

Disability Commission

June 24,2023 Meeting Minutes

Members Present:

Marcia Cairns
Lisa Thompson
Ron Menard

Members Absent:

Pat Crowley

Also attending:

Jen Warren-Dyment, ADA Coordinator

- Chairman Ron menard opened the meeting at 10:00AM.
- Jen handed out hard copies of the first 61 pages of the Self-evaluation and Transition Plan. She then proceeded to review the document page by page to familiarize the Commission with its contents, as well as to give the Commission a sense of focus going forward.
- The following excerpts were highlighted:
 - “A public entity shall make reasonable modifications in policies, practices or procedures when the modifications are necessary to avoid discrimination based on disability unless the public entity can demonstrate that making the modifications would fundamentally alter the nature of the service, program, or entity.”
 - “A public entity shall take appropriate steps to ensure that communications with applicants, participants, members of the public, and companions with disabilities are as effective as communications with others.”
 - “It is important to recognize that “perfect” is often the enemy of “good”, and creative solutions can be developed that meet the needs of an individual or group even if they fall short of absolute compliance with a specific code or regulation.”
- While reviewing the SETP pages, Jen recommended that the Commission undertake some of

the following projects:

- Review the Town's website to identify non-fillable forms, acronyms, color contrast issues, and images without alternative text. Screen readers require word versus pdf documents, and they cannot read scanned documents or acronyms.
- Identify training tools, including webinars and videos, for Jen to train staff on the removal of common barriers.
- Identify training tools regarding TTY/TDD (Teletype/Telecommunications Device for the Deaf). Develop a standard policy on the use of TTY/TTD. Identify a sign language interpreter.
- Identify transportation to shelters, veterinarian services, and on-call emergency medical staff for Emergency Preparedness. Consult with the Fire Chief on these issues.
- Identify Senior Center newsletter non-compliance issues.
- The next meeting is scheduled for July 18, 2023.

The meeting adjourned at 1:05PM by unanimous vote.

Respectfully submitted,

Ron Menard