

**Knoxville Mayor's Council on Disability Issues Retreat
December 2, 2020 @ 9:00 a.m.
"Zoom Meeting"**

Agenda

I. Meeting was called to order at 9:08 a.m.

II. Roll call

Present: Byrne, Colebrooke, Cook, Davidson, Foutch, Houston, Huang, Loebner, Mull, Orr, Parr, Shipley, Simmons, Spangler, Upton, Vandyke

Absent: Neely, Rodgers, Shilling

III. Approval of November Minutes

Foutch motioned, Davidson seconded, motion passed.

IV. Icebreaker (Fun Facts)

Guessing game based five facts submitted by each member.

V. Recap of Executive Committee Meeting with Mayor Kincannon

VanDyke reported, from our meeting with Mayor Kincannon, that she agreed that we can do more than the minimum when it comes to accessibility in affordable housing. We must work to educate builders and developers about access in housing. Mayor suggested "Zooming" for CODI members to allow more people to participate and then to have in-person meetings in the community at least quarterly. We also need a non-social-media way to get information to people (lots of barriers to technology!) Consider collaboration with CTV and existing newsletters, where CODI can provide information to the public. ADA Transition Plan implementation: there is STILL not a copy of the ADA TP on the City's website, as of 12.1.2020

VI. New Strategic Plan for 2021 – 2022

-VanDyke made the recommendation to make Community Engagement a standing committee (Bylaws will need to change). Upton made the motion to create this SC, and Parr seconded, the motion carried. Once the Bylaws have been updated and approved, the standing committees shall be Membership, Transportation, Bylaws, and Community Engagement.

- Created three overall goals for the 2021 Strategic Plan (SP): Livability, Effects of Covid on people with disabilities, and Universal Design
- Simmons made a motion to accept the three new SP goals and Christina seconded, the motion carried.

VII. Committee Meetings

BYLAWS COMMITTEE RECOMMENDATION

NOTE: *Articles highlighted are recommended changes to CODI's Bylaws.*

The bylaws committee made the following recommendation:

Article II Purposes (A) – *add veterans with disabilities, and seniors*

Article III Members 3.02 (b) – *The City Liaison will forward candidates to the Mayor who shall appoint the individuals to fill the remainder of the **MEMBER'S** term's upon City Council approval. (added "fill the remainder of the MEMBER's term's")*

Article III Members 3.05 – Removal of Members for Non-Attendance

Quarter 1: *July, August, September*

Quarter 2: *October, November, December*

Quarter 3: *January, February, March*

Quarter 4: *April, May, June*

Note: (specific on which months constitute quarter months above) **and** the addition of the following below:

At the time when a member has not attended two (2) meetings and failed to provide proper notification, the member will be contacted by the City Liaison to determine the member's desire to retain membership or resign from membership. Members who wish to retain their membership will be referred to the Membership Committee for review and recommendation to the Executive Committee. Members recommended for dismissal will receive notification of the recommendation and will have the opportunity to appeal the recommendation to the CODI body as a whole for consideration and vote to accept or reject the recommendation. If warranted, the Executive Committee will recommend dismissal of the member to the Mayor. If the Mayor determines that dismissal is necessary, the member will be notified in writing on the Mayor's behalf.

Article III Members 3.06 - Removal of Members by Petition – A member can be dismissed from CODI by the following procedure: (Adding the following)

- a. *Petition for consideration of dismissal of any member will be brought to the Executive Committee.*

- b. *The Membership Committee will speak to the persons impacted to understand both the reason dismissal is desired and the response to the proposed dismissal by the affected member.*
- c. *The Membership Committee will forward their recommendations to the Executive Committee.*
- d. *If warranted, the Executive Committee will recommend dismissal of the member to the Mayor.*
- e. *If the Mayor determines that dismissal is necessary, the member will be notified in writing on the Mayor’s behalf.*

Article IV Officers 4.05 – Duties of Chairperson (add the following)

The chairperson shall be an ex-officio member of all committees of CODI.

Article V Meetings 5.01 – General Membership Regular Meetings and Sub-committee Meetings (adding August to the below sentence)

Regular meetings of CODI shall be held monthly beginning in August on the second Wednesday of the month at a time and place to be determined by the Executive Committee. Sub-committees (including Membership, Bylaws, and Transportation) will meet as directed by CODI and the sub- committee chairperson(s).

Article VI Committees – 6.03 Membership Committee – (adding the following)

The duties and responsibilities of the Membership Committee shall include gathering diversity statistics for the City Liaison, identifying gaps within CODI with regard to representing the stakeholders of Knoxville, approaching prospective members, recommending candidates for membership on CODI and nominating candidates for CODI office.

Article VI (New) Community Engagement Committee – Breakout groups will help define this committee

VIII. Strategic Plan Committee Meetings

LIVABILITY COMMITTEE REPORT

- CODI Accessibility Checklist Implementation and Awareness
- Adding ADA Trans Plan to CODI Webpage
- Engage appropriate City Representatives in addressing the implementation and outcomes of ADA Transition Plan bi-annually (quarterly as needed)
- Increase support for capital improvements to city recreation facilities for accessibility

CODI COVID-19 COMMITTEE REPORT

- The first order of business was to select a notetaker for the committee. Annazette Houston agreed to serve in this role.
- The second order of business was to select a chair for the committee. After long deliberation and through the process of elimination Laykoon agreed to serve.
- **Purpose of Committee:** Review Community and Health Services as it relates to COVID Access and Availability. Areas of review include the following:

KAT, Support Services Provider (SSP) essential workers, Webpage for Resources, Mental Health, Food Insecurity, Internet access, AAAD, and Office on Aging.

Topics Discussed:

- **Testing:** There were concerns about how to get testing and supplies. There are different types of test given to individuals based on several factors including the type of insurance coverage you have. The information is not easy to get and many of the agencies that are put in place to help are on some level of shut down due to COVID.
- **After Effects of COVID:** Many people who did not have impairments before the pandemic may have some now due to the aftereffects of COVID. Even those in the disability community may leave a bout with COVID with a new diagnosis particularly with respiratory and lung damage. We need to find a way to reach out to these individuals. Blood clots, brain fog and Multisystem Inflammatory Syndrome in children (MIS-C).
- **Mental Health:** Through the pandemic numbers have risen almost to a crisis level for those with mental health diagnosis. Further, many individuals who have found themselves isolated during the pandemic who managed before without assistance in this area now need help. Suicides are spiking during the pandemic.
- **Vaccinations:** How do we get an accurate count of those individuals being served by the Health Department and Department of Intellectual Disabilities? How do we get these individuals vaccinated who are most susceptible to the virus?
- **Racial Disparities in the Deaths due to COVID:** People of color are dying at a disproportionate rate than their counter parts. This is also true in the disability community.
- **Face Masks:**
 - Rebellious attitudes towards wearing masks, what can we do?
 - How do individuals from the deaf community gain access to services when masks are being worn? When a mask is worn it is difficult to ascertain the demeanor of the person communicating since the facial expressions are now completely void. Facial expressions are a critical part of communication for this population.
 - Clear masks work, but they sometimes fog up and become ineffective.
 - Examples of ways to stay safe while interacting were provided. Discussion of providing information and/or training was identified as a need.

Additional CODI COVID-19 highlights were:

1) Variances in COVID testing affecting (kinds or types) rapid quick test vs PCR long chain testing & turnaround time to get accurate results or false results, time or results & depends on kind of insurance person has, plus access to testing facilities (whether primary care, immediate care centers, health dept, emergency room or?)

2) Racial disparities in how COVID affecting certain populations more due to genetics, poverty levels for quality of care & predisposed health conditions,

3) Masks

4) Food shortages (longer pantry lines but now more drive through and how accessible are they?) What if a person is in high-risk category (cancer, diabetes, COPD autoimmune disorders, pregnant, autistic etc.) are there safety protocols & protections in place for health & safety measures or extra disinfecting/cleansing, special hours set aside just for them to shop?

5) Long term after affects from virus that continue affecting people w disabilities- i.e., numbness /tingling/paralysis in limbs affecting mobility, cognitive-neurologic issues, blood clots or lung damage affecting respiratory issues/ diseases such as COPD / cystic fibrosis etc. which might affect their ability to work, or travel as in transportation, even reactions to vaccines etc.

6) Barriers to former gov assistant resources & programs etc. (such as DHS office or KCDC or social security, TN DMV (to get new ids) or community resources (like CAC or volunteer ministry center etc. who have now closed doors to public only doing business online now etc.

Strategies:

Each committee member was asked to put their heads together to think of strategies to address these most pressing issues. Give this some thought, speak up and when we get back together, we will discuss strategies and develop a path forward.

Prior to the meeting being adjourned by the host, the committee agreed to check their calendars and respond by email on the dates that work best for them to meet again.

UNIVERSAL DESIGN COMMITTEE REPORT

Strategies: Transportation and Housing

Transportation:

1. Sidewalks and pedestrian amenities continued connectivity of ped amenities (strengthen the Sidewalk/Curb Ramp Installation programs)
2. Public Transit Options (Keep up with current practices and additional needs)
3. Explore ways to provide accessible taxis in Knoxville/Knox County

Housing:

1. Educate housing developers and providers about universal design principles (work with Plans Review/Inspections, Homebuilders Association, Chamber, etc.)
2. City require more than the minimum Fair Housing accessibility requirements when new multifamily housing is created
3. Consider permanent supportive housing and how our most marginalized community members' needs are being addressed in Knoxville and how are outcomes being tracked and measured

TRANSPORTATION COMMITTEE MEETING REPORT

Joel Simmons Reported: City Council sidewalks discussion: Approved unanimously to use money set aside 132 curbs to repair to meet ADA requirements.

Strategic Plan/ Bylaw Packet: Goal Main focus: Good working relationship with KAT (Knoxville Area Transit) understanding perspective and bringing back to CODI

Specific, Measurable, Attainable, Relevant, Time Limited (SMART Goals)

Focus for 2021

1. Meet with new KAT Director- Isaac Thorne by February 2021 (Possibly for January meeting) establish relationship, hear their goals for the year as well as safety of public transportation, COVID-19 considerations, public awareness video (COVID). Invite him and other CODI members to Transportation Committee Meeting.
2. Community Assisted Transportation- availability and volunteers, raising awareness and increasing outreach. CAC Volunteer Assisted Transportation. (Community Engagement) By March, have met with CAC and Community Engagement Committee to plan next steps.
3. Meet with City civil engineer OR Knoxville Metropolitan Planning Commission, sidewalks improvements, what they are working on that we are not aware of (City and County) Proactive on future planning (ADA and future design/ livability) Will follow up with City and City Council to inquire about the timeline for completion of improvements. By June 2021, meet with or be involved in meeting of metropolitan planning committee.
Utilization of stripes/parking promotion and awareness/ CCTV/ Public Service Campaign/ Combination with social media, etc. Joel has reached out to them, and Misha will follow up. By June have guidelines for feasibility of CCTV time slots and recordings scheduled.
4. (Community Engagement) Google Maps Accessibility-Incorporated ability for individuals and businesses to denote accessibility of their space, entrances, bathrooms, photos—encourage businesses to update those profiles. From Josh Loebner to Everyone: 11:09 AM <https://blog.google/products/maps/wheelchair-accessible-places-google-maps/> Metro planning, chamber, VISIT Knoxville By April 2021.

IX. Adjourn 12:30 p.m.

Upcoming Meetings/Reminders:

CODI Monthly Meeting January 8, 2021

Submitted by Conya Mull