



Meeting Record – GC Room 302 (Virtual Optional)

Advisory Board for Individuals with Disabilities (ABID)

Date: December 9, 2021

Call to Order: Toby Gordon

Attendees

Denis Bayle	Elizabeth Espinoza	Toby Gordon
Roslyn Greenberg	Jorge Ibacache	May Kinirons
Michelle Jones	Mona Malbranche	Sharon Ragoonan
	Carol Powell-Phillips, Board Coordinator	
Kristen McIntosh, Assistant County Attorney		

Members Absent

Mona Malbranche				
-----------------	--	--	--	--

Key Decisions

- 2021-2022 Annual Report and Recommendations

Action Items

	Description	Resource	Status
1.	Adopted the Agenda for the December 9, 2021, Annual Planning Meeting.		Approved
2.	New Members Address – Michelle Jones and Sharon Ragoonan		Officially, Introduced to the Board
3.	Voted that the next ABID Board Meeting be scheduled Thursday, January 20, 2022, at 1:30 pm in person. (Sharon Ragoonan advised that she is unavailable to attend this meeting and Mary Kinirons advised that she can only attend this meeting virtually.	Elizabeth Motion, and Roslyn Second.	Approved
3	Board agreed to move the Ethics Training to the next Board meeting in March of 2022 to focus their attention on the 2021-2022 Annual Report Recommendations Documentation.		Approved
	Per the Chair, the committees should limit their Annual Recommendations to 2-3 recommendations each so the Commission will not be inundated.		
4	Elizabeth Espinoza volunteered to take minutes for the committee recommendations.		Approved
5			
6.			

7.			
8			
9			

2021-2022 Committee Recommendations

Please see the following ABID Recommendations transcribed by Elizabeth Espinoza during the December 9, 2021, Annual Planning Meeting:

EMERGENCY MANAGEMENT- Dennis Bayle will submit a statement to go before the recommendations and will send his recommendations.

1. The Broward County website needs accessibility options for the Vulnerable Population and Special Needs registries websites. For instance, have forms available with large print.

TRANSPORTATION

1. Broward County transportation, lower the wheelchair ramp for walkers with canes in addition to people with wheelchairs.
2. Broward County transportation, ensure that the automated voice is working and can be heard throughout the bus at a volume loud enough that it reaches to the back. Check the recorder for its volume.
3. Broward County transportation, check that bell ringers for signaling when a passenger needs a stop, is properly functioning.
4. Broward County transportation, remind passengers to be at the stop 10-15 minutes early in order to be able to make the bus.
5. Broward County transportation, leave on the automated voice that announces major intersections and facilities en route. It helps passengers keep their bearings and find their stops.
6. For sidewalk bus stops, every stop should have a bench and shelter over the bench.
7. If a stop is not close to an intersection that has a pedestrian crosswalk light, the stop should have its own pedestrian crosswalk light so that passengers can safely cross the street to and from the stop.
8. The crosswalk should be designed to have yellow rather than white since vision impaired people can see yellow better than white.
9. TOPS, when you call in to make an appointment, specify what time you need to be at the location.
10. TOPS, when an address is given to TOPS over the phone, it is suggested that TOPS customer service should repeat the complete address, including the city, back to the customer for verification.
11. TOPS, it is suggested to make the automated voice louder and clearer that announces the service windows on a customer's voicemail.
12. Paratransit website should clearly communicate what happens when a bus pass is lost or stolen. Ensure that links on the website are functioning properly.

EDUCATION AND AWARENESS

1. Recommend that communication of programs and resources should be done by additional means besides the website and Facebook. This communication should include agencies or groups that pertain to people with disabilities (e.g. the Lighthouse).
2. Recommend that the Broward Touchline be clearly explained on the website.
3. Ensure that the Broward County website meets criteria for ADA compliance. For example, when you zoom in the text, some of the text gets cut off and cannot be seen.
4. Recommend that the Disability Expo return as an event. This helps people find resources and equipment available for various types of disabilities.
5. Make it simpler to access the board meetings through the Broward County website. For instance, future meetings could be broadcast on the Broward County YouTube channel.

EMPLOYMENT- Mary Kinirons will send a recommendation about training managers to promote inclusivity.

1. Modify the Broward County website in a way that will attract more people with disabilities to apply for jobs with Broward County. The website should be user friendly and meet criteria for ADA accessibility. One specific item on the Broward County website employment FAQs, would be to add a question about job performance accommodations. For instance, what if I need a special accommodation to perform the job? Provide the appropriate information to address the question.

PLANNING – Jorge has recommendations to send to Carol.

LEGISLATION- check with John for recommendations

1. Support legislation for a low-income home accessibility program, to assist low-income individuals with disabilities by providing home accessibility services that directly and positively impact their health and safety that reduce premature entry into long-term institutional care.

Additional Recommendations by Mary Kinirons:

Emergency Management:

- 1) The Broward County website needs accessibility options for the Vulnerable Population and Special Needs online applications as there are currently no plugins on the application web pages meaning the font size, color contrast, etc. are all fixed to one format.
- 2) Broward County needs to ensure that all documents they create for emergency management as print/pdf products are created in a variety of accessible formats. Print applications, checklists, etc. should have larger font options. Informational items should also be designed for those with intellectual and developmental disabilities in mind, for those that live independently.
- 3) Bring back the Broward County Annual Emergency Preparedness Expo/Open House. (I see you have this in education/awareness, but I think it should be moved here because this is the section, they brought it up in within the 2020 document, and the expo we were discussing was specifically the one regarding emergency preparedness)

Employment

- 2) Broward County must cultivate a culture of inclusivity in their hiring practices. In order to accomplish this, ABID recommends the county provide training for every hiring manager, interviewer, resume reviewer, and job description creator. These trainings should include how to adapt positions to be more available and accessible to all viable candidates,

how to interview for a position with inclusivity in mind, and at its root train a more inclusive mindset for the gatekeepers of employment within the county.

3) Within job descriptions on the website, there is the following wording: "*Americans with Disabilities Act (ADA) Compliance - Broward County is an Equal Opportunity Employer. The ADA requires Broward County to provide reasonable accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with the Professional Standards/Human Rights Section.*" This wording appears cold, and that the county only lists it because the ADA requires it, not because they believe in inclusivity within their culture. Additionally, they recommend applicants to reach out to a specific section, but there is no direction on how to contact that section. Contact information should be included at the end of that statement. Perhaps add this wording from the FAQ in the job descriptions: "*We support the hiring of the disabled; therefore, if you require assistance due to a disability, please contact the Human Resources Division in advance at 954-357-6445 or email Staffing@Broward.org to make an accommodation request.*". This kind of support should not be hidden, and actually has wording that shows true interest and commitment from the county for working with individuals with disabilities.

With no further business to come before the Board, the meeting was adjourned at

The next scheduled Board meeting will convene:

Thursday, January 20, 2022, at 1:30 pm

These minutes are summarized from the recorded compact disk of the Human Rights Board Meeting. If any Board Member or other party would like more detailed information about the contents of these summarized minutes, the compact disk will be available by contacting the Professional Standards and Human Rights Section at 954-357-7800.