

Mayor's Council on Disability Issues Half-Day Retreat

February 10, 2023 at 12:00 p.m. – 4:00 p.m.

American Job Center, 2700 Middlebrook Pike, Ste.100, Conference Room

Agenda

I. Call to Order 12:02 pm

II. Roll Call (passed around)

Members: Alexander, Barber, Childress, Colebrook, Cox, Jenkins, Landfather, Lowe, Maxwell, Mull, Nesmith, Shimmin-Orr, Ross, Simmons, Spangler, Villanueva, Welch

City of Knoxville Staff: Cook, Dziubak

Present: Barber, Childress, Jenkins, Landfather, Lowe, Maxwell, Mull, Nesmith, Shimmin-Orr, Simmons, Spangler, Villanueva, Welch

Absent: Alexander, Colebrook, Cox, Ross

Interpreters: Monique Johnson & Megan Potts from LearnPlaySign, LLC

III. "What CODI Means to Me" Member Videos

Dziubak recorded clips of each CODI member speaking for thirty to sixty seconds about what CODI means to them personally, why they joined CODI, or what they are most proud of accomplishing with CODI. These will be captioned and shown at onboarding of new CODI members in the future.

IV. Approval of January Minutes

Simmons motioned to approve January minutes, Nesmith seconded, none opposed, and the motion carried.

V. Housekeeping / CODI Meetings Going Forward

- Dziubak discussed the combining of Community Engagement with the Regular CODI meetings. Barber inquired whether the majority of future CODI meetings will be virtual through the year 2023, Dziubak answered that CODI will only be meeting in person on a quarterly basis. Barber motioned to move the regular CODI meetings to 3:00 p.m. Spangler seconded and the motion carried.
- Dziubak discussed how she is trying to increase the attendance during committee and strategic plan group meetings, and that to facilitate this, roll call will now be taken at those groups though they will not count towards overall CODI absences unless changes to bylaws are made.
- Dziubak then started a discussion between members to gather their ideas on increasing engagement.
 - Mull advised that people need to be invested and need to prioritize attending the small groups, and missing those should have consequences.
 - Landfather, Childress, and Lowe agree, but Lowe asked for clarification for guidelines.
 - Cook mentioned that we have the option of members taking a Leave of Absence or Sabbatical if needed.
 - Simmons mentioned that we are not discussing people with health issues but those missing due to other reasons, and when they should be asked to resign.
 - Welch asked that the importance of regular attendance be stressed to all.
 - Landfather asked if we can let Membership take it under consideration at the next meeting, Simmons agreed to passing the decision on.
 - Dziubak agreed and will provide an update will occur at the regular March CODI meeting.
- Dziubak reported that Membership will now be meeting on a regularly scheduled basis starting March 7, 2023 with meetings scheduled quarterly.

- Dziubak also reminded everyone to speak clearly and slowly to allow for proper interpretation and say their last names for the interpreters to be able to interpret the conversation clearly.
- Dziubak passed around a sign-up sheet for members to choose 2 weeks in which they will send her Facebook posts. These need to be current disability related articles, from reputable sources, not political or overly religious. The sender needs to create verbiage for the post and email it to Dziubak.
 - Spangler asked if videos from Tik-Tok could be sent?
 - Dziubak said to stay away from Tik-Tok, it needs to be from a legitimate site as well as be informative and entertaining, make sure it has close captioning as well.
 - Barber asked if the calendar will be emailed to members?
 - Dziubak said she will get this information out to members via email.
- Another sign up sheet was passed around by Dziubak to have members sign up for the five-minute advocacy and information portion during the CODI meetings that former Chairperson Melissa Van Dyke instated, as we have only had 2 members take advantage of the time. Dziubak asked that each member choose one month to present and noted as we have 12 months and 17 members the calendar will go into 2024.
- Dziubak noted that while the May 10, 2023 in person meeting location is yet to be determined, the November 8, 2023 meeting will potentially be at Bitty and Beau's, as an online form has been submitted but had not received any reply at the time of the retreat. A sign-up sheet was also passed around for members to suggest other possible locations to hold future in-person meetings.

VI. Acceptance of ADATP and ADA Design 7 Maintenance Manual

Simmons motioned to accept the ADATP and ADA Design and Maintenance Manual. Nesmith seconded, and the motion passed unanimously among members in attendance. However, an official vote will be taken at the March meeting.

VII. Review and Acceptance of CODI Bylaws Revisions

Members read the provided copies showing the Bylaw changes suggested by the Bylaws Committee, which were broken down to show the original and revised for comparison. Dziubak reviewed significant changes. Nesmith made a motion to accept with the suggested modification of changing that revised date from November 2023 to February 2023. Simmons seconded, and members voted unanimously to accept the Bylaws revisions with this one modification.

VIII. CODI Livability Checklist Updates

- Mull discussed the changes to the Accessibility Checklist in formatting and scoring.
- Jenkins asked if we have a spreadsheet available showing what locations have been visited?
 - Dziubak said it is on her agenda to make that available
- Cook pointed out that the goal it for everyone to get a sticker and raise awareness.
- Mull spoke about an attempt she and Welch made to conduct a checklist that did not go well as they were referred to corporate and the manager on duty did not want to sign off on it.
 - Dziubak advised that CODI members be cautious with writing things down before speaking with a manager.
- Spangler asked if we have a list of resources, and suggested we could give locations they can purchase items if they wish to fix a found issue?
 - Dziubak stated that we cannot give out literature recommending specific companies over others or specific products due to City policy.

- Cook said that if someone calls the office asking how they do something, she refers them to Google as she cannot show favoritism.
- Simmons and Jenkins shared that they ran into a similar issue when they were conducting a checklist at another restaurant downtown, of being told to come back and talk to the manager.
 - Dziubak stated that if we are referred to corporate to let her know as this is supposed to be helpful to area businesses and we will want to make sure multiple members do not continue to go there to offer this.
- Landfather stated that there can be different reactions from an owner versus a manager.
- Jenkins shared that the 2 completed with Lowe at South Press and Café 4 went very well and that the managers were open to completing the checklist.
- Dziubak asked that we complete a few more of the checklists before the March CODI meeting if possible in order to see if any other adjustments need to be made before voting to accept it as a body.
- Mull asked if we need to try and get around having a signature on the checklist?
 - Cook reminded everyone that if it is uncomfortable or hostile, to politely leave and not conduct the checklist.
- Landfather said that we need to work on the scoring range.
- Dziubak said that if the establishment is great to excellent they get a sticker, but there is not a downside (no punishment/bad publicity, etc.) if they do not score well. The purpose of these surveys is to recognize businesses that are disability-friendly, not to “ding” those who are not.

IX. Universal Design Visitable Type C Presentation

- Dziubak shared that the meeting with the Mayor about Visitable Type C Presentation has been scheduled for February 13, 2023, and took the members through the presentation slide by slide.

- Mull asked if the presentation would go before the City Council.
 - Cook says it may; it will depend on what transpires in the meeting and any procedure or policy change may result.
- Jenkins pointed out that in the presentation it was mentioned in various quotes that there is not a demand for accessible options, but that the disability community it is socially taught not to ask for it, and just make do.
 - Dziubak stated it can be verbally added to the discussion with the mayor and reiterated that all quotes and data shown in the presentation were directly from other studies completed by the Metropolitan Planning Commission who prepared these at the request of the City Council several years ago.
 - Landfather offered to share that knowledge with the mayor anecdotally during the meeting.
- Welch asked if the ordinance covers apartments.
 - Dziubak stated that it would only be applicable to single family detached dwelling units.
 - Cook added that the federal Fair Housing Act requires accessibility only when four or more units are connected by a common roof.

X. Transportation AARP Livable Communities Challenge Grant

- Welch presented the information on the AARP grant opportunity and went over the tiers of grants available and that they are available annually, the deadline is rapidly approaching for 2023.
- Cook spoke about the opportunities that could be available if we went after grant money, and working with the city's engineering department to see what is feasible, for instance making a park accessible, or connecting greenways already in existence to make a neighborhood more accessible.

- Specifically, Cook suggested that one really good project might be to look at the area around the Caswell Park and ballfields, Ashley Nicole Dream Playground, O'Connor Senior Center, YMCA, Sertoma Center, Knoxville Area Urban League, etc. and consider how a multi-generational community garden might be created partnering with each of these agencies/entities. It may be possible to visually connect this area, too.
 - Jenkins said that his neighborhood of Parkridge would probably be on board with those kinds of improvements.
- Dziubak suggested we do this during certain regular CODI meetings in place of Community Engagement, and suggested dates of April 12, 2023 to discuss ideas, July 12, 2023 to settle on an idea, and October 11, 2023 to wrap up everything. CODI members agreed that this would be a good idea.

XI. Community Engagement

- Barber spoke about coming up with ideas to promote CODI
 - Spangler mentioned Resource Fairs
 - Dziubak asked for a show of hands who would be available to attend that type of event to gauge if this would be a viable option as it would greatly depend on the willingness of CODI members to staff the booths.
- Childress asked if buying a spot/booth at non-disability conventions that are in town could be an option?
 - Mull said it would depend upon the type of event or festival.
 - Cook said that it would also depend on whether there were costs required to attend, as CODI does not have a budget.
- Nesmith said that he can contact UT about upcoming job fairs or internships/shadowing opportunities and that he is still in contact with a number of people that were on a student led disability group.
- Childress mentioned job boards at Pellissippi State, and the Farmers Market on Market Square.

- Landfather is fond of getting in touch with the general community in Knoxville.
- Simmons mentioned that he presents to students in the Occupational and Physical Therapy Association programs twice a year and can educate them about CODI; the next event will be on the 27th.
- Dziubak said we could potentially see about getting magnets, pens with CODI contact information, or something else we can give away depending on the costs.
- Barber says we need to try and be proactive about attending events.
- Dziubak said that she will work on a 2023 list for emailing when events are happening.

XII. New Business

- Cook discussed the Light Up for Blue event created by the Tennessee Disability Coalition coming up on March 11, 2023. They plan to light up the Henley pedestrian bridge and would love to light up Neyland Stadium in the future. This is to spread disability awareness across the state.
- Cook also shared that there was a ribbon cutting on the Emergency Equipment Trailer which came about as the result of a partnership between the both the City and County, Knoxville Emergency Management Agency (KEMA,) Knox County Health Department, the East TN Healthcare Coalition and others after a fire prompted the evacuation of a multistory senior/disabled housing development in November 2021. The trailer houses equipment intended to assist with the emergency evacuation of people with mobility disabilities.
- Dziubak shared that there is an HR conference that a representative from the city is attending with the theme of “Get Happy” and they want to involve CODI if possible. This would entail members being recorded for fifteen seconds singing and dancing to the song.
- Cook wants everyone to wear blue and get a picture somewhere on March 11, 2023.
 - Jenkins suggested restaurants with a blue theme as a backdrop.

- Members were asked to gather for a group picture to be taken directly after the retreat adjourns.

XIII. Announcements and Public Forum

No new topics discussed.

XIV. Adjourn 3:46pm

2023 CODI Meeting Reminders

March 8, 2023 - Zoom Meeting

April 12, 2023 - Zoom Meeting

May 10, 2023 – In-Person (KAT, Knoxville Station: KSTC Community Room)

June 14, 2023 - Zoom Meeting

July 12, 2023 - Zoom Meeting

August 18, 2023 - In Person Full-Day Retreat (9-4, Public Works Building)

September 13, 2023 - Zoom Meeting

October 11, 2023 - Zoom Meeting

November 8, 2023 – In-Person (Location TBD)

December 13, 2023 - Zoom Meeting

**ALL Regular, Committee, and Strategic Plan CODI meeting schedules are available at
KnoxvilleTN.gov/CODI**