

Disability Inclusion Equity Pledge

City Council Meeting, June 13, 2023

Agenda Item 3.3

Presenters:

Sarah Zárate, Director, Office of Administration, Policy, and Intergovernmental Relations

Raania Mohsen, Disability Affairs Officer

City Manager's Office

Introduction

2022

- Staff completed initial Organizational Disability Assessment; Council approved funding and continued focus on improvements for FY 22-23

2023

- New Disability Affairs Officer hired; continue deeper organizational assessment/gap analysis, training, and propose further recommendations

Disability Affairs Update: Workplan Objectives

Phased Approach

➤ *Phase I:*

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 engagement
 - III. Physical access
 - IV. Employment access
 - V. Shared data collection

➤ *Phase 2 objectives will be informed by Phase I*

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Purpose

Establish framework to advance systemic change that normalizes inclusion and accessibility for people with disabilities

- Provide context & formalize City's commitment
- “Nothing About Us Without Us”
- Advancing pledge principles will improve outcomes not just for people with disabilities, but also for other marginalized groups that face systemic inequities
- Modeled after County's pledge

Next Steps – Key Highlights

- Continue Internal Accessibility assessment across pilot departments
- Conduct a Disability Inclusive Emergency Preparedness Review and Analysis
- Restructure the Disability Access Grant Program for Small Businesses
- Co-Host Listening Forum with California Commission on Disability Access, August 2023
- Provide recommendations to improve accessibility across departments in 2024

Proposed Council Action – Agenda Item 3.3

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- ✓ Adopt Disability Inclusion Equity Pledge to formalize City's commitment and prioritization of disability inclusion and a barrier-free environment

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