

Americans with Disability Advisory Council Minutes

Date: Tuesday, September 1, 2020

Time: 5:30 p.m.

Location: Zoom

Council Members Present:

Matthew Loehman, Chair
Travis Davis, Vice-Chair
Sean King
Jessie Calero
Daniel Strones

Council Members Not Present

Adena Martinez
Kaatje van der Gaarden

City Staff Present:

Adam Leuschel, Assistant City Attorney
Jordan Vargas, ADA Coordinator
Crystal Velarde, Minute Taker

Members of the Public:

Brian Colón, NM State Auditor
Chris Love, Job Developer with Mandy's Farm
Alex Luce, Program Director with Mandy's Farm
Benjamin Romero, works with Brian Colón

ITEM 1. CALL TO ORDER

The meeting was called to order at 5:33 pm with Chair Loehman and Members Davis, King, Strones, and Calero participating.

ITEM 2: APPROVAL OF AGENDA

Member King moved to approve the agenda, and Member Calero seconded the motion. The motion was unanimously approved by other council members. The August and September minutes will be approved at the next meeting.

ITEM 3: INTRODUCTIONS

Council members, City staff and members of the public introduced themselves.

ITEM 4: PRESENTATION BY STATE OF NEW MEXICO AUDITOR BRIAN COLÓN

New Mexico State Auditor Mr. Colón discussed his recent press release. On August 27, 2020, he announced there would be an audit of state agency parking lots and structures to test for compliance with the Americans with Disabilities Act. He went on to explain once his office has completed the inspections, a report with the findings will be issued, and lastly his office will work with the government entities to become compliant. Mr. Colón's office will likely work with General Services Division (GSD) due to their oversight and control. His office will start with the I-25 corridor and do a large sample within the Albuquerque city limits. Due to current budget issues, starting in Albuquerque will exclude any budget for travel expenses. He has set a goal to eventually undertake the whole state in an audit of this magnitude. He also stated in the 108 years that he knows of this will be the first time the State Auditor's office has done an audit of this kind.

The ADA Council invited Mr. Colón to return with any information he may find during his audit. They would also like to advocate if possible. Due to the current pandemic and resources being depressed, Mr. Colón welcomes any help the ADA Council can give.

Mr. Colón shared his contact information. He can be reached at the following email addresses: brian.colon@osas.state.nm.us or colon.brian@gmail.com or at the following phone numbers

505-476-3800 office or 505-270-2154 cell.

ITEM 5: DISCUSSION ON CITY BILL: INCLUSIVE EMPLOYMENT INITIATIVE BY ALEX LUCE

Ms. Luce and Mr. Love who are colleagues of Member Calero at Mandy's Farm shared an initiative they have been working on. Ms. Luce also explained a little about Mandy's Farm which focuses on employment and helping people with disabilities find or keep jobs. They often partner with small or local businesses. They have noticed it is harder for their folks to access City or County jobs. They explained how Mandy's Farm has worked with the City to designate May 2nd as Inclusive Hiring Day. Although they realize this is not an action item, it is a reason to celebrate and it does bring awareness. Mr. Love worked with Councilor Peña on a proposal and from there started working with a policy analyst to create Resolution R20-84. It passed unanimously at the last City Council meeting. This was created to remove some unintentional barriers people with disabilities face. These can include requirements such as needing a driver license for positions where there would be no driving required, or extensive work experience for entry level positions. The resolution also suggested doing job trials where potential employees come in to work and try the position for a limited time prior to being fully hired. This will allow the individuals to show their abilities. It further has a job-sharing ability and job carving. Additionally, it has language to set up a fast track, similar to Schedule A hiring in the federal government. R20-84 also discusses recruitment and creating a stronger partnership with organizations who do this type of work. The resolution can be found at <https://cabq.legistar.com/LegislationDetail.aspx?ID=4605369&GUID=B1204F29-0735-455B-AECA-881D24A363FF&Options=ID%7CText%7C&Search=>.

Ms. Vargas went on to explain the City is working on a process for this. She has done extensive research on this for meetings with different department heads. She explained it will take time, but they are working on it. She has recommended they follow the Schedule A hiring process or mirror it as much as possible. Ms. Vargas shared she did receive a call from the County requesting information on non-competitive hiring processes.

ITEM 6: FOLLOW-UP ON ONGOING CONVERSATION WITH DEPARTMENT OF MUNICIPAL DEVELOPMENT (DMD)

There were no updates available as there was no one present from DMD and Mr. Isengard was not available either.

ITEM 7: NEW BUSINESS AND ANNOUNCEMENTS FROM MEMBERS

Chair Loehman shared for the October meeting they will have the County Clerk's Office to discuss ADA accommodations and voting for the upcoming election.

Member Strones shared his podcast The Uppity Gimp's first episode will be recorded by Wednesday and posted within a week. He is interested in suggestions for his podcast from the ADA Council. He has pushed back an episode where he interviewed people with disabilities and their interactions with police and people of authority as well as other people who have assaulted them. He also shared he would like to do an episode on farming, shopping, preparing, and eating food and how they relate to accommodations.

Vice Chair Davis started Off the Crutch Podcast about a month and a half ago. He discusses his perspective on living with a disability. He releases a new episode every Monday. His latest episode was on his take on the Madison Cawthorn speech last week at the RNC. He received a lot of comments from the disability community. He has also interviewed several people. One of which was a job director for Best Buddies in Florida.

Member Calero shared the following link: <https://vimeo.com/451915734> . It is for a training she did recently it covers ableism, specific to the nonprofit community, but would hopefully be relevant to any sector.

Mr. Colón shared he also does a show Monday thru Saturday on his Facebook page called Cafecito con Colón. They have done features on incredible people who are leading the special abled community including Mandy's Farm. If anyone would like to be spotlighted, please contact him. Since the George Floyd killing, they have uplifted black voices in the community. They will be shifting as Hispanic Heritage Month approaches.

ITEM 9: ADJOURNMENT

The meeting adjourned at 6:29 p.m.

Next regularly scheduled ADA Advisory Council Meeting will be Tuesday, October 6, 2020.

Matthew Loehman, Chair

Date