

**COMMISSION ON DISABILITY
MEETING MUTES OF
Wednesday May 9, 2018 6:30 p.m.**

1. ROLL CALL

Beth Kenny: I would like to call to order the meeting of the Commission on Disability for Wednesday, May 9th, 2018. I'd like to start with roll call.

Laurie Kozisek: Beth Kenny?

Beth Kenny: Present.

Laurie Kozisek: Anto Aghapekian?

Anto Aghapekian: Present.

Laurie Kozisek: Lisa Hall?

Lisa Hall: Present.

Laurie Kozisek: Jenn Barrett?

Jenn Barrett: Present.

Laurie Kozisek: Susan Deutsch?

Susan Deutsch: Present.

Laurie Kozisek: Arnold Brillinger?

Arnold Brillinger: Here.

Laurie Kozisek: Jenny Linton? And Jennifer Rolloff. Did I call you? Susan Deutsch.

Susan Deutsch: Yes.

Laurie Kozisek: Okay.

2. MINUTES

Beth Kenny: Thank you. Moving on to agenda item number two, the minutes. We have approval of two minutes for this meeting. First, we'll start with the approval of the minutes for the February 14th, 2018 meeting. Does anyone have any corrections or questions about those minutes? I move that we approve the minutes for the meeting of February 14th, 2018.

Arnold Brillinger: Second.

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Beth Kenny: All in favor?

All: Aye.

Beth Kenny: Approved unanimously. Minutes for the April 11th, 2018 meeting, does anyone have any comments, questions, or changes they'd like to see on those minutes? I don't know if this is the appropriate place to say this. I missed that meeting, but I just wanted to say I did watch it and I thought it was an excellent meeting. And yes, guys, I'm sorry I missed it. I did have one question that I don't know, again, if this is the right spot to address this, but in the SeeClickFix, during your presentation, you said that you go in as a citizen, and I'm just wondering about that verbiage, if we can say residents instead of citizen.

Laurie Kozisek: I think it's just listed as citizen, but there are two main ways to get in, either as a citizen or as a staff member for the city. So I was just trying to show it from both points of view.

Beth Kenny: Okay. So there's nothing that somebody has to click saying, "I am a citizen"?

Laurie Kozisek: No.

Beth Kenny: Okay.

Laurie Kozisek: You could be just somebody who happens to be coming through.

Beth Kenny: Okay. Great, thank you.

Laurie Kozisek: And so I might make comments about Oakland or something too. Who knows?

Beth Kenny: Great. Thank you.

Laurie Kozisek: For the record. Jennifer Rolloff is here too.

Beth Kenny: Welcome. I move that we approve the minutes for the April 11th, 2018 meeting. All in favor?

All: Aye.

Beth Kenny: Any opposed?

3. ORAL COMMUNICATION

[None]

4. NEW BUSINESS

Beth Kenny: Now we'll move on to agenda item number three, oral communications, non agenda. It does not look like we have any public comments tonight on non agenda items. So let's get right

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into it. Agenda Item Number Four, New Business, item 4A, Climate Change and Disability by Alex Ghenis. Climate Policy Specialist with the World Institute On Disability. Welcome, Alex.

Alex Ghenis: Hi.

Beth Kenny: And Patrick.

Patrick Peligri-O'Day: Hi. Great pleasure to be here. My name is Patrick Peligri-O'Day. I am an Americorps fellow placed with the city working in the Public Works Department on the development of our climate action and adaptation plan. And I have been in touch with Alex for the past few months. We've been talking about the possibility of taking considerations of the disability community more seriously in this plan, because there's an important intersection between climate adaptation, climate preparedness efforts, and the disability community and Alex has been a really great resource. And so I'm very excited that he's here to talk to you all today and excited for his presentation. And Alex is a climate policy specialist. Is that your title?

Alex Ghenis: Policy and research specialist.

Patrick Peligri-O'Day: Policy and research specialist at the World Institute on Disability. He does a lot of really amazing work. He has worked mostly at the state level, I believe, with California Departments of Public Health and California Offices of Environmental Services. So it's a big pleasure to have him here in Alameda today talking to us. So without further ado, go ahead.

Alex Ghenis: Great, thank you.

Alex Ghenis: Hi everybody. So yes, my name is Alex Ghenis. I'm a policy and research specialist with the World Institute on Disability. We're located in Berkeley. We are a non-profit that focuses on a number of disability related issues such as employment, economic empowerment, healthcare, and also have been working in the field of disaster readiness for over a decade. About four years ago, we started an initiative to research and begin developing policies looking at the intersection of climate change and disability. So how people with disabilities will be affected by climate change, and then what we can do to safeguard people with disabilities' well being and as cities or other government entities such as Alameda are planning for climate change in the future, to ensure that disability is included in those plans.

Alex Ghenis: So I'm here to talk just about that general issue, what Alameda is looking at in the future. We, as I mentioned just a minute ago, have done research, we've done presentations, we've done direct work with other entities around disaster readiness especially, and we're very interested in communicating and potentially partnering with Alameda to be a constructive partner in the development of the city's climate resilience plan. I've got a presentation here to give a bit of an overview. It's one that I've done before, but really tried to tweak it to meet the needs of Alameda and what you will be doing going forward.

Alex Ghenis: So just a quick overview is the simple bullet points. Climate change is here and progressing. I'm going to give a quick run down on climate change because I think it's important to set the stage why we need to focus on adaptation and resilience, especially at the individual city

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levels. Cities can reduce greenhouse emissions but also need to get ready for what's on the way. And that's actually very possible here at the city level. The need to focus on disability and then Patrick has shared with me and we've talked a bit about Alameda's plans and needs going forward. Then how we can integrate disability and then a little bit about the potential for a partnership between our organization and your city.

Alex Ghenis: Really the TLDR [Too Long Didn't Read] of what is climate change is basically the sun gives thermal radiation. There are different gases in the atmosphere, oxygen, nitrogen, hydrogen, helium, don't hold any heat. They don't vibrate when the sun's rays hit them. The only things that keeps us from being the temperature of space are greenhouse gases such as carbon dioxide and those have gone up, CO2 has gone up about 46% since we started burning coal way back in the 1880s, and that is starting to make things a lot warmer. As things get warmer, that changes the way that the earth operates. It changes many, many aspects of the climate system.

Alex Ghenis: Beth and I were very briefly talking about the city's focus on disaster readiness, but there really is a lot more than that. Alameda for example is very concerned about sea level rise, especially over the long-term, being that most of the city is pretty close to sea level. And that will affect nature ecosystems and humanity, and affect all of these in kind of intersecting and diverse ways.

Alex Ghenis: Just a quick graph right here. The next slide is, you can see this is how carbon and in solid form and in gases moves throughout the system. And we have started, I had another slide, and I don't know why I forgot to put it in here, but it has circles around a good half dozen of these 20 different things that we've really started to throw out of whack. So burning fossil fuels, we're starting to pull that coal gas the way that we've changed our farming. There are more forest fires because things are getting hotter. And one of my main concerns is the fact that we've kickstarted a system that is going to perpetuate itself, even if we go entirely renewable. And that's why it's so important to adapt.

Alex Ghenis: Some of the impacts of climate change, I'm sure you all have seen these before, the direct impacts being stronger, more frequent storms. What hit us last year in 2017, the winter of 2016-2017 was really unprecedented, especially in the way that those storms came down. Expanding drought and forest fires. There's a lot of drought in the southwest right now. It's certainly affecting California and the forest fires, I think, as we all know, were a big, big issue this past year, and will continue to be going forward. And if there's forest fires in Napa, it doesn't necessarily affect homes in Alameda, but it certainly affects people with asthma and particulate matter and things like that will affect the population over here.

Alex Ghenis: Sea level rise and ocean acidification. As oceans get warmer, they expand and get taller. And as our ice caps melt, all that ice floods into the ocean and the oceans get taller still. And we're looking at a lot of that, potentially a whole lot, which is really important as I said to the city. More intense heat waves, especially in urban areas. The Bay Area certainly deals with a lot of that. And Alameda has certain parks and open spaces, but for the large part is an urban environment and there will be very intense heat waves here. And then just general weather pattern changes, which will affect us. We've built society around a certain weather pattern and it's going to change moving forward. It will have indirect impacts on infrastructure, food insecurity, poor health and mortality. It

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will lead to a greater number of people with disabilities and exacerbate disabilities, which is certainly something pertinent to this commission. There will be economic disruptions which I know certainly, I think people with disabilities rely on the modern economy and social services a whole lot more in some ways than able-bodied folks do. So certainly, if that goes haywire, that'll affect our community.

Alex Ghenis: And then other issues, I'd say, widespread migration and displacement in climate refugees here. But one of the things that Alameda's initial scoping shows is that, if certain parts of the city in the very long-term, start to deal with sea level rising go under water, then the city might have to plan a certain amount of managed retreat from certain parts of the island of Alameda. Really quickly, we can't stop it. And I love Al Gore and 350.org, and the rest of that. But the reality is that if you look at the left side of this slide, this was from actually the mid 2000s, one of the International Panel on Climate Change graphs. And you can see where we've come from 1850 in terms of average surface temperature. And depending on how much we omit moving forward, that blue is the lowest optimistic scenario, which a lot of people are saying is pretty much not going to happen, and things can go all the way up to the red. And if some of the nature's feedback loops go, then it can go even more than that. Again, it's a very serious issue for us.

Alex Ghenis: It's important for us to adapt. And this actually I think is one of the most under addressed issues, but something that really, really matters for society and saving lives and well being. And I see it as two main steps, which is, number one, generate general resiliency in society in general. This is economic resiliency. This is strong social systems. This is strong infrastructure. And whether you're focusing on climate change or otherwise, this is really valuable. The Bay Area might get hit by an earthquake. If we have more community and infrastructure resilience, in the face of climate change, it's beneficial regardless. And then finally, situation focused planning, on the many impacts of climate change. And I'll talk about the specific ones that Alameda is looking at in a minute. And this all does take time, partnerships, very detailed planning and resources. And it's best to start early and really invest with a strong forward looking plan. So adaptive climate justice. People talk about climate justice, is that the basics are certain vulnerable communities will get hit hardest by climate change.

Alex Ghenis: What we've found in our research, and in a lot of the literature and planning, is that people with disabilities are just a word in a list of "vulnerable communities" as opposed to recognizing kind of the intersectionality, the diversity of types of disabilities and the diversity of needs. But certainly other communities are developing countries and the global south. Economically disempowered individuals, which is a focus of the city's resilience planning. People of color and religious and ethnic minorities that might be marginalized already. And then again, people with disabilities. Adaptive climate justice says, first of all, this is something we all care about period is, address the root causes of vulnerability and disproportionate kind of marginalization, and make sure that that isn't there on the baseline. Provide the resources for people to have a healthy, sustainable life. But then as we are preparing for climate change, recognize that certain communities will need specialized, focused resources for the future. Provide those and continue to provide them into the future, using what we call an equity framework.

Alex Ghenis: Don't just say, "We're going to give out all the resources equally and everybody will be happy." Recognize that some people need more and then distribute them in an equitable way. So

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here's a question mark. What does climate change have to do with disability? You might start to get a gist of it, but I'll give a quick run down. First of all, people with disabilities need support, and these are different types of supports for health and independence. This can be medical support, such as quality healthcare, medical equipment. I got this wheelchair on Friday. It's awesome. Different supplies, medical supplies being shipped through the port of Oakland, perhaps which again, is at sea level. Medication and a quality healthcare system. Life quality resources, such as personal care attendants, or just community support. Accessible housing. Accessible and public and affordable transportation that meets people's needs and personal situations. And then, jobs with the necessary accommodations and the necessary civil rights protections, to keep people employed and economically safe.

Alex Ghenis: It does provide funding and stability, or require funding and stability. So certainly social services is something that is constantly in danger and needs our overall communal and societal support. Community and family support is also something important there, and it takes time and effort to develop. It's vulnerable. And I think this hits at all levels. We're seeing, oh gosh, I think it was Louisiana or another state recently, where they are just kicking tens of thousands of people off of Medicaid, and they're getting kicked out of long-term care facilities, and nobody knows where they're going. It takes a lot of time and effort to build these things up, but they can be fragile. On the flip side, even at the social network, I remember when I was in college, I lived in a co-op with 56 other people, which was a fantastic community. And then I graduated and I moved into an apartment with one roommate. And it was like, "Okay, I have to rebuild my whole social network or emotional and sometimes logistical well-being." So it's something that we all need to focus on and recognize as vulnerable.

Alex Ghenis: Something to be concerned about, climate change does lead to more disability. There is a problem is that most climate change reports simply quantify disability into what they call, 'Disability Adjusted Life Years' which says, "If you're 100% disabled and dead, and you're that way for one year, then that's one disability adjusted life year. If we think that your disability is half of death then, and you have that for one year because of some public health impact, then that's half a disability adjusted life year." We don't like this format obviously, because it does not recognize the dynamism and the complex needs of people with disabilities, but it shows that to a certain extent, climate change will have health impacts on people, and we need to move beyond that public health measure to recognize that this is a social issue as well.

Alex Ghenis: Some of the issues are storm-related injuries that could happen here, things such as malnutrition, the drought in California, if it raises food prices, if we start to see long-term droughts and we have people with disabilities that are economically disadvantaged, then that might actually affect their health. Invasive diseases, we haven't seen that so much here, but it certainly is a concern potentially into the future. At the broader scale, climate-related conflict, more injuries, and then things such as the exacerbation of disability through, say, more air pollution from forest fires affecting people with asthma that can cause long-term lung damage. Next. So some of the major impacts, if we look at the... And actually, the framework that I like to use for disability, and I'm going to take a quick step back here is... And you mentioned you all talked about intersectionality, right?

Alex Ghenis: Disability is diverse, complex, and intersectional. So is climate change. We, I think,

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need to take a look at... The way to look at this is, look at types of disabilities, how that impacts, or how that interacts with different effects of climate change. And it's difficult for us because it is so complex to put that into policy and to put that into efforts to protect people's well being, that we need to take a really dynamic look at it. But some of the simple ways to look at it, if you can imagine major impacts on people with disabilities is during extreme weather events, which could include storms and natural disasters. We might need to have concerns about the accessibility of shelters and evacuation methods, warnings about incoming disaster events. Certainly, people in the fires that were up in Napa who were deaf, didn't hear the sirens going down the street and people, some people were able to escape, but only because they woke up from the smell of smoke. That we need to have good outreach and communication during disasters. There are fragile support systems, so that if something happens and people get scattered then individuals that need personal care support will need to re-establish that.

Alex Ghenis: And that also something we should focus on providing potentially in disaster shelters if need be during heat waves. I, with my spinal cord injury, can't sweat on very hot days. It's a very, very frustrating part of my disability, and certainly people with other compromised health conditions might be vulnerable to extreme heat. Also because of economic situations, might have lower quality housing or reduced access to air conditioning or the ability to pay for that. When we're talking about displacement and migration and potentially longer term efforts at shifting around the population of Alameda within the city, we do need a focus on accessible transit, accessible housing, and then also the ability to have portable personal care support and government and healthcare benefits. Some of the economic effects is, as I mentioned briefly earlier, that people with disabilities already deal with disproportion of poverty, already deal with higher levels of unemployment, things along those lines, and if economies go haywire or just simply have some disruptions due to climate change, then that will especially affect our community.

Alex Ghenis: So a quick example here is natural disasters, these are certainly things that we've seen. And what we notice is that the main one that got people's attention was Hurricane Katrina and the view of people who used wheelchairs stranded in the middle of streets in New Orleans. Those are the bottom two images, the left side is Katrina, and then the right side is the middle of the Super Dome. On the top left, we've got forest fires in California. We're unlikely to get direct fires here in Alameda, but certainly smoke and some of the maybe even disruptions to power, if fires hit major transmission lines could be a concern for our community. On the top right, the busting of Oroville Dam, which caused 300,000 or 200,000 people to need to evacuate last 2017, January 2017. So some of the issues that we care about, and certainly things that Alameda cares about in terms of disaster readiness are communications for people with sensory disabilities, first of all, to make them aware of what disaster response plans are and produce those in accessible formats, digital formats.

Alex Ghenis: Potentially print braille, potentially large print for people with cognitive or learning disabilities, making sure that resources are available in very easy to understand manners and resources, and a diverse range of media. Having appropriate announcements in shelters including interpreters and if need be, closed captioners, things along those lines. Evacuations having accessible buses and operational Paratransit during, before and after natural disasters for evacuation, and also having coordinated evacuations of nursing homes or other areas that might have a higher concentration of people with disabilities that would otherwise be potentially stranded. So for shelters, which Alameda is looking at, and it's certainly something to look at in the future, shelters

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are fully accessible, physically accessible.

Alex Ghenis: And also when we've worked with the Red Cross before, and we ensure that when their functional assessment service team members are looking at the layout of a disaster shelter to ensure that if there is a designated accessible area, there should be one or at least there should be the ability for people with disabilities to navigate everywhere. But the provision of accessible beds, the provision of wide enough aisle ways, the provision of not only accessible restrooms but washing areas, and then also the personal support and medical care needed both in the short-term and the long-term. And if the proper care can't be provided in the long-term in a disaster shelter then having a long-term plan to allow people to get to areas that can meet their needs. And finally recovery, which is housing and employment, which I think is actually self-explanatory. As we're rebuilding things, we always need to make sure that we rebuild them socially and physically accessibly.

Alex Ghenis: So something for Alameda to keep in mind just with any sort of long-term planning is the integration here in California with Executive Order B-30-15. So I was just talking about the needs of people with disabilities. This is actually a state statute that is very important for the city to work with, especially in coordination with state agencies moving forward, looking at climate resilience. So it was signed in 2015 by Governor Brown. It set a greenhouse gas reduction target of 40% below 1990 levels by 2030. But the parts that are really especially important to us are, it mandated the updating of a full safeguarding California climate adaptation and resiliency plan every three years. And it mentioned that the state's recurring five-year infrastructure plan will take current and future climate change impacts into account in all infrastructure projects. And something that we've worked with the California Department of Public Health on is this last sentence, as they're producing their health equity language and efforts, "Actions should protect the states' most vulnerable populations."

Alex Ghenis: And as I mentioned earlier, usually disability is a word in that list, Executive Order B-30-15 doesn't say disability specifically. It also doesn't say specifically any other type of "vulnerable populations," but it's something where we need to raise our hands if possible and really advocate for the disability community to be included here at the state and here at the city level. So Alameda's needs... By the way, there's no good aerial pictures of Alameda on Google Image search. Can I say, I had to take this from jewishalameda.com. It's like, I'm Jewish, but there's gotta be more. So there's Alameda, it's pretty, but it's flat, sea level, isolated in the potential situation of any sort of natural disaster, separated simply by a short series of bridges from the mainland East Bay on either side. This is something that I think people in the city are aware of, but it really does raise a certain amount of vulnerabilities.

Alex Ghenis: So the things that Alameda cares about are: Stronger storms in extreme weather, which is what I mentioned earlier about disaster readiness really building resilient infrastructure. And something that I always advocate for is as... And this is simple Americans with Disabilities Act basics of, if something is getting remodeled or given some sort of resilience retrofit, make sure that it is up to code and go beyond code, make sure that it's universally accessible. When going through climate resilience, there is going to be updating retrofits, focus on anything from transportation to building code to the size and height and strength of levees surrounding the city that wherever possible and wherever disability is applicable, to make sure that those retrofits meet and go beyond code.

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Alex Ghenis: And then also individual and community preparation. We were talking about bands on porches for block parties and things like that. This is actually not related per se, but the fact that during natural disasters and extreme weather, if people are isolated or the city doesn't have and probably doesn't want to have, because of privacy invasion issues, a list of people with disabilities to go after, that having community networks, communication, assistance, responsiveness, and really kind of closeness, so that we don't abandon people in times of strife, is important. So in terms of drought, water shortages, and crop stress, this is something that the entire East Bay is concerned about. In California, we rely on the snowpack for our water, and that is turning more and more into rain. And our reservoirs can't necessarily hold it in the way that it's going to be coming down.

Alex Ghenis: Alameda and the entire East Bay Municipal Utilities District are concerned about water shortages. It's something that the city cares about, and it could potentially be a pricing and access issue, especially during extreme times of drought, if some people can afford bottled water and other people can't. Again, that economic issue of people with disabilities comes up. Community food programs, in ensuring that people can afford food is also really important.

Alex Ghenis: So sea level rise, Alameda is focused on strengthening and raising levees and sea walls around the island. This is something that encroachment of the ocean isn't really anticipated to happen for another at least probably 20 years or so, but king tide flooding and the rest will be an issue moving forward, especially if emissions go on kind of unabated. And then finally, housing and buildings, either reinforcing them, kind of getting them up on stilts to deal with the really heavy flooding issues or simply relocating communities and doing some managed movement and retreat. And certain parts of the island will get hit more than others or are economically easier to say, this is an area that we're going to deprioritize. So that's something for the commission and certainly long-term city planning is aware of.

Alex Ghenis: So there are existing efforts that are very relevant to Alameda. There's the Adapting to Rising Tides Bay Area consortium of different government agencies and non profits that has a good focus on underrepresented and vulnerable populations. I've been a part of that, and they are aware of the needs of people with disabilities, but they're looking at what's going to happen in the bay as oceans rise over time. What parts are vulnerable and then how do we either build up natural or artificial barriers to protect our communities from that. The city of Alameda is doing the climate resilience plan. California Department of Public Health has an Office of Health Equity that is very passionate about climate change in health equity and we've been one of their main partners in terms of including disability into that discussion. And the California Office of Emergency Services also has a Office of Access and Functional Needs. A gentleman, Vance Taylor, is the head of that, and he's incredibly involved all across the state. And there are national partners as well that are really passionate about that issue specifically, especially in the face of the unprecedented number of natural disasters that happen across the US, in Puerto Rico, and other incorporated islands.

Alex Ghenis: So what to do in Alameda? I say that this cycle is research, analyze, educate, and implement. So research first is understand, and this can be the commission. I also will say, the World Institute on Disability would love to be a partner with the city in any of these efforts, especially as we've already connected with organizations nationally and state wide and really want to help the city implement these plans. So identify key stakeholders in terms of disability agencies,

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non profits, and leadership, whether that's Centers for Independent Living, whether that is state agencies or sub offices within those state agencies. And then also climate related experts around specific issues, whether it's resiliency, disaster response, or public health. And then, again, focusing on kind of the subgroups that address the issues of people with disabilities in each of these climate focuses, start to do outreach, understand and document the needs of people with disabilities within Alameda. And then also understanding the broader subject of the needs of people with disabilities and transposing it onto the city's current and upcoming situation.

Alex Ghenis: Collect informational resources. We have a good amount available, but we want to make those available to the community as well. And then also be multifaceted and intersectional, recognize that this is an incredibly complex issue and really needs to be addressed from levels of multiple directions and build connections for future work. And something to be said about this is people are becoming more and more aware of climate change, people are caring more about it. This can be a stepping stone to bring together a lot of stakeholders raise the kind of specter of people with disabilities in something that is this role that is noticeable. And that hopefully also will permeate out into other areas of civil and human and disability rights.

Alex Ghenis: So we need to analyze the needs and policies of people in the city. So for primary and secondary climate impacts, I know I've got limited time, so I'll just go through this a little bit quicker. But around storms, sea level rise and displacement, housing and economic needs, and multiple disability, focus on all of those. Start to work with experts on policy development, and then implement those and incorporate them into the long-term planning of the city. Recognize that certain stakeholders have different capacities, and some people are overwhelmed. I'm sure the commission has dealt with a lot of non profits with very underpaid folks or volunteers that care a lot about disability and are committing a lot of their time to it. When you recognize that people have certain focuses, but they care about this, and they're passionate. It's the same reason that everybody here is on the commission itself.

Alex Ghenis: And then finally, build a road map for the long-term. Actually, when I say build the road map for the long-term, the city's climate resilience plan is looking out to 2100 and beyond. We want to safeguard not just the next 20 years, but this is a long-term thing for the survival of the city of Alameda. And it should be a long-term thing for the survival and really well being of the disability community within the city. So for education, make sure that we do tailored information and outreach, whether it's to climate experts to disability community, to more disability experts and non profits, or just people with disabilities in the city at large. Incorporate people with disabilities. I'm sure a lot of you know the phrase "nothing about us without us," which is a huge disability mantra, which is include the disability community in anything that has to address disability.

Alex Ghenis: Don't expect somebody that doesn't live firsthand experiences to provide "expertise", and certainly the wisdom of the crowd can be fantastic. And then speak the language of each of the different stakeholders and focus on solutions. I think we don't want to freak people out. We want to keep a positive forward looking outlook, and we want to integrate this with really what is long-term solution focused planning. Coordinate efforts with everybody involved and here we've got a little image. If we're forming our city for climate resilience, we might as well make it accessible for everybody. Recognize that who knows, the Bay Area might have a more stable climate than Southern California running out of water. We might have more people with disabilities moving

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here, period. This is, it sounds cynical humor, but it's, I think a reality that we might be looking at in the future. We want this to be a friendly, inclusive, fully accessible city here and into the future.

Alex Ghenis: And then also, that disability reforms are beneficial regardless. Climate change provides a really strong point of advocacy for that. I think that the commission and hopefully us and any allies can really articulate that. And also on the flip side, the very strong imagery of the vulnerability and experience of people with disabilities during climate change provides a real kickstart for the need for climate adaptation and resilience. So it's something for us to point out to anybody that might be slower on implementing these plans, and then we want to connect and coordinate, brainstorm policies, combined messages, and advocate with everybody that's involved.

Alex Ghenis: A really quick overview of us in our organization. The World Institute on Disability, as I mentioned, we've been working on climate change for about four years, but we've been around for over 35 years. We were co-founded by, some of you may know, Ed Roberts, Judy Heumann, and a lot of the kind of original leaders of the disability rights movement. We're located at the Ed Roberts Campus, on top of Ashby BART and partner with a whole consortium of other disability agencies including the Center for Independent Living and Disability Rights Education and Defense Fund and other partners over there. We have connections in Washington. We have connections in Sacramento. We have connections internationally. And we really do work to learn and implement the best kind of forward-looking policies for people with disabilities.

Alex Ghenis: We do direct consulting with government, non profits, and business communities, as well as take grants in for research and policy development. And we have been working with the Red Cross and other stakeholders for over 10 years on disaster readiness efforts specifically. I started researching climate change and disability a little bit over four years ago, and it's amazing what we've found and how much people care about this, and we really hope to get something going. I will say, we've worked on statewide policy. We've worked on a lot of public education. We have a lot very interested people. I'm excited about the potential to work with Alameda because this would be our first opportunity to really get in the weeds of the city's climate resilience plan. And I view it as an opportunity to have Alameda as building a framework, a replicable framework for the rest of California, the Bay Area, the country, about how to address the needs of people with disabilities in climate resilience. Because this hasn't happened yet. This focused project and effort hasn't happened yet anywhere, and it needs to happen, and I would love to see Alameda be the first city to do it.

Alex Ghenis: So how can we make it happen? So Alameda is already a leader in its climate resilience efforts. I was amazed to hear from Patrick about the work that the city is doing and really looking forward to seeing it moving forward. We believe that we can assist the city in analyzing inclusion opportunities in its resilience plans and policies and get into the weeds in that as necessary. Connect to key stakeholders through our networks at various different levels and really establish long-term connections there between the disability community, between the city, and really try to make those sustainable moving forward. Having on the ground community research, assembling and bringing forth, whether we do surveys, whether we do... We've done a lot of focus groups. We have areas for focus groups, and I'm sure that we can partner with the city to have a space to hold those focus groups, providing active input in city efforts. And then also in the long-term, if the city chooses to, providing ongoing consultation and up-to-date information as it comes about the regional, state, and national levels.

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Alex Ghenis: So next steps for us certainly is to see how interested everybody here is, continue moving forward, seeing what the capacities of the commission and the rest of the city are, bringing you all in, and hopefully at least providing a conversation and a set of resources for you, if you choose to take this on whatever level you do. And then finally developing a plan, long-term plan for action, some timeframes, and resource needs. And the last slide is simply to collaborate. We hope to collaborate. So thank you. The next slide has my contact information if anybody wants to write it down as well.

Beth Kenny: Thank you, Alex. That was very informative on topic presentation of what we're dealing with here. I'm going to start with Commissioner Brillinger. We've been trying to find a new way of going around and having everybody ask their questions, so go ahead Commissioner.

Arnold Brillinger: Thank you very much, Alex. And I've been to a couple of meetings here because we do have people that are trying to figure out what we should do in this or this whole thing of climate change and rising sea level. So we do have people especially interested. And so there are people that are really working on this already. And we thank you very much for your input because we need to have this kind of information for ourselves. And I just want to say those that are interested in this, when you see meetings here in the city dealing with the climate control and the rising sea level, that you go ahead and put in your information also. Thank you.

Beth Kenny: Thank you, Commissioner Brillinger. Commissioner Roloff?

Jennifer Roloff: Hi. Thank you so much. That was so informative. A couple of questions. One, is Alameda your first target city? Is that because we're an island, and we're completely at sea level? Are you doing this presentation with Oakland and other cities vulnerable? Or can you tell us a little bit about that?

Alex Ghenis: Yes. Our initial outreach was looking at the cities that were involved in the Rockefeller Foundation's 100 Resilient Cities initiative. And included in those are Berkeley, Oakland, and San Francisco. Berkeley, the individual that was involved there, they were near the end of developing their general resilience plans and said that they weren't available to help. We had actually a very difficult time getting in touch with Oakland and San Francisco. And then... How in the world did we meet? This was actually kind of a great chance meeting between Patrick and myself. And then you mentioned how much that the city is doing, and it kind of just turned into a conversation that turned into the potential for a partnership. So we have done outreach. I've found that Patrick and the city in general have been much more responsive than everybody else, and I really appreciate that.

Jennifer Roloff: Okay, great. The other question I had, have you worked with or met with any of the folks from CASA? Are you familiar with CASA? Patrick, have you introduced Alex to any the CASA folks? It's Community Action for a Sustainable Alameda. They've been around for a while, but the past 12 months, they've had a big resurgence. They've had some great events. We have the Executive Director of Sierra Club lives in Alameda, and he's always really participatory. So I think that could be another partner in this.

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Alex Ghenis: Is there a question that you'd like me to respond to in there?

Jennifer Roloff: Yes. If you've been working with CASA so far and have shared the WID [World Institute on Disability] with CASA?

Alex Ghenis: Oh, yes. So some background: CASA is instrumental in the development of the climate plan update. We did have a climate plan in 2008, and this is an update to that, which CASA pretty much requested. And they are a part of our green team, which is a group of city staff who are advancing the climate plan project forward. And so they're at all of the tables and they are helping plan a community outreach process for the climate plan right now. I haven't actually brought WID and Alex's potential work up with them yet. So far that's just been a conversation internally, but I think that they would be really supportive. They're planning at least 12 outreach events in between now and September.

Jennifer Roloff: CASA is?

Alex Ghenis: CASA is, with the explicit goal of reaching people who might not come to our big three community workshops. And so as they're looking to make the outreach process more inclusive and accessible, I think there's a lot of opportunity to incorporate some of the ideas that Alex raised.

Jennifer Roloff: Okay, yes. And just a thought, maybe our commission could work with you and have a liaison between you and CASA as well. I know we have liaisons to planning board. I think this is probably really relevant as we look into Alameda's taking on a lot of new development lately, and a lot of people are worried about the sea level rising and developing new communities that are going to be vulnerable in 20 years, give or take. So I'm very interested in following up on this. Thank you.

Alex Ghenis: Thank you.

Beth Kenny: Thank you. Commissioner Deutsch?

Susan Deutsch: Thank you very much. I just have some comments. I heard you talk about that we have to provide medical care or medical facilities. We need to have medication available. We may need to have a medical personnel available, and I think it's important to note that right now, Alameda Hospital has to have some upgrades done to earthquake proof it by 2020. And then by 2030, the hospital has to be totally earthquake proof, or it has to reach much higher standards. Right now, the hospital is being run by Alameda County Health systems, and there's been recently questions about whether they're going to be doing those upgrades that came up at a board meeting.

Susan Deutsch: And I think that a hospital is critical for any systems that we put in place, that we're going to need healthcare providers, medication, you mentioned. So I think this is something that's really important for our community to stand by the hospital and try and make sure that we still have a hospital because we are an island, and we are vulnerable, and we have a vulnerable population here. So I just want to bring that up as something to keep in mind that that's a big issue that's going to be coming up, and it could affect any plans for a disaster or what comes up. Just information.

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Alex Ghenis: Thank you. May I?

Beth Kenny: Yes.

Alex Ghenis: We're located in Berkeley. I live around the corner from Alta Bates in Berkeley. They're going to shut it down by 2030 also. And then the only full UCare hospital, there's going to be nothing between Richmond and Oakland. It's certainly something that the whole East Bay I think is concerned about. When we're looking at this resilience in case of a disaster, people might not be able to get to the hospital. I think having redundancy of medical care all around the island, or at least emergency medical resources is going to be incredibly important as well.

Susan Deutsch: Yes.

Alex Ghenis: Yes. Thank you.

Beth Kenny: Commissioner Barrett.

Jenn Barrett: I just want to say thank you so much for your presentation. It was interesting. Your first comment, what does disability and climate change have? How do they go together? And by the end of it, it's how do they not go together? It's every single aspect. And then just a comment that we've been lucky that diseases haven't hit California as much as other areas, but they are coming. Lyme disease. KQED did a radio broadcast about Lyme disease just last week. And so something that our community needs to learn about as the rest of the country has had to.

Beth Kenny: Thank you. Commissioner Hall.

Lisa Hall: Thank you so much, Alex and Patrick. A lot of great information. One point you brought up, it's an ongoing struggle to get a list of people with disabilities in any city. And it's been an ongoing challenge that we're trying to work through because we have to gain the trust of those people to give us that information so we can help them. And I think another point you brought up, we have the eroding shoreline of Alameda, and we are unique and different than other towns because we are an island, and so we really have to concentrate on helping taking care of all of our people here, especially disabled people, because we've talked about in a crisis, an earthquake, things like that, there are so many things that are not accessible, and you made the statement that a deaf person did die up in the fire because they didn't get out. They didn't get heard. All your work you're doing is wonderful and we want to do what we can, too.

Lisa Hall: I think most of us all acknowledge there's huge problems with the global warming of our world, and it's all connected. We're very connected. The housing and the food inequality, whatever you want to call it, is all connected too. And the sad fact that when a person becomes disabled, their whole life changes, but their whole economic standing, it shoves you right into poverty. It's more of a challenge already. You've got enough challenges. So anything we can do to help and raise awareness is awesome. So thank you so much for what you're doing.

Alex Ghenis: Thank you.

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Anto Aghapekian: Alex, Thanks for your presentation, that was very informative. And there is an organization in Alameda called CERT, C-E-R-T [Community Emergency Response Team]. Have you been in touch with them? Have you talked with them?

Alex Ghenis: Not directly with Alameda. I'll be open, is that Patrick and I have had conversations. We're very much in touch with CERT and actually that whole organization in Berkeley, because we're an active partner in Berkeley. We are moving forward, hopefully soon, on doing more outreach in community engagement with Alameda, but we also want to get the buy in of as many people as possible. But we have not yet with CERT. No.

Anto Aghapekian: Because to my understanding, what CERT has been doing is locating cultural centers, be it a senior center, be it a church hall, as where in case of an emergency people with accessibility issues would be gathered. And this going out for almost two, three years, and I haven't participated. I've been in the periphery. But I was hoping that you would have some connection with them, or they have some connection with you, to get information from people that have needs. I've known where they are. And in case of an emergency, CERT can send people, and go and take them to rescue them, and nothing has happened. You have no idea.

Alex Ghenis: So certainly, that would be one of the organizations that would be a part of our outreach research on inclusion in policy and planning. We've worked with CERT before. One of our staff members is CERT trained and has been an active member of that whole process. She mentioned that in Berkeley, she went to the CERT training and raised her hand about, "Wait, what about disability?" And there wasn't enough response. So, we recognize that, at least in Berkeley, and we've heard stories from elsewhere, that inclusion of disability is an issue. Because this is Community Emergency Response Training or Community Emergency Response Team. But that would absolutely be on our list of outreach and communication.

Anto Aghapekian: Great. Thank you.

Alex Ghenis: Thank you.

Beth Kenny: Thank you again for your presentation. I felt similar to Vice Chair Barrett, "What does climate change have to do with disability?", before coming across your stuff. And this material, this presentation, was very illuminating. The only time I've actually come across it is this commission worked on a Universal Design Ordinance for residential development here in the city, and oftentimes one of the major pushbacks was, "How can we make a zero step entrance when sea levels are rising?" So I can see a lot of areas where we can really help each other. Because now it seems very obvious. At the time, I was like, felt like, "Well, I have to advocate for disabled people and I can't worry about the sea level rise. That's not what I'm doing." But to bring it together is a much better approach.

Anto Aghapekian: And I would like to work with you. And it seems like a lot of the Commission has expressed the same. What Commissioner Roloff was suggesting, sometimes we do a subcommittee for specific issues where we'll have three to four commissioners asked specifically working on an issue, and that's how we did the Universal Design Ordinance. And I could see

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something like that really working in this situation, and I think that would be a good approach for us going forward if that's something that you're interested in. I'm not 100% clear on how we buy in, but I think from what I'm hearing from other commissioners and from my own sense is that we would like to buy in. So how would that ideally look?

Alex Ghenis: Well, Patrick do you want to address that or should I?

Patrick Peligri-O'Day: You can go ahead.

Alex Ghenis: Obviously, part of this is going to be how much time we can devote, depending on either grants that the city and ourselves could partner on to really make this a flagship, a replicable partnership for the rest of the Bay, the rest of the California, the rest of the country, or simply devoting a certain number of funds, which would be an equivalent number of hours from our organization from the existing resilience planning. So I think that a subcommittee would be fantastic. Also because I'm located in Berkeley, and if there are commissioners that are interested in doing a lot more email communication, and telephone calls and other little things, so that I'm not constantly bouncing back and forth and so that everybody's time can be used a little bit better. And it seems like you all are very well networked within the disability community and the city over here, a subcommittee sounds fantastic.

Alex Ghenis: Again, we would have to identify how much time and energy, and what types of resources we can provide. We really don't want to do this on our own. We want this to be a partnership. We're not just going to sit and write a white paper on the side. Hopefully this can be a really active involved thing, and there's certainly a lot of players. Patrick knows that there's a lot of players already in the climate resilience planning development. So yes, I think a subcommittee, and then figuring out what the options are for our involvement would be fantastic. Is that a good enough answer?

Beth Kenny: I feel like it is. Does anyone else have questions about that response? And just so you know, a subcommittee, it would be, like I said, about three or maybe four members of the commission, and then they would also be reporting back to the commission as a whole because we're all very well networked. When you were talking about aiding transportation, I thought, "Oh man. Commissioner Billinger will be all over that." And when you talked about just the different architectural stuff or making things accessible, I thought about Vice Chair Barrett and Commissioner Aghapekian. And so I think that we can all still be part of it, but we'd have a subcommittee that could be in touch over email, and certainly if there are meetings that need to be attended, send a representative or send our thoughts. Is that what you also were thinking, Patrick?

Patrick Peligri-O'Day: Yes. I'm very excited to hear what you all are saying. So thoughts off the top of my head. One, depending on the official path forward that this commission decides for itself, my next step would be to elevate this up to my boss. The project manager for this project is the Deputy Director of Public Works, Erin Smith, and she knows that I'm here and that we're having this meeting today, and the Director of Public Works, Liam Garland, who is the official executive sponsor for the project, from the city side. Funding is a question that would have to get worked out. And there might be different options, but it seems that this would work best if it's integrated into the current plan as much as possible. So there's existing outreach that's planned. There are three

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community workshops. So if Wade wants to come and within the Commission want to provide input on the content of those workshops and helping do the outreach for those workshops to ensure that disability community is represented, that's one option.

Patrick Peligri-O'Day: Another option is actual development of strategies. Well, one, we're going to look at what are the risks that we're facing, and there's a lot of insight that Alex has provided. I also want to say that Laurie knows a ton, and I was just talking to her. I learned a lot about things already. So getting that into the assessment of risks and getting that into the assessment of what strategies is the city actually going to set out for itself, and put dollars toward implementing upon the plan's completion. Those are all steps that currently exists in the process, that the Disability Commission, along with Alex and WID, if it works out, could provide an answer. Does that makes sense?

Beth Kenny: Yes, thank you very much. Commissioner Brillinger.

Arnold Brillinger: I was going to suggest that Patrick email Laurie whenever there are community meetings on this subject. And that he sends her the information. She'll send it out to us, and we try to get to as many as we can. And we won't, all seven of us, be at the same committee or same meeting, but at least there will be several people to put in some input. And we've got to remember that the whole idea of the disability needs to be included in the plan. We don't want to leave it out.

Beth Kenny: Thank you. I think that along with Laurie sending out the information to us, she can also send it out to our listserv. We have community members who are part of our email listserv and we like to send out announcements to them. So this would be something that we could definitely send out that via listserv. At this point I am going to ask if anybody would be interested in being part of this subcommittee.

Anto Aghapekian: Could you tell us what this subcommittee is going to do?

Beth Kenny: Sure, it sounds like things are still fluid at this point, and so I can't give you a hard and fast of, this is exactly what it's going to do. But I think to start off with, people who would be available to be a point of contact for these two gentlemen and then coordinate with the going to these meetings. But also, when Patrick mentioned having a seat at the table where the policies and things are really being decided, I think it would be great if we could do that. I also respect the fact that we all have a lot going on. So I don't want to say we are 100% there. I would love to be there, but I know that we have other things going on in our lives as well.

Jennifer Roloff: I'd be happy to be a point contact now if no one else is ready to commit, I can just take that on for now and work with Patrick and keep in touch with Alex, and maybe start some conversations with CASA and some of the other organizations in Alameda that are already underway.

Beth Kenny: Thank you. Commissioner Roloff.

Alex Ghenis: Thank you.

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Beth Kenny: And I'd be happy to serve on the subcommittee with you. You can take the lead but I'll be here for anything you need.

Lisa Hall: I would as well.

Anto Aghapekian: You can include me also.

Beth Kenny: That's our four members, we can't go past that or else we'll have a quorum. But like I said, we'll all still be very much involved in... The subcommittee will be giving reports of any activities that we have. Is it fair to say that it's a fluid situation and we're... I think, unless there any other comments or actions to take on this item, I want to thank you guys so much. This was a great presentation.

Alex Ghenis: Thank you so much for having us, and really looking forward to working with you.

Beth Kenny: Patrick, make sure that Jennifer can get your contact...

Jennifer Roloff: Yes, and I can get that from Laurie too, right?

Beth Kenny: Yes.

Jennifer Roloff: I have Alex, but Patrick...

Alex Ghenis: Also, WID.org/climate gives you our climate website that has more information.

Beth Kenny: Thank you.

Lisa Hall: Can I ask one more question? Just curious, since I'm having a daughter graduating. What was your major in college and how did you steer towards this side of the ballgame?

Alex Ghenis: I did Geography with a focus on climate change in my undergrad, specifically looking at melting methane hydrates, and runaway climate change, and how frightening that is. I went to grad school to focus on energy storage, so batteries and what not, paired with renewable energy. And as I was working on that, so much of it was, "Wait, I charge my wheelchair at night, and solar panels go during the day, and how reliant am I on a functioning system?" And it was less. And then I left that job and started this home project with WID because I found that working in the renewable field was great, but working on this problem specifically was a much better use of my time. Yes.

Lisa Hall: Excellent.

4-B Outreach to Businesses and California's Certified Access Specialist program (CAsp)

Beth Kenny: Well, thank you guys. I'm going to move us on to item four B, outreach to business and California Certified Access Specialist program. I believe Vice Chair Barrett, this is yours?

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Jenn Barrett: Do you want me to go up there?

Beth Kenny: Thank you.

Jenn Barrett: Thank you. Alex and Patrick.

Jenn Barrett: One of the initiatives we were discussing at our group retreat was about increasing businesses, helping them be more informed about disabilities and how they can make small changes to their businesses to make it more accessible and welcoming to people of all different types of disabilities. And so what I came up with and Anto, you've been helping me as well, is coming up more of a reward system than a slap on the wrist kind of thing. And so the thought was, "Okay, I'll have maybe 10 ways that our businesses can do small things that make a big difference in how people access the built environment." Okay, yes. So these are the 10 ways that I came up with and I'm looking for your suggestions.

Jenn Barrett: My previous work was more specialized in the built environment, but I know that there's a lot of things that we can do, like training employees, which doesn't cost as much, raising awareness, and yes I just wanted to know your thoughts. And we also talked about bringing it up at a Chamber of Commerce. I actually was at the We Are Alameda at the Faction brewing event, and I met someone from the Chamber of Commerce and she's like, "Oh, this sounds really interesting." And "What can businesses do? And what's something that's not costly for businesses?" And I was like, "Well, training your employees. It doesn't cost anything but their awareness of don't put a flower pot on the ramp because people need to use the ramp." And you'd be surprised that that happens a lot. And so, yes, just excited to hear your thoughts on it.

Jenn Barrett: Okay. And these are a lot of things that I think if they're doing a remodel, they can incorporate. Such as the first one, change out doorknobs, which is hard for twisting and small locks, which need dexterity, changing those out for the lever handles and larger locks. If you're changing the door, you might as well change the hardware to make it easier. Increasing the font size of menus and signs. Adding handrails to stairs and ramps. Adding grab bars at toilets, replacing high thresholds with a half inch maximum and a one to two bevel so that's easier for wheelchairs to get over it. Replacing the center support tables, the ones with the column in the middle of the table, with distributed support, so that you can easily roll under the table. Increase the width of aisles and relocate product to reduce tripping hazards. Securing rugs and entry mats reduce tripping hazards, again. And then, something to reduce background noise for those who are hearing impaired. My dad, for instance, is hearing impaired, and sometimes he won't go to a restaurant, because it's so loud that it's just very hard on him with the hearing aids.

Jenn Barrett: And then again, training employees on how to assist persons with disabilities. And as I'm reading this list, again, it's not only people with disabilities, it's people with strollers or people who just need an extra help. So that was my thought on those. But I know members of our committee have different disabilities that they're aware of. And so, maybe there's another one that would pertain to something that you guys are familiar with.

Beth Kenny: Thank you. This whole thing is amazing. Yes, I'm really excited. I'm wondering a little bit about it. So, is the idea to maybe present it at the Chamber of Commerce and then actually

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go into businesses and talk with them about it? I know at one point we were talking about going into businesses and saying, "Hey, here are some easy ways that you can make it more accessible." So are we going to go for the business associations or the Chamber of Commerce as an entry point? Or is that where we distribute the information? How are you thinking about that?

Jenn Barrett: I think that there's a lot of different ways that we can tackle it. But I think that since Alameda's businesses seem to be very well networked through the Chamber of Commerce and other groups on the island, I think that's a good place to start at least, and then spread out from there and maybe go to businesses and speak to them specifically. But I know you had a few ideas on it.

Anto Aghapekian: I support it. And I have enough experience working with merchants in situations as this. And the minute you start talking accessibility, the merchants usually put on a defense. It's like suddenly this wall comes between you and them, because they don't want to deal with the city, with the permit process, the fees. And sometimes they even end up opening up a Pandora's box, you know, one thing leads to another, another, and this small doorknob ends up being the whole door, the whole facade, the whole thing. And people don't want to get involved with that. All they want to do is make a living, they're busy as it is.

Anto Aghapekian: So I think that especially, it's so much easier to be working with the Chamber of Commerce and other organizations like the DABA [Downtown Alameda Business Association] is one, and WABA [West Alameda Business Association] is another one, who do basically the ground work gently, who let the merchants know that this is a voluntary program, it's my preferred expression, it's a win-win situation, and let the legwork or the prep work be done by people that they deal with day in and day out. And once one person is interested or a merchant is interested, that's when something like this can easily be given to them. And if even need be, they need to talk with somebody, they can do it through the City, or they can do it through the Commission, our Commission. So that things are done not in an adversarial attitude, but done in a friendly manner, in a helping manner. It's good for them to make their base accessible, and it's also good for people to be able to use it. I have strong reservations about going as a commissioner, of me to go to a business and recommend that they do a certain thing. I think that's going to backfire and the word is going to spread very fast among the merchants, and we're not going to go any place with it. I think we should do it through their own organization.

Jenn Barrett: I agree.

Jennifer Roloff: I have a question. I know that there's WABA and DABA, all these different business associations, I believe they are the same as Chamber of Commerce. The Chamber of Commerce organization proper just happened to have that name first, like the other organizations are the same. I know that they have a lot of mixers, do they actually have formal meetings too, where they have agendas where we could come and present to them? Do we know?

Lisa Hall: Yes, they have both.

Jennifer Roloff: They do have both? Okay.

Lisa Hall: The mixers are good, but those are more of a kind of a mixer party kind of environment,

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but they do have general meetings where we could go and present it, and I think Anto has a really good point in that we would want to present it as suggestions, and so it would not go on the defensive, and then maybe happily, some of these merchants will go, "We've done that and we've done that." Just start putting the word out there. Like you said, gently.

Beth Kenny: Yes.

Jennifer Roloff: I had one more thought maybe for Laurie also is... I know from time to time, and I don't know if we're under an umbrella right now, but the city has this facade improvement program for the businesses where they say, if you improve your street facade, we'll match your funds up to \$5,000. And I wonder if we could work with the city to see if they would do some kind of match your funds up to a certain amount, if they made upgrades to support the disabled community in Alameda. Yes. So we could talk to whoever maybe is in charge of the facade program. We could reach out to that person and get some guidance.

Beth Kenny: I think that's a great idea. I could think when I would... Sorry, go ahead, Commissioner Brillinger.

Arnold Brillinger: Yes, I went to the disability council in San Francisco in March, and at that time they had a presentation from their small business council or commission, whatever the group was, and they are going to make sure that the businesses are accessible by a certain time, like in the 2020, and if they've got to get through permits by 2019 and stuff like that. And so I'm willing to share that step with the group. It seems to me like this is very subtle compared to what they're doing in San Francisco but there are places here in Alameda that I cannot get in because they've got the one step up, right at the front door, and some of those are right here on Lincoln Avenue right next to the Coin dealership, and that there is some over by the Alameda Museum on Alameda Avenue that have the in accessible entries. There's no way I could go in there if I wanted to or not.

Arnold Brillinger: I'd say that's what I thought you were going to be dealing with, those kinds of things. Because I could come up with a whole list there as I'm going down the street. I say, well, there's something that I can't avail myself of, but I think we ought to also just take a look for ourselves at some things that are like heavy duties, like San Francisco is doing with theirs, just to see how they're doing it and so forth. And of course, they've got many more people and many more dollars and all that kind of stuff to deal with, but it seems like if we go with DABA and whoever else it is. What is Mark over there in. He's over in, his office is at South shore.

Beth Kenny: That's the Chamber of Commerce.

Arnold Brillinger: Yes. The Chamber of Commerce or Tony with WABA and stuff like that, and we might find that some of them might say, "Hey, we'd like to push this with our group." Because they are not, for the most part, they're not that big of a thing. And it adds a little bit of recognition.

Beth Kenny: Yes, when I looked at the stuff that you had put together, I saw it as a couple of pronged approach as far as you would... In my imaginings, it was, you would be invited in by these businesses somehow, whether it be through via the Chamber of Commerce or the business association, and then you could go over the list with them. And if they made some of the changes,

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they would get that nice poster that you made to hang in their window. And then to follow up with that, you would give them the information about the California Certified Access Specialist Program, because that would be another step beyond what we're talking about. That's how I imagined it. I don't know if we're all talking about the same thing because it kind of sounds like we are, but I really love Commissioner Roloff's idea of going with the facade grants that were done. Even if we can get our own separate grants for this, that would be great. Or if they do another round of facade grants, having some of it be towards making it more accessible so that people can get in the doorway. I'm really excited about this project. Great work.

Jenn Barrett: Yes, definitely. I just want to stress, Arnold, We'll use this as a testing ground exactly and see what businesses are able to provide for resources, and then in the hopes that they'll be able to meet more of the code compliance and the needs. And so maybe we'll see how well this small... we'll call it a "test" ... goes, and maybe from there we can open it up to, "Okay, you've done these small things, but to really encourage and allow people to visit your store, you're going to have to do the larger remodels of removing step and other barriers to entrance."

Beth Kenny: Yes, and am I correct in thinking that the California Certified Access Specialist program, they'll go through everything that you need to do regardless of cost and come up with a plan for you as to how you can meet that? I think I looked at one where they said, "Put away a certain percentage of your profits annually towards meeting these goals."

Jenn Barrett: Laurie was actually going to talk about it.

Beth Kenny: Okay.

Jenn Barrett: Since she is CASp certified.

Laurie Kozisek: Thank you. I just recently got my CASp certification, and we have CASp people on retainer with the building department to make sure that when something comes in for a building permit, that it gets looked at by a CASp; Certified Accessibility Specialist. It's a voluntary program. It's voluntary in that building owners can choose to do it. It's not free. But what this program recommends is that you hire a CASp to come look at your building, and either you will get something that says, "You meet accessibility standards" or you'll get something that says, "It was inspected." Which is, it doesn't necessarily mean that it meets everything. But you'll also get a list of readily achievable modifications and suggestions on a timeline on how to do it. And the advantage of it is that if you get sued, your fines will be smaller and you'll have more time to make changes.

Laurie Kozisek: This is linked to the agenda that I sent you. But this shows that there are two different kinds of laws covering this, one is CRASCA and one is non-CRASCA. But when a CASp professional comes in and looks, they will either say that, "It meets applicable standards." or they'll say, "It was inspected." They will put several things on the report, the description of the area, the date, the statement of findings that meet or don't meet it, a list of readily achievable barrier removals, corrective actions and a schedule for them. And then issue a certificate if they want one. And so, this is a step up from what Commissioner Barrett is suggesting, because most of the things suggested, were things like fixing the rug and door handles. You don't need a building permit to do those.

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Laurie Kozisek: These are more like making the path of travel accessible and at that point, you'll probably want to go and get a building permit to get those done. So, when you're getting a facade done, and you're changing the doorway and the entrance, you're going to have to spend a certain amount of your money making that accessible, and taking out that step. We might be able to push facade improvements that are there more for accessibility than for giving it a different look. Anyway, it's another pathway, and this one is one with more construction involved.

Beth Kenny: And just to clarify, the city has you and some other people who are Certified Access Specialists, but you are not available to be hired by the merchants. You're there, if they get an area, you reinspect it to make sure it's in compliance with?

Laurie Kozisek: There are two kinds of CASps. There's the one that work for the cities and counties, who generally do permit review and inspection. And we have some CASps that work for the building department as consultants, that do the review and inspection. I don't actively do that much, but I do, do building plan reviews, mostly the exterior. And then the other kind of CASps, is the one that is privately employed and just does this kind of thing for a living. And there are, I think, about 700 of them in the state of California. This is just a California program. I don't know how much it would cost to get inspection done but I can imagine it's not much, because it's just a very short hour or two to take a look at it.

Beth Kenny: Thank you. Unless anybody else has any questions regarding this, I would like to suggest that you guys continue to move forward and reach out to the Chamber of Commerce and the business councils. I can try and send you a list of the ones that I know.

Jenn Barrett: That will be great. Yes.

Beth Kenny: Yes, and also, if I can start brainstorming on how we can get that grant tied into accessibility improvement, for the businesses.

Anto Aghapekian: What grant, what grant?

Beth Kenny: It came up, we were talking about... The city has done facade grants. They match the funds. So we're looking to see if there's some way we can have our own grant, or if we should have been attached to the facade grants, in some way that we can get some matching funding for if merchants are able to make these improvements. Oh, yes. I don't think that we need to vote on that. You guys already have your own subcommittees. Do you need anything else from the Commission?

Jenn Barrett: No. Just any comments or other ideas. I think we had a great discussion on this, and we're looking forward to going and talking to the Chamber of Commerce. If you do have any adjustments or additional ideas for the list, I would really appreciate any comments on that. That would be great.

5. OLD BUSINESS

5-A Review of Liaison Assignments (All Commissioners)

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Beth Kenny: Great. Thank you. I will rack my brain but I think you guys did a great job. Let's move on to agenda item five, Old Business. Review of liaison assignments. I'm just going to read through our assignments and if we have any questions or comments, let's go over it now. So, I am assigned to SSHRB [Social Service and Human Resource Board] and alternate for City Council. I have Vice Chair Barrett for the Planning, and alternate for Housing Authority. Also alternate for Historic Advisory Board. And Commissioner Aghapekian, I have for Mastick and alternate for Planning Board, and alternate for the Rec and Park Board, rather. And then Commissioner Brillinger I have for Transportation, and you're also representing us with the AC Transit.

Beth Kenny: Commissioner Deutsch, you were not present so we assigned you things. Right now we have you at Library and School Board. Do you have a preference as to which one? Do you want both? I know you worked in the past with Library.

Susan Deutsch: I've met with the library. I thought I was going to do Parks and Rec.

Anto Aghapekian: That's what I remember. I remember you doing Parks and Rec.

Beth Kenny: You were, and then every year at the retreat, we opened it up, and I'm sorry, I didn't think to save it for you. I am happy to switch off with you, if you want to do SSHRB instead of the School Board?

Susan Deutsch: I can do the School Board.

Beth Kenny: Okay.

Jennifer Roloff: Or I can do School Board if you'd like to do Rec and Park. That's okay.

Susan Deutsch: Either one.

Jennifer Roloff: Yes, I have two kids in schools right now, so I wouldn't mind having a reason to go, for sure.

Susan Deutsch: Alright.

Jennifer Roloff: I was just on our PTA's legislation and advocacy for the PTA, so I'm very familiar with what's going on, and if you want to switch, that's fine.

Susan Deutsch: If that's what you're comfortable with that.

Jennifer Roloff: Yes. You prefer Rec and Park?

Susan Deutsch: Well, I'm just kinda interested in that area and I've been doing research. And wanted to talk about it.

Jennifer Roloff: Is that okay?

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Beth Kenny: Yes, that's why we're talking about it right now.

Jennifer Roloff: Okay, then I'll switch to School Board.

Anto Aghapekian: And excuse me, and Susan here is going to be on the Rec and Park?

Beth Kenny: Yes. And then I have Commissioner Hall for the Housing Authority and the Historic Advisory Board. And Commissioner Linton for City Council. And now Commissioner Roloff, you will be doing the School Board.

Jennifer Roloff: Yes.

Beth Kenny: Are there any questions, concerns or comments about your assignments?

Jennifer Roloff: I just had one question. I did go to Parks and Rec last month. There is a meeting tomorrow night. I'm not able to attend, but I thought Laurie, and I went and introduced myself and I'm fine to do that on, I think we can all do that on any commission, but is there a way that you could send out a note to these different councils or commissions, especially the ones that are in the city and say, "Here's our liaisons for the year?"

Beth Kenny: You know what? That's something that I might be able to do.

Jennifer Roloff: Oh, okay, okay.

Beth Kenny: As chair... Coming from me it might be more appropriate, and that's a good idea. So, I will do that.

Jennifer Roloff: Okay. Just for the city of Alameda ones.

Beth Kenny: Yes. Definitely. I can definitely do that.

Jennifer Roloff: Thank you.

Beth Kenny: So, if there is, if we're all okay with this assignment, the assignments now, let's go into our boarding assignment reports. We'll start with you, Commissioner Brillinger.

Arnold Brillinger: Okay, well you guys are going to be very pleased for me to say that the Transportation Commission has not had a meeting since last month. Because we just met a month ago. So I don't have anything to report on that. I do have some other things to report later on. But not regarding transportation.

Beth Kenny: Great, thank you. Commissioner Roloff, did you want to report anything on the Parks and Rec, that you went to?

Jennifer Roloff: It was my first meeting, so I did a lot of listening. I think they're having a lot of challenges on Parks and Rec right now with some of the commissioners and the relationships

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they're having with the commission. So I hope that all works itself out. I know there are a couple spots open on the commission. If we know anyone who might be interested in actually being on that commission, who has an interest in people with disability in Alameda too, I think we could do some networking for that. But as far as the meeting I went to, they were doing some assignments on the city property and the different city gyms and who was allowed to use them. They do annually, the space is allocated, and if I had more time, I'd like to see some of the sports teams and groups that represent and have children with disabilities, if they are getting fair play in there, but being so new, I just went and sit back and listened. Pay attention to them. And as I mentioned, there is a meeting tomorrow night.

Beth Kenny: Great, thank you. Commissioner Deutsch, you mentioned that you had stuff ...

Susan Deutsch: Yes, I do. I went to Salinas, and there's an accessible playground there that was built totally by community funds through fundraising. And it's called Tatum's Garden. It was started by a family who had a daughter with Spina bifida, and her name was Tatum. And this playground was amazing and I've taken a lot of photos and I've taken a few videos, and I was hoping at some point, I don't know what meeting, I could make a PowerPoint and present this to our committee. And I was also thinking of presenting it to Park and Rec. My last communication with them, they were saying how all the playgrounds in Alameda all need to be redone, one at a time, so that's a possibility. But I was also thinking that whole West End project, there's a lot of land out there. An opportunity. I'd have to go out and look around. A friend of mine actually told me to look at a specific spot. I have to check in with him again.

Beth Kenny: Is this Jean Sweeney Park you're talking about?

Susan Deutsch: No. He was just saying there's nothing there now and they're going to be putting in housing. So but, I can't look that far ahead, but I would like to at least present. This playground was accessible to kids in wheelchairs. There were swings for kids with other issues. There was stuff for kids with autism. Just it was totally accessible. It was in Salinas, and so it was kind of a farm theme. But it didn't have to be a farm theme, but it was. It made it kind of cute because the climbing wall had fruits and vegetables to hold on to, so I thought that was cute. Hold on to the watermelon, put your foot on the tomato.

Susan Deutsch: That kind of thing. They do have a lot more land out there, so that does make a difference, but it's just it's something that ever since I've been on this commission, I've wanted to see an accessible playground in Alameda, and I finally saw one that was really good.

Anto Aghapekian: I think that all of us would love to see it.

Beth Kenny: Yes. I think we can get you on the agenda for July, if you're able to present then.

Anto Aghapekian: Oh I'll be able to present in July, yes. Thank you.

Beth Kenny: Thank you. Vice Chair Barrett?

Jenn Barrett: So for the planning committee, I also have not been to one since our last meeting.

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However, I believe they're doing something on the seaplane new ferry terminal this Monday, so hopefully I'll attend that. And then, I just want to make one comment about the event that We Are Alameda at the Faction brewing, they had someone from Alameda Hospital who announced that we just got, as of May 1st, Anthem Insurance in network there, which is huge, so I was excited to hear that.

Beth Kenny: Commissioner Hall?

Lisa Hall: Ongoing issues with the housing authority. Unfortunately, no cause evictions are still happening. And a senior disabled lady was in the family getting evicted, and the woman had a heart attack and died. And you didn't really hear anything about that in the newspaper or anything else, which is just a sad fact of what we're going through. Again, disabled and senior people are our most vulnerable, and it's a crisis in our city. Many of the churches are trying to get together to set up a warming center, which would help the homeless people at night, but also perhaps other people that may end up needing it. It has a great model from the Midway Shelter, same people that run Midway Shelter, and they have a warming center in San Leandro, and hopefully with a lot of support that we've already got in Alameda, it looks like it's going to come together. Hopefully, we're going to end up having a warming center for these people to go at nighttime. Hopefully that will happen.

Beth Kenny: Great, thank you. Commissioner Aghapekian?

Anto Aghapekian: And last thing is, it's been about half a year now, the Mastick Senior Center set up a exercise courtyard, exercise equipment that anybody can use, and it's become very popular, extremely popular, for who have issues moving their bodies. They do exercise, and it's a delight to see. I help out with making the bocce ball court and the golf putting court accessible. They didn't have any handrail over the curb. I worked with them on that and all credit should be given to the Rec and Parks Administration. They're very conscientious assisting. And that's all I have to report. I haven't been to the planning board meetings. I've been following them, but I haven't been personally. The planning board, they start around 7:00, I think, and they keep going on and on and on and on, and for topics that are absolutely of no interest to this commission. And so I try to follow up on the minutes. And I have never been to a rec and park meeting. I know the guy there by the name of Ron Limoges.

Jennifer Roloff: He might be the chair.

Anto Aghapekian: He's a friend of mine, we see each other very often and we do talk. But we're friends, I haven't spoken with him about business, but if there is anything that I can do, let me know. I'm more than happy, more than happy to help.

Jennifer Roloff: And also, as far as the city goes, Mastick rolls into Parks and Rec, so you can talk to him directly about all of the Mastick stuff.

Anto Aghapekian: And I have a met Amy Wooldridge. She's the director. And I have a good meeting. Anytime I can be of help. I'm dying to see that place.

Susan Deutsch: I brought my husband there after I saw it. I just had to visit the playground. He was

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amazed by it also. It's just that I had never seen a playground like that.

Anto Aghapekian: And just it occurred to me that one of the things we could do is maybe do the same presentation adding more, and then get on the Rec and Parks agenda and show them what could be done to make it accessible. That would be a big help.

Beth Kenny: Thank you, Commissioner Aghapekian. So I have not attended a SSHRB meeting. What I do is I get their agendas and see if there's anything that I think is going to be of interest, and then I'll just go to that part of the meeting in the video. It's pretty easy to get through it if you can just go to the right agenda item that you want. But what I did see is Doug Biggs from the Alameda Point Collaborative did an amazing presentation to SSHRB about the potential housing going in down by Crab Cove for seniors and homeless people coming out of hospital. And I would really love to see him give that presentation to us because I think this is something that we could... If we can help in any way, I think this commission would probably be interested in that, especially given our focus, our talking about focusing more on people with mental health disability. I think there's a lot of overlap in who would be receiving some housing in this area.

Laurie Kozisek: I've left him a phone message asking him to contact us about that.

Beth Kenny: Great. So that's my report for SSHRB. A lot going on at council right now, and a lot going on with the school board right now. I haven't actually watched the school board meetings, but they're talking about consolidating the high schools, and I know there's a lot of issues around that, and I would love to find out how it would affect students with disabilities. That's neither here nor there at this point. I just wanted to put that out for you, Commissioner Roloff, for stepping in there.

Jennifer Roloff: Yes, thank you.

Beth Kenny: I'm sure you're aware of the possibility that Encinal High School might be closed.

Jennifer Roloff: Yes. And then it all turns into one. In fact, I think that Encinal PTA is having a meeting on that tonight, and I'm here.

5-C Presentation for April 2018 meeting (which arrived too late to post last month) Link to further study: <https://haasinstitute.berkeley.edu/search/node/disability>

Beth Kenny: 5C is a link to the presentation that we had at the April 11th meeting. Thank you for all who helped put that together because I was having a family emergency and there was some last minute issues. So we didn't get that on the agenda, but we put it on here so that everybody can have it on the agenda for this time. And now we'll go to agenda item six, staff communications.

6. STAFF COMMUNICATIONS

Laurie Kozisek: Thank you, Madam Chairman. The only comments I have are that for the 4th of July parade, we are going to have the Paratransit bus there, and I understand Arnold's going to be in it, and anyone else who wants to be in there and practice their queen wave, you're welcome to

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contact me or Victoria. I think just contact me and I'll make sure that you get all the details so that you can be on there. The other thing is, we did all this work to move the schedule to the odd months of the year, not knowing that the Transportation Commission, which normally has their meeting on the fourth Wednesday of the month, doesn't like to do that in November because it interferes with Thanksgiving. So they moved it to the second Wednesday of the month, before we got it. And when I pointed that out, they said, "You're going to have to move yours." So you need to think about when you want to have it in November. And you can't act on it now because it's not an agenda item. But take a look at your calendars and see if you want to have it on the first or third Wednesday of the month for November, or just skip it, because we will have had enough meetings. So just keep that in mind for. Do you want me to put it on agenda item for next month?

Beth Kenny: Yes. We can vote about that. Thank you very much.

Lisa Hall: I just want to say something as far as Paratransit, I forgot. I guess it was Victoria that gave us the pink application for Paratransit and her business cards. So we had a whole pile that we gave out on Tuesday at the food bank. And I only put one at a time because many of the people come and just take one. But this made the people ask and it was wonderful. I said, "It's open to everyone that is a senior or disabled," and boom, it was like, "Oh, my dad, or my mom, or me," and it was like, "There you go". And I was like, "This is... Here you go." So getting the word out again, a little more for people, so it was good.

7. ANNOUNCEMENTS

Beth Kenny: Okay, that actually brings us to agenda item number seven, announcements. Commissioner Brillinger.

Arnold Brillinger: Okay. Lisa, were those the schedules that you had?

Lisa Hall: No, they were the actual applications. We have the schedules too, but the actual pink application that they have to fill out so they can get on the program.

Arnold Brillinger: Oh, okay.

Lisa Hall: And then her business card too, so if they had a question.

Arnold Brillinger: Okay, because that's very important. We need to get as many people involved in the taxi program.

Lisa Hall: Right.

Arnold Brillinger: And also the MRTIP.

Lisa Hall: Right. We have that on our bulletin at the church. We have them up there, free, free.

Arnold Brillinger: Yes, because they're very good services. I've had a couple of people that I know that have used them just recently and they had nothing but good to say, compared to getting home

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on East Bay Transit. So that's good. And of course, the shuttle is open to everybody, including Arthur, because he rode it.

Arnold Brillinger: And I just had a couple more things on announcements. The 4th of July parade, that was part of what I was going to announce and let Laurie know, so that she can tell Victoria and make sure that we're not, don't have way too many people and they're hanging out the windows because the windows don't open.

Arnold Brillinger: Okay. And the other thing that I want to talk about a little bit was SRAC, that's Service Review Advisory Committee for East Bay Paratransit, and at their last meeting, they had a couple of presentations; one was a video done in-house, trying to let their staff know the ones that is scheduled, know all the kinds of things that happen in the life of a driver. So they presented that. And also they had new buses that they're going to be encouraging the providers to buy that have the lift door in the middle of a bus right behind the front door. And those are very good because right now they've got the lift doors in the back, and the only place for wheelchairs is right in the back, and it is murderous on your hiney and your back and other parts of your body. So they're looking into some of these new buses and they'll be better. And also at the meeting, it was presented that their service is getting a bit better. They were having so many problems because they couldn't keep drivers. The economy is too good. And so as soon as somebody had some experience, they'd go off to AC Transit for twice the money.

Arnold Brillinger: But they've got better incentives now to keep drivers. And I also went to the Momentum Expo at the Ed Roberts Campus, and they had a variety of speakers and presentations there. And also the reason I was right here at, like it's 6:32, was because I went to the forum in Berkeley, and it had our friend, Karen Nakamura and Silvia Yee, who is a lawyer in disability rights, and they conducted this forum and it's very interesting. And again, it's just like with Alex, we need to keep these things in mind, because we normally don't think of disability and this, or disability and that. And I think Karen tried to show us that last month, how all those things intersect. So, that's very much it.

Beth Kenny: Thank you, Commissioner Brillinger. Roloff, do you have any?

Jennifer Roloff: I was just going to say, I was looking it up on my phone, May 19th, the Alameda Point Collaborative is having their annual Farm-To-Table Fundraiser. It's an amazing luncheon, and all of the food is sourced from the farm where the residents of Alameda Point Collaborative live, and they have a presentation from some of the folks from Alameda Point Collaborative and all the funds go to their programs. It's not cheap, I think it's like \$95 to attend. I don't know if anyone can go and we have budget. You're on SSHRB, so if you want to go, I know you're so busy, but if we could send someone and be reimbursed, I think I'm out of town, but I encourage you to go.

Susan Deutsch: What's the date again?

Jennifer Roloff: May 19th. It's an amazing fundraiser. The food is all locally sourced; I don't think the protein is, but everything else is from their garden or from Alameda, and it really feels good to be there. So spread the word. If you can make it, that would be great. I'm still trying, myself.

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Beth Kenny: Thank you. Commissioner Deutsch, do you have any announcements you'd like to make?

Susan Deutsch: No.

Beth Kenny: Vice Chair Barrett?

Jenn Barrett: No.

Beth Kenny: Commissioner Hall? Commissioner Aghapekian? I have a few. First, I think it's also on the 19th, a sub-section of the Alameda PTA for students with disabilities usually has a resource fair, but this year instead, they've opted to have a picnic and they wanted to let you all know that you're invited. I'll be sending out something via Laurie, but I wanted to keep that on your radar. And all community members are invited. So if you're able to, please attend.

Beth Kenny: And then I wanted to mention quickly that there were two things sent out about a job fair in San Francisco Public Library, and then also the Exploratorium is going to be hosting a job fair for people with disabilities to get jobs in that, not only with the Exploratorium but with a few other museums in San Francisco. So please, if you know anyone, send them out that information that has been sent out to you. And if anyone needs that information, they can contact Laurie or myself and we can resend that to you.

Beth Kenny: I attended the Marina Shores, they had an open house this past weekend, and that is the development that's going to be going along the estuary over along Clement Street there. And it was very interesting. It was on a barge, where they're going to have four of these barges to make them like a community center where there will be makerspace and recreation. I got the card of a woman who is going to be working on the recreation stuff because I wanted to talk further. Commissioner Deutsch, I know you're connected with BORP [Bay Area Outreach and Recreation Program]? I always get that name wrong.

Susan Deutsch: Well, I've contacted them many times, but we've never been able to get them here.

Beth Kenny: Yes. They're very into the idea of having accessible ways for people to get on the water, which would be great if we can help connect those two organizations. I think those are my announcements. Commissioner Brillinger?

Arnold Brillinger: Yes, I'm sorry. The leg of the microphone was covering up this one item I had here, and that's our special events committee, the sub-committee, that was Lisa, Jenny, Tony, and myself, I think that we ought to have a meeting and see if there are any special events that we want to be a part of.

Lisa Hall: Well, the 4th of July picnic, I think that's our big hot topic coming up, right?

Arnold Brillinger: That's right.

Beth Kenny: I think it would be great for you guys to meet. And now that Commissioner Lewis is

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no longer with the commission, if anyone else is interested in joining that subcommittee, there is space available for one more person. So I think that is all the announcements that I have. Anyone else like to make an announcement? Otherwise, I'm going to move that we adjourn. All in favor?

Jennifer Roloff: I'll second that.

8. ADJOURNMENT

Beth Kenny: Great. We're adjourned. Thanks for a great meeting, guys.