

COMMISSION ON DISABILITIES ACTION ITEMS

Priorities: Immediate (I)=within 1 year; Short-Term (ST)=1-3 years; Mid-Term(MT)=3-5 years; Long-Term(LT)=5-10 years

NOTE: Priorities may have two time frames and they may start in the shorter time frame, but take longer to complete.

#	Goal Actions	Primary Entity	Subentity(ies)	Evaluation Metrics	Priority	Status July 2022
G1-2	Encourage young families and schoolchildren to use/enjoy our outdoor resources.	Bike/Walk Committee	School Department, Recreation, Conservation Commission, Commission on Disabilities	Change in numbers of young families/school children using outdoor resources.	I	Researched accessible playground features; supported grants for playground signs at Buttery Brook school playground; supported Library's proposal to improve accessibility to the outdoor garden.
G1-12	Develop historic walks around town.	Historical Commission	Bike/Walk Committee, Commission on Disabilities	Number of walks developed. Number of maps downloaded. Feedback received.	ST	Began research of accessible features of various types of sidewalks; continued advocacy for accessible paths and crosswalks.
G1-15	Support implementation of the 2016 Housing Production Plan with relevant regulatory strategies and update the plan in 2022.	Planning Board	Commission on Disabilities , Council on Aging, Housing Authority	Date regulatory strategies approved.	ST	COD member is sitting on the Advisory Committee.
G1-19	Create a plan for locating outdoor gathering spaces and seating, and advocate for public outdoor seating/areas as a priority in all new business and housing projects. Develop and maintain a master map of all outdoor seating and gathering areas.	Planning & Conservation Department	Bike/Walk Committee, Commission on Disabilities , Conservation Commission, Department of Public Works, Planning Board	Number of gathering/seating areas created. Distribution of areas throughout town.	ST/MT	COD members are on the Committee. Developing detailed list of existing benches and picnic tables, most of which require work to meet ADA standards.
G1-26	Identify and encourage conditions that attract and support Black, Indigenous, and People of Color population.	Selectboard	Administration, All entities	Process for identifying issues concerning BIPOC population and for monitoring the experience of Town services across all demographics. Process for identifying challenges and addressing them. Change in Town demographics. Change in diversity of people participating in civic life.	ST/MT	We advocate to add people with disabilities to the list of people. The COD Survey of town residents with disabilities also identifies obstacles inhibiting full participation by people with disabilities.
G1-27	Increase transportation options for members of the South Hadley community, including affordable and accessible options.	Selectboard	Administration, Commission on Disabilities , Council on Aging, School Department	Types of transportation available. Number of people taking trips. Change in routes. Change in number of routes. Fee for trips.	MT/LT	A COD member is working with the Age & Dementia Friendly initiative on transportation.
G1-31	Foster Town engagement with college/university personnel and consultants to provide special expertise.	Administration	Other entities as appropriate	Number of personnel used. Type and effectiveness of services provided.	ST, MT, LT	
G3-20	Hire staff and recruit volunteers from a wide base in terms of diversity and educational backgrounds.	School Department	Administration, Commission on Disabilities	Change in demographics of new hires and volunteers.	ST	COD member attended and was certified by MA Municipal Authority: Making Reasonable Accommodations in the Workplace.
G3-24	Work with boards and committees to produce videos to welcome new members and give them a brief overview of responsibilities.	SHCTV	All boards and committees	Number of videos. Number of boards and committees participating. Feedback from viewers.	ST	We are drafting an instructional video based upon a MOD webinar on the laws and regulations governing open and accessible meetings, both remote and in person.

G3-25	Encourage people of diverse backgrounds to run for boards and/or apply for committees to ensure broad representation of all residents in government functions.	All boards		Number of candidates identified. Number of candidates elected. Change in demographics of candidates.	ST/MT	COD has a mandated minimum number of disabled members. In addition, we continually seek participants from diverse backgrounds. The member's certification by MA Municipal Authority, see G3-20 is also applicable here.
G4-1	Create working groups of staff and committee and board members to meet regularly around common priorities to identify and work together toward shared objectives.	All boards, committees, and departments	Administration, Selectboard	Date working group created. Number of shared priorities identified. Number of group actions being pursued. Number of actions completed.	ST	
G4-8	Create a central resource directory on the Town website for all listing and linking to all current plans, reports and key data.	Administration	All boards, committees, and departments	Date resource created. Relevance of information provided. Use of information.	ST/MT	We constantly advocate for a Town Website that meets international accessibility standards.
G4-13	Prior to Town Meeting, review proposed bylaws as to legality, consistency with other bylaws, and alignment with the goals of this Master Plan Update and make recommendations for action (recommend or not recommend) to the Selectboard and Town Meeting.	Bylaw Review	All other boards and committees	Date(s) bylaws reviewed. Number of committees and/or proposers consulted. Recommendations made. Votes by Town Meeting.	ST/MT	COD members regularly attended workshops, trainings, webinars to keep abreast in developments and changes in ADA, ADAAG, 521 CMR, 504, FHA, Title II, Title III, and MA Shared Use Path Design Guide. In addition, we constantly work to implement the changes required by the "Self-Evaluation & Transition Plan 2019."
G4-22	Post articles in area newspapers, Town's website and social media.	All boards and committees		Number of articles posted. Number of responses or other feedback.	ST/MT	For the COD there are two audiences: the general public and the Town's offices and committees. Public: a member posted to the South Hadley and Granby Community group on Facebook. The COD has a PSA on SHCTV; there was an article in the Town Reminder. The Town: a video about MA and Fed laws governing accessible public meetings is being drafted.
G4-27	Work with boards, committees and departments to identify baseline data for impact evaluation and standard metrics, as appropriate.	Master Plan Implementation Committee	All boards, committees, and departments	Date baseline data identified. Schedule for collection of baseline data. Date(s) data collected.	MT	The "Self-Evaluation & Transition Plan 2019" establishes necessary changes and improvements mandate by ADA and MOD regulations and state laws. The COD Survey of Disabled Town Residents is developing baseline data of residents and obstacles to full inclusion and participation.
G4-28	Work with boards, committees, and departments to monitor progress towards goals using metrics recommended in this Master Plan Update, as appropriate.	Master Plan Implementation Committee	All boards, committees, and departments	Identify schedule and process for monitoring. Feedback from boards etc. as to usefulness. Dates of progress updates to Selectboard, Planning Board, and Town Meeting.	MT/LT	COD members are already working with a number of committees, and we have begun advocating to be included in a large number of others.