

**METROPOLITAN
TRANSPORTATION
COMMISSION**
Meeting Transcript



JUNE 16, 2025

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AFTERNOON PLENARY

MONDAY, JUNE 16TH, 2025, 4:45 PM

SPEAKER: GOOD AFTERNOON EVERYONE. WELCOME BACK. WE WANT TO START TO SETTLE IN. THIS IS MONA SPEAKING. YOUR CONFERENCE MC. WE'RE GOING TO GET STARTED IN JUST A MINUTE HERE. SO AS FOLKS SETTLE IN WE'RE GOING TO GET STARTED AS SOON AS WE'RE ABLE. I'M GOING TO GRAB SOME FOLKS FROM THE LOBBY TO SEE IF THEY WANT TO JOIN IN.

SPEAKER: WE'RE GOING TO GET STARTED.

SPEAKER: OKAY. ALL RIGHT. WE HAVE SETTLED IN. I'LL INTRODUCE YOU IN JUST A MOMENT AND I'LL PASS YOU THE MIC. ALL RIGHT. WELCOME BACK EVERYONE. WELCOME TO OUR CLOSING PLENARY, IF WE CAN HAVE YOUR ATTENTION? THANK YOU SO MUCH, THIS IS MONA SPEAKING. I WANT TO START BY THANKING YOU ALL FOR YOUR ENERGY IDEAS AND HONESTY BROUGHT FORWARD IN TODAY'S BREAKOUT SESSION. YES, APPLAUSE TO YOURSELF. THIS IS CLOSING PLENARY FOR DAY ONE OF OUR MOMENT TO REFLECT ON WHAT EMERGED THROUGHOUT THE DAY TO BEGIN CONNECTING THE THREADS FROM ALL NINE BREAKOUT SESSIONS THROUGHOUT THE DAY WE HAVE HEARD CHALLENGES PRIORITIES AND VISIONS FOR CHANGE THESE CONVERSATIONS ARE SHAPING SOMETHING BIGGER AND FOR ACCESSIBLE FUTURES BEFORE HEARING A SUMMARY OF



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1 HAPPY TOS AND HOW THEY'RE BEING ORGANIZED I WANT TO INTRODUCE
2 SOMEONE WHOSE VISION HAS HELPED MAKE THIS SPACE POSSIBLE
3 WALTER PARK IS A LONG TIME ADVOCATE FOR DISABILITY RIGHTS HE
4 SHARED WITH ME EARLIER HE'S BEEN DOING THIS FOR 50 YEARS,
5 DRIVERS BEHIND THIS CONFERENCE WALTER SHAPED THE CENTRAL
6 QUESTIONS WE'RE ALL HERE TO ANSWER WHAT DOES ACCESSIBLE
7 FUTURES LOOK LIKE AND HOW DO WE MAKE IT REAL. WE WOULD LOVE TO
8 HEAR YOUR REFLECTIONS. WALTER, PLEASE JOIN US.

9

10 **SPEAKER:** WHAT A SMALL SUBJECT, LET'S FIX DISABILITY.
11 [LAUGHTER] FIRST OF ALL, WOW. I AM QUITE AMAZED AT ALL THE
12 ENERGY THAT WAS HERE TODAY. I MEAN, EVERYBODY HAS HAD
13 SOMETHING TO SAY, AND PLEASE JUST KEEP TALKING. THE VIDEO
14 THING HAS BEEN GREAT. I HAVE SEE A FEW PEOPLE THERE, REALLY
15 PLEASED ABOUT ALL THIS. NOW, THE REALLY BIG QUESTION IS, OKAY,
16 TOMORROW AT 5:00 WHAT DO WE ALL DO WHEN WE GO HOME. WHAT WE DO
17 IS DRAFT SOME, SORT OF, A CONFERENCE RESOLUTION, A DOCUMENT
18 SAYING WE CAME TOGETHER, WE'RE A GROUP, US INDICTED IN NEEDS
19 AND ALSO HAVE THESE REQUIREMENTS AND WE'RE GOING TO MAKE A
20 DEMAND ON YOU AND THE RESOLUTION WILL BE ADOPTED AND THEN IT
21 CAN BE USED, WHAT I'M LOOKING AT IS WHEN ONE PERSON GOES TO A
22 CITY COUNCIL OR A COUPLE OF PEOPLE GO TO A SUPERVISOR OR
23 WHATEVER, WELL THERE YOU ARE, BUT NOW WE'RE A GROUP AND WE CAN
24 SAY, AFTER THE CONFERENCE IS OVER, SAY THERE WAS A CONVENING
25 OF HUNDREDS OF DISABLED PEOPLE AND THEY AGREE WITH ME AND THIS



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1 IS A PROBLEM IT'S BIGGER THAN JUST ME IT'S NOT PERMANENT
2 THERE'S SOMETHING SOCIAL GOING ON HERE. WE NEED TO ADDRESS IT.
3 LET ME SAY A COUPLE OF THINGS, OUR CONVERSATION TODAY HAS BEEN
4 PERSONAL, STORIES ARE REAL IMPORTANT AND THE STATISTICS ARE
5 GREAT I HAVE HEARD PEOPLE ASK ABOUT THAT IT'S GREAT IT'S TRUE
6 BUT THE HEART IS IN THE PERSONAL STORIES AND CONTINUE TO SAY
7 THOSE. ALL RIGHT? [LAUGHTER] WHAT DO WE NEED ON THE NEEDS OF
8 COMMUNITY ADVOCACY, WHAT WE HAVE TALKED ABOUT IS NO BACKUP ON
9 IHSS, ALL KINDS OF TRANSIT PROBLEMS, PARATRANSIT PROBLEMS,
10 PROBLEMS IN HOUSING OF EVERY TYPE OF VISIBILITY AND
11 ADAPTABILITY, AND JUST PLAIN CRUDENESS BY LANDLORDS, AND BY
12 FELLOWS SO WE'RE REALLY GOING THROUGH THE WHOLE THING HERE.
13 AND ENVIRONMENT AND RECREATION, WHICH I THINK ARE ALSO VERY
14 IMPORTANT IN THIS, BUT, OUR GOAL IN THIS CONFERENCE IS NOT TO
15 MAKE A LIST OF GRIEVANCES. IT IS TO TALK TO EACH OTHER AND
16 CREATE NEW WAYS TO COMMUNICATE. WE HAVE TO LEAVE HERE KNOWING
17 WE'RE GOING TO CONTINUE COMMUNICATING THROUGH THE YEAR AND
18 WE'RE GOING TO NEED NEW MECHANISMS TO DO THAT. I DON'T KNOW
19 WHAT THEY'RE GOING TO BE. FIRST OF ALL THOSE WHO ARE
20 CONTRIBUTING THEIR E-MAIL TO THE GROUP THAT'S HOW WE'RE GOING
21 TO KEEP IN TOUCH AND SAY WE NEED TO TALK, WHAT DO WE NEED TO
22 DO, A GROUP FOR THIS OR THAT, A NINE COUNTY GROUP THAT LOOKS
23 OVER ALL OF US TECHNICAL WORK TECHNICAL ASSISTANCE WE DO WE
24 NEED IS SO O IT'S NOT THESE TWO DAYS IT'S WHAT FOLLOWS THESE
25 TWO DAYS. I THINK THAT WE HAVE BECOME CONSUMERS. OR WE HAVE



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1 BEEN DESCRIBED AS CONSUMERS, AND I DON'T FEEL LIKE A CONSUMER,
2 I FEEL LIKE A PERSON WHO HAS RIGHTS, WHO HAS INDIVIDUAL
3 RIGHTS, AND WHEN YOU ARE A CONSUMER YOU'RE ON ONE END OF A
4 TWO-ENDED RELATIONSHIP AND YOU ARE THE DEPENDENT PERSON AND
5 WE'RE NOT LOOKING FOR BETTER DEPENDENCY OR SLIGHTLY BETTER BUS
6 SCHEDULES OR BETTER TRAIN DRIVERS WE'RE LOOKING FOR OUR LARGE
7 GROUPS AND MEDIUM GROUPS AND CONNECTION GROUPS HOPEFUL WEIGH
8 COMES OUT OF THIS IS SOME NEW DEMANDS IN OUR OWN INSTITUTIONS
9 CURRENTLY ON GOVERNMENT, THIS DEPARTMENT OF JUSTICE I HEARD
10 SOMEONE TALK ABOUT HOW THEY CAN GET ENGAGED IN SOMEONE ELSE'S
11 PROBLEM, THEY CAN PROPOSE LEGISLATION SO SOMEWHERE ALONG HERE
12 IN DEPARTMENT OF JUSTICE IN THE BACK OF YOUR MIND BECAUSE THEY
13 HAVE A WHOLE CIVIL RIGHTS DIVISION WHICH YOU PROBABLY NEVER
14 HEARD OF [LAUGHTER] OKAY YOU HAVEN'T HEARD OF THEM EITHER,
15 WHEN WE NEED LEGISLATION, I THINK WE NEED IN MEET IN JUNE AND
16 JANUARY, LET'S MEET AT THAT SCALE NOT JUST FIXING THE LOCAL
17 BUS ROUTE, THAT NEVER SEEMS TO WORK WE ARRIVE IN A WHEELCHAIR,
18 OKAY I DON'T WANT TO SAY TOO MUCH MORE, IN ADDITION TO
19 SPECIFICS OF PROBLEMS AND SOLUTIONS, LET'S ALSO DEMAND OF
20 OURSELVES COMMUNICATION WITH OURSELVES AND WITH THE PEOPLE WHO
21 NEED TO WORK WITH US.

22

23 **SPEAKER:** ALL RIGHT THANKS EVERYBODY THANK YOU WALT THAT WAS
24 INSPIRING. WE UNDERSCORES THE PURPOSE OF THESE TWO DAYS TO
25 LISTEN AND COMMUNICATE WITH ONE ANOTHER AND ALSO FOR THE FOUR



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1 OF US IT'S BEEN TO INTAKE EVERYTHING THAT YOU ALL ARE
2 COMMUNICATING IN ALL OF THE BREAKOUT SESSIONS BOTH TODAY AND
3 TOMORROW MORNING. TODAY, I BELIEVE WE HAD TEN BREAKOUT
4 SESSIONS, WE WERE EACH IN ONE OF THOSE, SEVERAL OF THOSE,
5 CONCURRENTLY, AND SO WE HAVE COLLECTED A LOT OF WHAT WE
6 UNDERSTOOD FROM YOU ALL TO SHARE BACK WITH YOU TODAY, AND THEN
7 THAT INFORMATION -- IT'S BEEN TOUGH, WE HAVE BIG CLIP BOARDS
8 WITH TONS OF NOTES. WE HAVE BEEN LURKING IN THE CORNER OF THE
9 ROOM JUST PAYING ATTENTION TO EVERYTHING THAT'S GOING ON,
10 TRYING TO SOAK IT ALL IN P SORRY. THANK YOU. SORRY ABOUT THAT.
11 IS THAT OKAY? EVERYONE CAN -- OKAY. PERFECT. YEAH, JUST SHOUT
12 IF YOU NEED SOMETHING. IT'S TOTALLY OKAY. SO, I'M HERE TO GIVE
13 AN OVERVIEW AND THEN MY COLLEAGUES WILL JOIN ME FOR SOME OF
14 THE MORE DETAILED SESSIONS OF WHAT WE UNDERSTOOD FROM YOU ALL
15 TODAY. SO, I'LL START WITH THE GENERAL THEME. OH, AGAIN, I
16 SHOULD JUST SAY, I'M CORINNE WINTER, WINTER CONSULTING,
17 JOINING ME IS CHRISTINA, MOAN A AND ALINA FROM INTERETHNICA,
18 SO WE HAVE HAPPY TO HAVE BEEN PARTICIPATING IN THIS AND THERE
19 ARE A NUMBER OF OTHER STAFF WHO HAVE BEEN TAKING NOTES HELPING
20 WITH THE ZOOM MODERATION AND APPRECIATE BEING INCLUDED BY THE
21 ADVISORY GROUP AND MTC TO HELP WITH THIS EFFORT. SO, WITH
22 THAT, THE GENERAL THEMES THAT WE UNDERSTOOD FROM OUR SESSIONS
23 TODAY. SO, ONE OF THE FIRST THEMES IS COMMUNICATION. SO, THIS
24 MEANS WE NEED TO SEE ACCESSIBLE AGENCY WEB SITES, IT MEANS
25 THOSE WEB SITES NEED TO INCLUDE DATA THAT'S CLEAR AND



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1 ACCESSIBLE BEING SHARED OUT, WHETHER IT'S MAP BASED DATA OR
2 OTHER TYPES OF DATA, THE DISABILITY COMMUNITY NEEDS TO BE ABLE
3 TO ACCESS THAT DATA. THERE NEEDS TO BE A STRONG FEEDBACK LOOP
4 ON INFORMATION WHEN A MEMBER OF THE DISABILITY COMMUNITY
5 SHARES PROBLEMS WITH AN AGENCY STAFF MEMBER, IT WOULD, GOSH,
6 BE NICE TO KNOW WHERE THAT INFORMATION WENT AND TO SEE THAT AT
7 SOME POINT IF IT'S BEEN SIX MONTHS OR TEN YEARS THAT THAT
8 INFORMATION WAS USED FOR SOME, SORT OF, CHANGE. ONE OF THE
9 THINGS I UNDERSTAND IS THAT IF THAT DOESN'T HAPPEN, THEN IT
10 CAN CAUSE IT TO JUST STOP COMMUNICATING, TO STOP SHARING OUT,
11 LIKE, THIS IS A PROBLEM THAT WE NEED TO BE SOLVED. WE WANT TO
12 KNOW WHAT DIFFERENT AGENCY STAFF ARE RESPONSIBLE FOR. SO WE
13 CAN UNDERSTAND WHO TO TALK TO AND THEN WE WANT TO HAVE THE
14 AGENCIES BUILD PARTNERSHIPS WITH US. WE NEED TO HAVE HABITS
15 AND POLICIES EMERGE TO ENSURE THAT THE DISABILITY COMMUNITY
16 VOICES ARE MEANINGFULLY INCORPORATED INTO ALL OF THE PLANNING
17 PROCESSES THAT HAPPEN ACROSS ALL AGENCIES THROUGHOUT THE BAY
18 AREA. AND PEOPLE WITH DISABILITIES NEED TO BE MORE INVOLVED IN
19 ALL DECISION-MAKING. THE PHRASE NOTHING ABOUT US WITHOUT US.
20 RIGHT? YEAH. SO, THAT'S FOR COMMUNICATION. ANOTHER KEY THEME
21 WAS EDUCATION. SO, I HEARD THAT THERE IS STILL STIGMAS, THERE
22 IS STILL DEEVALUATION, THERE IS STIFF A, SORT OF, MYSTERY
23 AROUND DISABILITY ISSUES THAT NEEDS TO BE DEMYSTIFIED. WE NEED
24 MORE EDUCATION ACROSS AGENCY STAFF MEMBERS. WE NEED ASL
25 INTERPRETERS WHO HAVE TRAINING ON THE TECHNICAL ISSUES THAT



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1 WE'RE COMING HERE TO GIVE INPUT ON, SO THAT THE COMMUNICATION
2 IS HAPPENING SEAMLESSLY NO MATTER HOW WE'RE BEING COMMUNICATED
3 WITH. AND THEN THE FINAL THEME THAT, SORT OF, RESONATED ACROSS
4 ALL OF THE BREAKOUT TOPICS IS, SORT OF, THE STRUCTURAL THEME.
5 RIGHT? OBVIOUSLY, INFRASTRUCTURE THAT'S DESIGNED FOR ALL IS
6 CLEARLY CRITICAL, BUT, ALSO, PLANS FOR EMERGENCY PREPAREDNESS.
7 FROM IS GOING TO BE A SESSION FOCUSED ON THAT TOMORROW
8 MORNING. YOU KNOW? AND THAT MEANS LARGE-SCALE, WHETHER IT'S,
9 WHAT DO WE DO FOR FLOODING PREPAREDNESS, AND ALSO ON A MORE
10 PERSONAL LEVEL F SOMEBODY NEEDS A SHELTER SPOT AS A HAVE.
11 DOMESTIC VIOLENCE, HOW ARE WE PROVIDING ACCESSIBLE SHELTER
12 SPACE AND THINGS LIKE THAT. AND FINALLY ACCESSIBLE
13 INFRASTRUCTURE NEEDS TO BE FULLY INTEGRATED INTO PLANNING SO
14 THOSE ARE SOME OF THE KEY OVERARCHED ALL FOUR BREAK OUT
15 TOPICAL AREAS. NOW WE'LL GO TO TOPICS, MINE IF YOU VISITED ME
16 OVER IN THE CLAREMONT ROOM OVER THERE YOU MIGHT HAVE SEEN ME
17 IN THE CORNER THAT WAS THE CLIMATE RESILIENCE ENVIRONMENT
18 THEME AND SOME OF THE THINGS I LEARNED WAS THAT THERE IS A
19 BETTER RULE A LOT OF CONCERN TO HAVE BETTER ACCESS TO PARKS
20 RECREATION TO THE BAY TRAIL, TO KNOW THIS CONCEPT OF TRANSIT
21 TO TRAILS BUT ALSO PARATRANSIT TO TRAILS BECAUSE SOMETHING
22 THAT I DIDN'T KNOW THAT I LEARNED FROM YOU ALL TODAY WAS THAT
23 PARATRANSIT WON'T DELIVER TO SOMEWHERE IF IT DOESN'T HAVE A
24 STREET ADDRESS SO THAT CAUSES A REAL PROBLEM IF YOU WANT TO
25 GET OUT INTO NATURE, GET OUT TO OPEN SPACES AND GET OUT USE A



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1 PASS AND PATH AND ENJOY THE BAY THAT'S A BIG THING I HEARD AND
2 THAT REALLY RESONATED WITH ME THEN AT THESE PLACES WE'RE
3 TRYING TO ENJOY NATURE GET OUTDOORS IT WOULD BE GREAT TO HAVE
4 MORE CHARGING STATIONS FOR WHEELCHAIRS IT WOULD BE GREAT IF
5 THOSE WERE AT TRAIL HEADS AND IN PARKS AND HAD SHADE AND RAIN
6 COVERS FOR PEOPLE WHO NEED TO CHARGE FOR THEIR CHAIRS THEN
7 MAPS INDICATING THINGS LIKE RESTROOMS IN GOLDEN GATE PARK I'M
8 SURE THEY'RE NOT ALL ACCESSIBLE SO WHICH KIND OF INFORMATION
9 WOULD BE HELPFUL. AND I'M A BIG DOG FAN SO I TOOK GREAT
10 DELIGHT AT THE CONVERSATION AROUND DOG PARK ACCESS ANOTHER
11 THING THAT I HAD NEVER OCCURRED WAS FOLKS WITH DISABILITIES
12 MIGHT HAVE A DOG A FAMILY DOG SOME ALSO HAVE SERVICE ANIMALS
13 BOTH OF THESE KINDS OF DOGS NEED ACCESS TO PLACES TO EXERCISE
14 AT PLACES AND BE TRAINED AND SELDOM IS IT THE CASE THAT DOG
15 PARKS HAVE GOOD ACCESSIBILITY SO THAT WAS ANOTHER THING ABOUT
16 IN ONE OF MY SESSIONS. WITH THAT I'LL PAUSE TO ASK CHRISTINA
17 TO SHARE THE TRANSPORTATION THINGS.

18

19 **SPEAKER:** THANKS CORINNE. I HAVE HAD THE PLEASURE OF ATTENDING
20 ALL THREE OF THE TRANSPORTATION SESSIONS TODAY AND I HEARD A
21 LOT OF COMMON THEMES. IS THIS BETTER? I HEARD A LOT OF
22 PHYSICAL BARRIERS REGARDING PUBLIC TRANSPORTATION, I HEARD
23 FREQUENT CHALLENGES WITH INACCESSIBLE BUSES, LIMITED MOBILITY
24 AND INADEQUATE TRAINING FOR PARATRANSIT DRIVERS, I HEARD
25 CRITICAL CONCERNS ABOUT HIGH COST AND INFLEXIBLE SCHEDULING



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1 PRACTICES, GOOD CONVERSATION WITH EMERGENCY PREPAREDNESS AND
2 DISPROPORTIONATE AND DANGEROUS IMPACT ON PEOPLE WITH
3 DISABILITIES WHEN NAVIGATING NATURAL DISASTERS OR OTHER
4 DISASTERS ALSO HEARD GOOD FEEDBACK ON INCLUSIVE DESIGN AND
5 EMPHASIS ON INTEGRATING ACCESSIBILITY FROM THE OUTSET ENSURING
6 AFFORDABILITY AND INCLUSIVITY, ALSO HEARD STRONG ADVOCACY FOR
7 DISABLED REPRESENTATION WITHIN TRANSIT LEADERSHIP ROLES
8 INFLUENCING MORE USER CENTERED TRANSIT POLICIES. I ALSO HEARD
9 A LOT OF GOOD IMPACT -- OR FEEDBACK ON DATA, TRANSPARENCY, AS
10 CORINNE WAS TALKING ABOUT, AND THE NEED FOR IMPROVED REGIONAL
11 DATA SHARING, TRANSIT, TRANSPARENCY ACCESSIBILITY, REPORTING
12 AND COMPLAINT RESOLUTION MECHANISMS. ALSO HEARD A LOT OF GOOD
13 FEEDBACK ON CUSTOMER SUPPORT AND HOW THEY NEED TO RECEIVE MORE
14 TRAINING TO BE KINDER, ESPECIALLY TO PEOPLE WITH DISABILITIES.
15 THOSE WERE SOME OF THE MAIN POINTS I HEARD TODAY, BUT THERE
16 WAS A LOT OF GOOD FEEDBACK THROUGHOUT THE SESSIONS THAT
17 EXCITED TO BE CONTINUED TOMORROW.

18

19 **SPEAKER:** HI EVERYONE. I'M LISA. IT'S BEEN AN ABSOLUTE
20 PLEASURE. IT'S BEEN MOVING, I HAVE BEEN MOVED TO EMOTION WHILE
21 LISTENING TO SOME OF THE STORIES SHARED WITH SOME OF US TODAY.
22 I WAS IN THE ROOM ABOUT HOUSING. I'LL SHARE A LITTLE BIT ABOUT
23 MYSELF. I STARTED OUT IN THE PROJECTS. I'M VERY -- I HAVE A
24 GREAT DEAL OF EMPATHY FOR ANYONE WITH A HOUSING ISSUE,
25 ESPECIALLY WHEN IT COMES TO FINDING LOCATION AND ACCESSIBLE



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1 HOUSING. SO, THANK YOU, ALL, FOR ALL THAT WAS SHARED. WE HAD
2 SOME REALLY FANTASTIC PRESENTATIONS. AND HERE ARE SOME OF THE
3 UNMET NEEDS THAT WERE SHARED. THERE WAS A SEVERE LACK OF
4 AFFORDABLE ACCESSIBLE HOUSING ACROSS THE WHOLE REGION OF THE
5 BAY AREA. WE NEED AFFORDABLE HOMES BUILT OR MODIFIED THAT MEET
6 UNIVERSAL DESIGN STANDARDS. SINGLE-FAMILY HOME REHABILITATION
7 PROGRAMS NEED TO ALSO INCLUDE RENTERS. THAT WAS SOMETHING THAT
8 CAME UP A LOT. MANY PEOPLE THAT ARE DISABLED STILL LIVE AT
9 HOME WITH FAMILY. UNFORTUNATELY SOMETIMES AS THEY AGE OUT,
10 FAMILY PASSES AWAY, AND THEY EXPRESS A WISH TO LIVE
11 INDEPENDENTLY EVEN IF LIVING INDEPENDENTLY MEANS CREATING
12 COMMUNITY ENVIRONMENT WHERE THEY CAN BE HELP ONE ANOTHER. HOME
13 MODIFICATION RESOURCES, MANY EXPRESSED IT WAS DIFFICULT TO
14 NAVIGATE THE SYSTEMS AND APPLICATIONS PARTICIPANTS
15 SPECIFICALLY ASKED FOR PLAIN LANGUAGE, SINGLE ONE PAGERS AND
16 SINGLE POINT OF CONTACT. WHO DO I CONTACT, WHO DO I TALK TO,
17 WHERE DO I GET INFORMATION CAME UP A LOT THAT SPEAKS TO WHAT
18 CORINNE WAS SHARING ABOUT COMMUNICATION. THE HOUSING
19 APPLICATION PROCESS IS INACCESSIBLE FOR MANY ESPECIALLY THOSE
20 WITH PHYSICAL VISUAL OR COGNITIVE DISABILITIES PARTICIPANTS
21 VOICE CONCERNED ABOUT LACK OF TENANT PROTECTIONS. ONE IN THE
22 BACK OF THE ROOM DESCRIBED HOW THREE ELDERLY WOMEN FROM
23 SAUSALITO ALL IN THEIR 80s WERE EVICTED FROM THEIR HOME
24 UNDERSCORING VULNERABLE FOR SENIOR RESIDENTS. THEY EXPRESSED
25 NEED FOR EMERGENCY PLANS NOT JUST FOR EMERGENCIES HAPPENING



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1 OUTSIDE THE HOME BUT ALSO INSIDE ALARM SYSTEMS THAT WOULD
2 NOTIFY TENANTS WHEN THERE WAS AN IN-HOME EMERGENCY LIKE A
3 FIRE, WHICH THEY MAY ALSO SMELL THE SMOKE BUT SOMETHING ELSE
4 THEY SHARED THAT I THOUGHT OH YEAH THAT WOULD HELP THE ELDERLY
5 AS WELL, WAS IF THEY COULD NOT HEAR IF THERE WAS A WART LEAK
6 IN THE HOUSE THEY NEED SOME, SORT OF, EMERGENCY SIGNAL. SOME
7 PROGRAMS SHOULD EXIST THAT PAY FOR MODIFICATIONS WE NEED, WE
8 NEED TO KNOW WHO TO TALK TO ABOUT OUR SPECIFIC NEEDS ONE
9 PARTICIPANT SHARED THEIR JOURNEY FROM BEING UNHOUSED TO
10 RECEIVING A SECTION EIGHT VOUCHER AND PURCHASING THEIR OWN
11 HOME, THAT'S A BIG DEAL, ALSO THEY NEED TO MAKE MODIFICATIONS
12 TO THEREFORE HOME AND NOW THEY NEED TO FIND AN ADA EXPERT
13 DESIGN EXPERT TO HELP THEM UNDERSTAND HOW TO USE THOSE FUNDS
14 TO MAKE THEIR HOME ACCESSIBLE. THIS PERSON WAS A FORMER FOSTER
15 YOUTH WITHOUT ANY FAMILY SUPPORT, AND THEY KINDLY WANT TO
16 LEAVE THEIR HOME TO THE COMMUNITY LAND TRUST. WHEN LOOKING FOR
17 A RENTAL HOME THEY WANT TO UPON IF ANY ACCESS ACCESSIBLE
18 MODERATIONS EXIST IN THE HOME ONE PARTICIPANT SHARED AS SHE
19 HAD TO APPLY FOR MORE THAN 80 AFFORDABLE HOUSING UNITS WITHOUT
20 SUPPORT FROM OTHERS NAVIGATING THAT SYSTEM WOULD HAVE BEEN
21 IMPOSSIBLE FOR HER. HERE ARE GUIDING PRINCIPLES THAT CAME UP
22 ACCESSIBILITY MUST BE INTEGRATED DURING THE DESIGN IN ALL NEW
23 HOMES FROM THE INCEPTION ACCESSIBLE HOMES SHOULD BE STANDARD
24 NOT EXCEPTIONS. ONE WAS THE ORGANIZATIONS SHARED THAT THEY
25 WERE ABLE TO BUILD ACCESSIBLE HOMES FOR 30% LESS KNOW THIS A



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1 GENERAL HOME BUILD. ORDINANCES AND POLICIES NEED TO BE IN
2 PLACE THAT SUPPORT UNIVERSAL DESIGN, SIMPLIFIED SYSTEMS AND
3 SERVICES MUST BE -- MUST BE -- ONE PARTICIPANT EMPHASIZED THE
4 NEEDS FOR USER FRIENDLY MATERIALS AND CENTRALIZED SUPPORT.
5 THEY SHARE THAT THERE ARE MANY ORGANIZATIONS THAT GIVE THEM
6 SUPPORT BUT THEY'RE NOT ALWAYS SURE WHO THEY SHOULD GO TO FOR
7 WHAT. EQUITY AND INCOME THRESHOLDS IS ESSENTIAL MODERATE
8 INCOME QUALIFICATIONS EXCLUDE MANY PEOPLE WITH DISABILITIES
9 PARTICIPANTS STRESS NEED FOR COLLECTIVE ACTION AND STRONGER
10 ORGANIZING AND CONSISTENT FUNDING TO ADVANCE HOUSING JUSTICE.
11 PREAPPROVED ADA UNIVERSAL BUILDING PLANS TO ALLOW FOR
12 PREAPPROVED BUILDS OR MODERATIONS THEREBY BY PASSING LONG
13 WAITS FOR PERMITS. CURRENTLY INCENTIVES ARE BEING OFFERED TO
14 DEVELOPERS TO BUILD NEW LOW-INCOME HOUSING, THEY SAID THAT
15 INCENTIVES ARE HUGE IN SOME CASES TO BUILD NEW INCOME HOUSING.
16 PARTICIPANTS WANT POLICIES AND POTENTIALLY AN INCREASE IN
17 INCENTIVES TO DEVELOPERS TO BUILD TO UNIVERSAL STANDARDS. THEY
18 ALSO EXPRESSED NEED AND DESIRE TO DEEPLY FINE DEVELOPERS IF
19 THEY DO NOT BUILD TO UNIVERSAL STANDARDS. THANK YOU. AND WE
20 LOOK FORWARD TO BUILDING THIS ALL, I MEAN, THIS IS ONLY A
21 LITTLE BIT OF WHAT WE HEARD TODAY AND WE'RE REALLY EXCITED TO
22 GET THIS ALL TOGETHER FOR YOU.
23
24 **SPEAKER:** THANK YOU, LISA. SO, I HAVE THE INCREDIBLE HONOR AND
25 PRIVILEGE OF PARTICIPATING IN A SESSION ABOUT ECONOMIC



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1 EMPOWERMENT, THAT WAS A BREAKOUT IN AFTERNOON, THERE WERE
2 ABOUT 18 PARTICIPANT THERE IS. THANK YOU ALL FOR YOUR
3 CONTRIBUTION. I WANT TO START MY SHARE OUT WITH A FRAMING DATA
4 POINT THAT WAS SHARED, AND I MIGHT NOT HAVE EVERYTHING
5 ACCURATE I'M PARAPHRASING HERE BUT SOMEONE SHARED FROM THE
6 2020 CENSUS IT WAS NOTED THAT 80% OF THE DISABILITY COMMUNITY
7 REMAIN UNEMPLOYED BUT YET THE COMMUNITY ALSO COMMANDS AN
8 ESTIMATED \$490 BILLION IN DISPOSABLE INCOME. SO THIS GAP
9 DEFINES BOTH AN INJUSTICE AND OPPORTUNITY. INTO THAT CAME OUT
10 CLEARLY IN THE BREAKOUT SESSION ABOUT ECONOMY. SOME BARRIERS
11 THAT WERE HIGHLIGHTED WAS CONTINUED SENSE OF DISCRIMINATION
12 AND STIGMA AND HIRING AND PROMOTION. MOST NOTED OUTDATED
13 BELIEFS THAT ACCOMMODATIONS MIGHT COST EMPLOYERS TOO MUCH AND
14 UNCONSCIOUS BIASES THAT SIDELINE QUALIFIED CANDIDATES ALSO
15 SHARE THE BAY AREA IS HIGHLY EDUCATED COMMUNITY AND DOES THAT
16 I DOES NOT DISCOUNT OR LEAVE OUT ANYONE IN THE DISABILITY
17 COMMUNITY ONE WOMAN SHARED HAVING THREE MATCHERS DEGREES STILL
18 BEING IN THE JOB MARKET AS MULTIPLE YEARS HIGHLIGHTED SHE'S
19 NOT ASKING FOR HANDOUTS JUST OPPORTUNITY BASED ON EDUCATION
20 AND SKILL SET SHE'S DEVELOPED OVER TIME THERE IS ALSO
21 DISCUSSION ABOUT INACCESSIBLE SYSTEMS BOTH PHYSICAL WORKSPACES
22 ONLINE PORTALS AND APPLICATION FORMS AND AI DRIVEN TOOLS THAT
23 ARE RARELY BUILT FOR UNIVERSAL ACCESS AND OPPORTUNITY REMAINS
24 FOR ANOTHER BARRIER THAT CAME OUT OVER AND OVER AGAIN WHAT I'M
25 CALLING OUT BENEFIT CLIFF FEARS EARNING MORE TRIGGERS SUDDEN



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1 LOS OF MEDICAID SSI OR OTHER HOUSING SUPPORT PUTTING FOLKS IN
2 A DIFFICULT SITUATION BETWEEN CHOOSING OPPORTUNITY OR CHOOSING
3 ADVANCEMENT IN THEIR CAREERS AT RISK OF LOSING LIFE SAVINGS
4 BENEFITS AND GUIDING PRINCIPLES THAT CAME OUT OF THIS WERE
5 HIRE FOR ABILITY NOT PAPERWORK CERTIFICATION DEMONSTRATED
6 SKILLS REPLACE ORIGINAL CIVIL EXAMPLES AND NARROW JOB
7 DESCRIPTIONS DESIGN UNIVERSALLY RECRUITMENT THROUGH WEB SITES
8 FORMS INTERVIEWS AND ACCESSIBILITY STANDARDS. FOLKS HAVE
9 SHARED WITH PANELISTS ARE HAVING PROGRAMS WHERE PARTICIPANTS
10 ARE SELECTED FOR JOB PLACEMENT BASED ON RÉSUMÉ SKILL SET AND
11 MERIT NOT BASED ON APPEARANCE OR LENGTH OF JOB EXPERIENCE.
12 THERE WAS SOMEONE WHO SHARED THIS WAS ACTUALLY A PANELIST
13 ABOUT ADULT WORK EXPERIENCE WHERE THEY ARE PLACING FOLKS INTO
14 A PROGRAM OR A JOB THAT THEY WOULD LIKE TO TRY THAT THEY HAVE
15 THE SKILL SET AND EDUCATION FOR, AND SEEING HOW THAT WORKS AT
16 NO-COST TO THE EMPLOYEE AND IF IT GOES WELL SECURING THAT AS A
17 PERMANENT POSITION, AGAIN ECOSYSTEMS HAS FEW ACCESSIBLE MICRO
18 LOANS OR STARTUPS GRANTS FOR PEER NETWORKS THAT CAN HELP
19 RESOLVE THAT VISIBILITY OF SUCCESS MODELS CONSTANT LACK OF
20 ROLE MODELS MAY LEAVE PEOPLE UNABLE TO ENVISION THEMSELVES AS
21 SELF-EMPLOYMENT AND THAT ENTREPRENEURSHIP AND WORK-FROM-HOME
22 ENVIRONMENTS CREATE UPWARD PATH SOCIAL MOBILITY FOR DISABILITY
23 COMMUNITY MEANING PROVIDES FREEDOM AND ACCESS TO NOT ONLY HAVE
24 A JOB BUT A JOB THAT EARNS SIX FIGURES AND GIVES AUTONOMY OVER
25 HOW YOU WORK IN YOUR DAY-TO-DAY LIFE GUIDING PRINCIPLES FOR



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1 OPPORTUNITY, ENTREPRENEURSHIP HOMEWORK ENVIRONMENTS CANNOT
2 ONLY CREATE ENTREPRENEURSHIP FOR SELF BUT FOR OTHERS IN THE
3 COMMUNITY AS WELL, THERE WAS SHARED AROUND ABOUT A FOOD TRUCK
4 AND BARBERSHOP THAT ARE LOCAL DISABILITY LEAD VENTURES, AND
5 THE BARBER SFOBB CUTS MAYOR WILLY BROWN'S HAIR THAT'S VERY
6 EXCITING THERE WERE SEVERAL SHORTAGES OF RELIABLE IN-HOME
7 CARE, HOME CARE PROVIDERS ARE OFTEN ARE NOT MAKING A LIVING
8 WAGE OR THE WAGE IS DIFFERENT BASED ON THE AREA, THAT LOOKS
9 LIKE HOME CARE PROVIDERS FOR FOLKS OR IN-HOME CARE PROVIDERS
10 USING AS A STEMMING STONE THEN WORKING IN A FACILITY THIS
11 LEAVES FOLKS NOT HAVING ACCESS AT HOME CARE WHICH COULD IMPACT
12 THEIR ABILITY TO CONTINUE WORKING AND JOBS THERE. WAGES ARE
13 VASTLY DIFFERENT BY AREA ALSO CAUSING THIS AND IN PRACTICAL
14 TERMS AND I'M QUOTING UNSTABLE IN-HOME CARE MEANS WEAK BACK UP
15 SYSTEMS AND CUTS AND ULTIMATELY PEOPLE LOSING OPPORTUNITY IN
16 THEIR LIFE. SOME SOLUTIONS THAT FOLKS, SORT OF, NOODLED AROUND
17 WERE LIVING WAGE GUARANTEES FOR IN-HOME CARE STAFF STABLE
18 SCHEDULING AND SOMEONE SHARED DON'T BE AFRAID TO TRY TO EMPLOY
19 YOUR FAMILY IN THESE ENVIRONMENTS. I WANT TO SHARE ONE MORE
20 STORY BEFORE I CLOSE AND WITH THAT'S ABOUT SOMEONE WHO
21 PARTICIPATED IN THE BREAK OUT AND SHARED THEY PARTICIPATED IN
22 THE LEAP PROGRAM THAT THE DEPARTMENT OF REHABILITATION HELPED
23 THEM PURCHASE A CAR AND EVENTUALLY BECAME THE FIRST BLACK
24 AUDITOR IN THE EQUALIZATION DEPARTMENT THROUGH THOSE PROGRAMS.
25 SO WHAT THAT SHOWS -- YEAH, CLAP. I THINK SHE'S IN THE BACK.



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1 THANK YOU FOR SHARING. AND WHAT THAT SHOWS IS WHILE THERE IS A
2 LOT OF CHALLENGES AND BARRIERS, WHEN THERE ARE OPPORTUNITIES,
3 SUCCESS THRIVES. I WANT TO CLOSE MY SHARE OUT BY DISMANTLING
4 THE IDEA OF IMMIGRATION DISCRIMINATION AND HIRING FOLKS CALLED
5 TO REDESIGNING UNSTABLE SUPPORTS SUPER CHARGING
6 ENTREPRENEURSHIP AND MAN DATED INCLUSION MULTISECTOR
7 COLLABORATION WE CAN CLOSE OUT 80% EMPLOYMENT GAP UNLOCK 490S
8 BILLION DOLLARS TO OPPORTUNITIES FOR THE COMMUNITY. I WANT TO
9 DO SOME HOUSEKEEPING, I WANT TO THANK YOU FOR YOUR PATIENCE
10 THIS WE ARE WORKING ON A SUMMARY OF HIGH-LEVEL THEMES WORKING
11 TONIGHT TO DRAFT LANGUAGE INTO THE RESOLUTION. AS A REMINDER
12 AFTER THIS, THERE IS A RECEPTION BUT FOR TOMORROW THE DAY
13 KICKS OFF AT 8:00 A.M., AND BREAKFAST THERE IS NO OPEN PLENARY
14 GRAB BREAKFAST AND HEAD TO BREAKOUT FIRST STARTING AT 9:1011
15 WE'LL BE JOINED BY LATEEFAH SIMON FOR A KEYNOTE CONVERSATION
16 DISABILITY JUSTICE LEADERSHIP LUNCH FOLLOWED BY THE
17 CONGRESSWOMAN'S KEYNOTE AND THEN COME BACK AT 130 TO REVIEW
18 THE DISCUSSION AND HAVE DISCUSSION, WE'LL ASK FOLKS WHO ARE
19 COMFORTABLE TO SIGN THEIR NAME ON THE RESOLUTION TO MARK YOUR
20 PARTICIPATION IN BUILDING IT AND TOMORROW DR. VICTOR PINEDA
21 WILL RETURN TO DELIVER THE CLOSING KEYNOTE SO THAT'S TOMORROW.
22 WHAT'S ON THE AGENDA FOR THE REST OF THIS EVENING WELCOME
23 DOWNSTAIRS CELEBRATING FIRST DAY OF THE CONFERENCE,
24 OPPORTUNITY TO BUILD COMMUNITY AND FRIENDLY ENVIRONMENT THERE
25 IS ENTERTAINMENT THEY HAVE A SKETCH ARTIST, DJ BOOTH, I WAS



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1 TOLD IT'S VERY EXCITING THERE IS AN OPEN BAR AND WE WILL SEE
2 YOU TOMORROW ENJOY THE RECEPTION EVERYONE. THANK YOU FOR YOUR
3 ATTENTION.
4



Broadcasting Government