

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	Comment	Status Nov. 2022	Comment	Status March 2023
	Assist in development/distribution of brochures/trail maps and provide support for improved wayfinding, volunteer trail efforts.	Bike-Walk	Disabilities							
G1-3	Support improved connectivity, including mapping to identify easements and routes for more direct walking/biking connections to schools, shopping, town/outdoor resources, and other amenities; and construction of trails and multiuse paths.	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.		Investigated new crosswalks on RT 202 for accessibility and safety concerns; discussed concerns with a member from DOT; discussed concerns with		A member is on the Bike and Walk Committee. A COD member is researching available public spaces. COD continues to advocate for
G1-4	Support permitting for access routes for pedestrians and bicyclists in new business/housing projects	Planning & Conservation Department	Commission on Disabilities							COD added 1-2023
G1-8	Advocate for programs and services that allow seniors to age in place.	Council on Aging	Commission on Disabilities, Council on Aging, Housing Authority							COD added 1-2023 A Member is on the Housing Planning Production Advisory Committee and the Age and Dementia
G1-10	Provide and support inter-generational	SH Public Library	Commission on Disabilities							COD added 1-2023 COD member on Age and Dementia Friendly Committee
G1-11	Raise awareness of the stigma of ageism and promote opportunities to highlight the wisdom of strength of aging	Council on Aging	Commission on Disabilities							COD added 1-2023
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.				
G1-14	Offer more technology assistance for people trying to keep up with their devices.	SH Public Library	Commission on Disabilities							COD added 1-2023 COD helps distribute information and applications for the MassEDP program that helps people
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.		Member helped to promote the press release for December 12 forum and survey via posting to South Hadley and Granby Community Page on facebook and emailing. We need to be carefully mindful that we are not inadvertently overlooking accessible housing. For example, some housing will by design, be exempt from FHA and therefore, we can potentially be overlooking accessibility.		COD member is on the Advisory Committee. COD met with a Planning Board member to discuss proposed ADU Bylaw. COD members offered letters of support of attached and detached ADUs.
G1-16	Engage an affordable housing developer to build new housing.	Planning and Conservation Dep't	Commission on Disabilities							COD added 1-2023
G1-18	Develop sub-area plans that identify strategies for preserving desirable characteristics and neighborhood enhancement needs.									COD added 1-2023
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.		Two members are on the committee		

G1-21	Support traffic calming measures in permitting for new projects and municipal roadway improvements.	Police Dep't	Commission on Disabilities				
G1-22	Work with Council on Aging to improve communication, education and programming to elderly population regarding fraud and scams.	Police Dep't	Commission on Disabilities				
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. <i>Focus on Trans demographics.</i>	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	Disability crosses all racial and social classes.
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.	
G1-28	Support changing student demographic	School Dep't, School Board	Commission on Disabilities				
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		
G2-1	Create and update master map for outdoor seating and gathering areas.	Bike-Walk	Commission on Disabilities				
G2-9	Restore Titus and Black Stevens Ponds.	Planning and Conservation Dep't	Commission on Disabilities				
G2-10	Seek/support opportunities to pair land use conservation with culture/arts/historic preservation and other uses.	Planning & Conservation Department	Commission on Disabilities				
G2-11	Identify and inventory existing Connecti	Planning & Conservation Department	Commission on Disabilities				
G2-12	Create an inventory of historic structure	Historical Commission	Commission on Disabilities				
G2-15	Increase visibility of communication about, and investment in the arts, education, and associated activities in the community.	Cultural Council	Commission on Disabilities				
G2-22	If SHELd moves, consider redevelopment of site on Main Street	SHELd	Commission on Disabilities				
G2-23	Investigate impacts of taxation or new stormwater utility on new asphalt installations for roads and driveways	DPW	Commission on Disabilities				
G3-4	Assess tree health; prune or remove hazardous trees.	Tree Warden	Commission on Disabilities				
G3-10	Consider alternative community heating and cooling sites and work to identify and map new potential sites	Board of Health	Commission on Disabilities				
G3-11	Review Town Regulations and regulatory authority concerning preserving and promoting public health	Board of Health	Commission on Disabilities				
G3-12	Update and maintain the current affirmative action plan	HR/Administration	Commission on Disabilities				
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.	Member attended National Disability Employment Awareness Month activities and trainings including, Disability: Part of the Equity Equation
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	
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.	By nature, disability crosses all socio-economic barriers. COD members continue to attend diversity related trainings and practice advocacy.
G3-29	Work with Council on Aging and Library to provide training for those unfamiliar with connecting online resources	SHELd	SH Public Library, COD, Commission on Disabilities				

COD added 1-2023 COD members advocate for traffic calming measures, especially at the

COD added 1-2023

COD added 1-2023 COD meetings are typically attended by the Director of

COD added 1-2023

COD added 1-2023 COD has reviewed the Titus Pond plans.

COD added 1-2023

COD added 1-2023 COD identifies accessibility features and concerns at

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COD added 1-2023

COD added 1-2023

COD added 1-2023 Roads and driveways are accessibility features and COD would also like trees to be assessed for low-hanging

COD added 1-2023

COD added 1-2023

COD added 1-2023

COD added 1-2023

G3-33	Support charging stations in town, operated by private entities and the Town	Sustainability and Energy Commission	Commission on Disabilities			
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	
G4-7	Develop uniform standards and set of content for the website presence of boards and committees.	Administration	Commission on Disabilities			
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.

COD added 1-2023
COD would like to participate in these conversations, so the COD currently has 3 members. We cannot work together outside of open public meeting.

COD added 1-2023
COD has advocated for website and technology improvement

We contributed to the development of the resource directory; we secured a contact email (ADA@southhadley.ma.gov) linked to the role of ADA Coordinator. We are working with a community consultant to improve digital accessibility. A COD member attended Massachusetts Office of Disability, Disability Summit, Accessibility in a Digital World. Members continue to attend trainings as available; member participated in preliminary conversations regarding bylaws (potential and existing) and the impact on accessibility and people with disabilities. Of note, FHA protects accessibility in housing. However, it is not applicable in all circumstances, for example, many townhome style developments. Therefore, we could be meeting the requirements under FHA (because some projects are FHA exempt) while we inadvertently overlook accessible housing.

As of March 15, 2023, COD adopted MA Gen L ch 30a § 20 (e) (2022). COD discussed ADUs and the proposed ADU Bylaw.

ongoing

Due to the nature of the work of the COD and target populations, sometimes other forms of media and outreach are appropriate to reach larger or targetted populations. We continue to do community outreach where we often disseminate information verbally and in writing. For example, the Chair contacted and attended a local special interest support group and delivered information in person. At least 3 announcements have been posted by the Chair on the South Hadley and Granby Community Page on Facebook. We continue to solicit and collect survey responses.

COD continues to utilize social media, and word of mouth to reach the public. COD is interested in other ways of reaching the public, as well.

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.

We continue our work with the survey.

A member reviewed locally reported statistics on population with disability and the survey the data was collected from.

ongoing; MPIC has requested a list of specific tasks so the task lists can be updated

We recently provided an updated task list and are awaiting approval and formal assignment.

COD has initiated contact with some groups/departments but COD has limited membership and therefore, limited availability