2023

As a reminder, there are several options for voting including:

- in-person, with or without assistance,
- in-person using the accessible voting machine, available at EVERY polling site across the state
- by using an absentee ballot
- by using an absentee ballot for the visually impaired

If you have any questions about voting, please contact one of the following:

- Secretary of State's Office at 505-827-3600
- your local county clerk's office
- o County Clerk locator:
 - o <https://www.sos.nm.gov/.../vote.../county-clerk-information/>
- or a member of DRNM's voting team at 505-256-3100

Let New Mexico hear your voice by exercising your right to vote!! !!

Santa Fe County Clerk:

Santa Fe

Clerk: Katharine E. Clark (D)

100 Catron Street

Box 1985

Santa Fe, NM 87501

Phone: (505) 986-6280

Fax: (505) 995-2767

Website: <http://www.santafecountynm.gov/clerk>

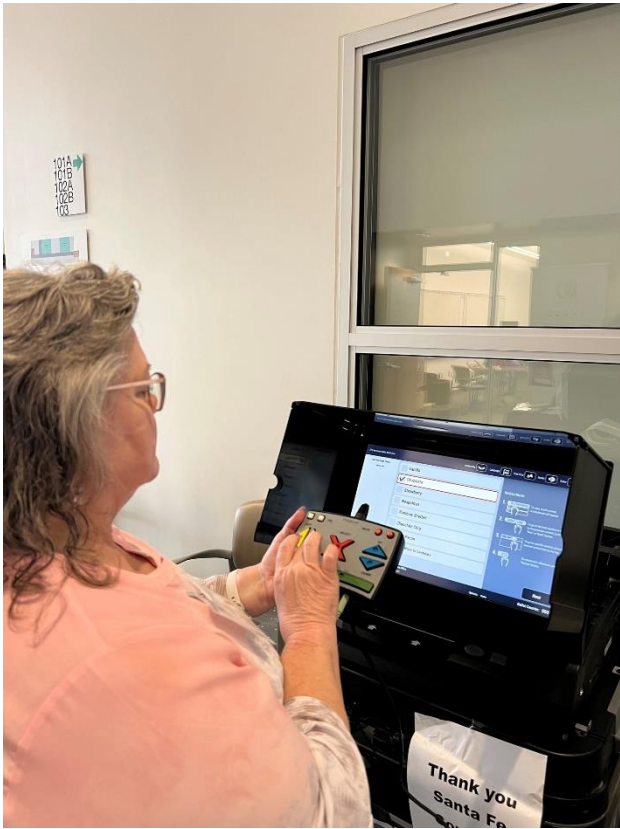
General Inquiries: clerk@santafecountynm.gov

Election & Registration Inquiries: elections@santafecountynm.gov



source:

<https://www.facebook.com/DisabRightsNM/posts/pfbid0tdmZY6s6xRidUcybQLSbf2P8oaHgiGZ6SVcrpH14epGxfib5UufXUmCAirWZDVuvl>



BPAC Maintenance Resolution draft and implementation plan

WHEELER, REGINA A. <rawheeler@santafenm.gov>

Thu 9/28/2023 3:53 PM

To: elifresquez@yahoo.com <elifresquez@yahoo.com>; GISH, KATHLYNE A. <kagish@santafenm.gov>; Kendra Garcia <kgarcia@newvistas.org>

Cc: GLORIOSO-MOSS, ROMELLA S. <rsglorioso-moss@santafenm.gov>; CROWE, HALONA <hcrowe@santafenm.gov>; LOPEZ, DANIEL J. <djlopez@santafenm.gov>

 2 attachments (67 KB)

BPAC Maintenance Resolution draft.doc; BPAC Maintenance Resolution Implementation Plan and Budget.docx;

Hello Mayor's Committee on Disability Co-Chairs,

I have been meaning to send this to you for many days, so sorry for the delay. This is now on the agenda for the next MCD Meeting.

Attached is draft legislation directing the City to inventory, assess and fund the maintenance of bike lanes, sidewalks and trails.

This legislation comes from the Bicycle Pedestrian and Advisory Committee and its Chair Councilor Garcia. Staff Liaison Romella Glorioso-Moss and the Santa Fe Metropolitan Planning Organization (SFMPO) all worked together to develop this legislation.

Also attached is an action plan with estimated costs for implementation put together by diverse team in Public Works.

The legislation has not been introduced and it may not pass.

I thought the MCD would want to be aware of this proposed legislation and consider endorsing it.

Please let me know if you have any questions.

Best,
Regina

Regina Wheeler
Public Works Director
505-690-4197 (m)
505-955-6622 (o)
rawheeler@santafenm.gov

1 **CITY OF SANTA FE, NEW MEXICO**

2 **RESOLUTION NO. 2023-__**

3 **INTRODUCED BY:**

4
5 Councilor Michael Garcia

6
7
8
9 **A RESOLUTION**

10 **MAINTENANCE AND INSTALLATION OF BICYCLE/PEDESTRIAN FACILITIES**

11
12 **WHEREAS**, one of the duties and responsibilities of the Bicycling and Pedestrian
13 Advisory Committee (BPAC) is to assist in the prioritization of bicycle and pedestrian
14 infrastructure projects to be completed using city, state, and federal funds, through the
15 development of BPAC Strategic Plan FY 2023-2033, the Santa Fe Metropolitan Planning
16 Organization (“SFMPO”) Bicycle Master Plan and the SFMPO Pedestrian Master Plan;
17 and,

18 **WHEREAS**, in 2022, the City of Santa Fe adopted a Complete Streets Policy via
19 Resolution 2022-46 , supporting Complete Streets design standards, which are intended
20 to provide safer and more equitable transportation improvements and reducing the
21 impacts of climate change in the Santa Fe Metropolitan Planning Area; and,

22 **WHEREAS**, pavement markings delineating pedestrian crossings, bicycle
23 roadway lanes, travel transitions, sharrows, green lane markings and other delineators are
24 essential elements of transportation infrastructure with critical impacts on safety and

1 mobility; and

2 **WHEREAS**, these pavement markings provide all road users with the necessary
3 information to adjust driving, bicycling, and walking behavior or make calculated
4 decisions about traveling, the visibility of pavement markings for all users can be the
5 difference between a safe trip and a disastrous collision; and

6 **WHEREAS**, wayfinding and signage programs for all roadway users support more
7 efficient and safer travel patterns, alert roadway users of the presence of other modes of
8 transportation and foster a sense of community with shared interests; and

9 **WHEREAS**, annual and routine maintenance of pavement markings and
10 wayfinding and signage programs are critical to support a safe and effective
11 transportation network and meet the transportation goals of the City of Santa Fe; and,

12 **WHEREAS**, the purpose of BPAC is to work with city to provide input and advice
13 to the Governing Body that supports the ongoing development and maintenance of a
14 transportation infrastructure that makes bicycling and walking in the City of Santa Fe
15 safe, viable, and comfortable modes of transportation, commuting, and recreation; and
16 the following policy recommendations are presented for approval and implementation by
17 the City of Santa Fe.

18 **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**
19 **CITY OF SANTA FE**

20 1. Establish a regular inspection schedule to assess the condition of the city's
21 bicycle and pedestrian infrastructure.

22 2. Develop and maintain a Geographic Information System (GIS) based inventory
23 of the physical condition of each element of the city's bicycle and pedestrian infrastructure. The

1 list will be used to prioritize maintenance and repairs and ensure that infrastructure remains safe
2 and functional, including but not limited to: returning the infrastructure to its original condition
3 (or better), especially after any planned road or infrastructure maintenance that impacts bike-ped
4 infrastructure (e.g., if roads with markings get patched or replaced; street sweeping of bikelanes,
5 etc.). Criteria may include, but are not limited to:

- 6 A. The condition of the infrastructure from the inventory list described above.
- 7 B. Equitable distribution of city resources to support bicycle and pedestrian
8 infrastructure throughout the city.
- 9 C. BPAC recommendations, public input, and constituent requests.
- 10 D. The importance of a piece of infrastructure to the connectivity of a multi-modal
11 transportation network.

12 3. Establish an annual fund with a consistent source(s) of funds to support the ongoing
13 maintenance of bicycle and pedestrian infrastructure including new developments within the city
14 limits.

15 4. Designate the appropriate entities and departments within the city's government to
16 implement the policies and manage the budget, and ensure that bicycle and pedestrian
17 infrastructure is treated as both transportation and recreation with appropriate engineering,
18 design, and maintenance funding resources.

19
20 PASSED, APPROVED, and ADOPTED this _____ day of _____, 2023.

21
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24 _____
25 ALAN WEBBER, MAYOR

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ATTEST:

KRISTINE MIHELIC, CITY CLERK

APPROVED AS TO FORM:

ERIN K. McSHERRY, CITY ATTORNEY

Legislation/2023/Resolutions/

DRAFT

Safe and Compliant Sidewalks, Bikelanes and Trails
BPAC Maintenance Resolution
Implementation Plan

Result	Activity	One Time	Operating	One Time	Total Annual
GIS based inventory of sidewalks, bike lanes, trails, signs, signals, streetlights	Establish Asset Management Software with GIS interface. Survey and enter assets into software. Implement workflow to keep current.	Consulting services data gathering \$500,000	Project Administrator Setup and manage data application \$100,000/yr Software for Parks and Streets \$180,000/year	\$500,000	\$280,000/yr
Maintain sidewalk condition	Inspect, issue NOVs, contract for and oversee sidewalk repairs.		Private sidewalks: 3 staff 1 Supervisor 1 Inspectors, 1 Project Specialist (in addition to 2 staff) \$250,000/yr Private sidewalks repairs: \$300,000/yr Public sidewalk repairs \$300,000/yr Hearing & outside attorney fees \$100,000/yr		\$950,000/yr
Clear and repair public sidewalks and trails	Plow, sweep, shovel, weed, litter and ice control by City staff. Asphalt and concrete repairs by contractors.	Equipment 2 ATV with attachments 1 Crew Pickup \$80,000	4 staff – 1 Project Administrator 2 senior maintenance, 1 maintenance \$250,000/yr \$300,000/year asphalt concrete repairs	\$80,000	\$550,000/yr
Keep bike lanes clear	Sweeping and plowing. Plows and sweepers run side by side to clear vehicle and bike lanes. Additional hauling capacity for additional sweeping.	1 plow and dump truck \$400,000	3 staff 2 Senior Operators, 1 Operator \$300,000.yr Tipping fees and equip maintenance \$100,000/yr 2 sweepers for bike lanes in addition to 3 replacement sweepers \$400,000/yr	\$400,000	\$800,000/yr
				\$980K	\$2.58M

Safe and Compliant Sidewalks, Bikelanes and Trails
BPAC Maintenance Resolution
Implementation Plan