

# Community Engagement Meeting: Disability Inclusion Equity Pledge

City of San José City Manager's Office  
Thursday, April 20, 2023  
6:00 – 7:00 P.M.

City of San José  
Disability Inclusion Equity Pledge



# Access Check-In

- We will mute all microphones.
- We have enabled Live Transcript and Caption. If you do not see it, click arrows by CC to view full transcript.
- Arthur C. is providing American Sign Language interpretation.
- We have designated some time on the Agenda to respond to questions. At that time you may ask verbally or type in the chat, which only the host and co-host will view.
- Speak slowly and wait for others to finish before joining in.
- If possible, use “raise hand” icon when you wish to speak, and we will call on speakers.
- Say your name before you speak.
- Meeting will be recorded and available for viewing online or upon request.

# Agenda

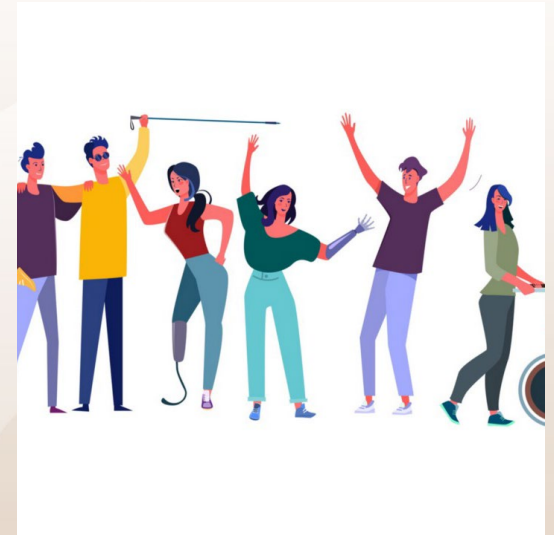
1. Access Check-In
2. Welcome with Councilmember Foley
3. Disability Affairs Update
4. Review & Reading of Pledge
5. Feedback
6. Next Steps



# Welcome

**Councilmember Pam Foley, Council District 9**

**Raania Mohsen, Disability Affairs Officer,  
City Manager's Office of Administration, Policy  
& Intergovernmental Relations**



# Disability Affairs Update

- We heard from the community in 2022 – thank you!
- Council supported City Manager's Organizational Disability Assessment, and appropriated funding for a workplan to improve accessibility in City's programs and services.
- New Disability Affairs Officer - continue the assessment, gap analysis and propose recommendations in the next 18 months.

# Phase 1 Workplan Objectives

1. Catalyze cultural change by building institutional awareness
  2. Support Disability Affairs organizationally
  3. Improve accessibility in five areas across departments:
    - I. Communications and information access
    - II. Community sensitivity
    - III. Physical access
    - IV. Employment access
    - V. Shared data collection
- Phase 2 objectives will be informed by outcomes achieved in Phase 1

# Disability Inclusion Equity Pledge

- **Purpose: Establish framework to advance systemic change that normalizes inclusion and accessibility for people with disabilities**
- Provides context & formalizes City's commitment
- Modeled after County's pledge, *adapted by Michele Mashburn*
- *Reading of Pledge*



**Feedback?**



# Next Steps

- Consider and include your feedback
- Council to consider adoption of Pledge, June 2023
- Continue work with Consultant WID to complete internal assessment & citywide employee training
- Continue collaboration with County's Office of Disability Affairs, other cities, and non-profit community partners
- Listening Forum with California Commission on Disability Access, August 2023
- Stay Engaged -- new webpage centralizing City's accessible programs, services and resources

# Thank You

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