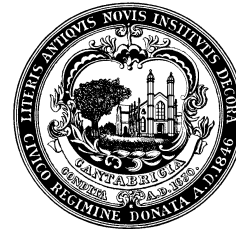


City of Cambridge

Commission for Persons with Disabilities

51 Inman Street · Cambridge, MA · 02139-1732

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Keisha Greaves
Chair

Danielle Jones-McLaughlin
Secretary

Loring Brinckerhoff
Avril dePagter
Rayna Jhaveri
Melissa Miguel
Deepti Nijhawan
Emma Pan
Zach Solomons
Daniel Stubbs

Rachel Tanenhaus
*Executive Director/
ADA Coordinator*

Kate Thurman
*Deputy Director/
Assistant ADA Coordinator*

The Cambridge Commission for Persons with Disabilities is holding its monthly meeting online via Zoom on January 9, 2025 from 5:30 – 7:00 PM

PLEASE MAKE EVERY EFFORT TO JOIN BY 5:30 PM

AGENDA

Please keep your microphone muted when you are not speaking

- | | | |
|--|---------|---|
| 1. Introductions | 1 min. | |
| 2. Announcements | 2 min. | CCPD staff / Board |
| 3. Approval of November & December Minutes | 2 min. | CCPD Board |
| | | <i>See page 4 of this agenda packet</i> |
| 4. Chair's Report | 45 min. | Keisha Greaves |
| | | <i>Updates on work with MIT Job Connector
CCPD Retreat Planning</i> |
| 5. Public Works Update | 10 min. | Melissa Miguel |
| 6. Staff Report | 10 min. | Rachel Tanenhaus & Kate Thurman |
| 7. Public Input | 3 min. | general public |
| | | <i>See pages 2&3 of this agenda packet for instructions on providing public comment</i> |

CART/closed captioning will be provided for this meeting

Captions can be turned on within the Zoom platform or streamed in a separate URL at <https://bit.ly/CCPDcaptioning>

(captions will not appear until the meeting has started)

The City of Cambridge Commission for Persons with Disabilities, does not discriminate, including on the basis of disability. The Commission for Persons with Disabilities will provide auxiliary aids and services, written materials in alternative formats, and reasonable modifications in policies and procedures to persons with disabilities upon request.

**The next CCPD meeting will be held on
Thursday, February 13, 2025 from 5:30-7:00 PM**

Members of the public: See instructions on pages 2 & 3 on how to watch the CCPD meeting and provide public comment via Zoom

Instructions for Joining the January 9, 2025 CCPD Meeting as a Member of the Public

Join Online:

Registration is required to view the meeting or to participate in public comment. Register online at https://cambridgema.zoom.us/webinar/register/WN_7Cl_wj_BSr-v1DiTOmMOvA

After registering, you will receive a confirmation email containing information about joining the webinar. For more information regarding Zoom technology visit:

<https://www.cambridgema.gov/Departments/citycouncil/zoomonlinemeetinginstructions>

Join by Phone:

If you do not have access to the internet, you may also call into the meeting using a phone by dialing any of the following numbers and entering the Webinar ID (registration is not required). For higher quality, dial a number based on your current location:

+1 309 205 3325
+1 312 626 6799
+1 646 931 3860
+1 929 436 2866
+1 301 715 8592
+1 669 900 6833

+1 719 359 4580
+1 253 215 8782
+1 346 248 7799
+1 386 347 5053
+1 564 217 2000
+1 669 444 9171

When prompted, enter the webinar ID: **841 0297 5714**

NOTE: your microphone will be automatically muted until you are called on to speak during the public comment period of the meeting. See instructions on the following page for how to “raise your hand” to indicate that you would like to speak during the public comment period on the agenda.

Instructions for Providing Public Comment During CCPD Meetings via Zoom

Anyone wishing to address the Cambridge Commission for Persons with Disabilities (CCPD) during the Public Comment section of the agenda may indicate that by "raising their hand" virtually within the Zoom platform. The host (CCPD staff) will call on members of the public to speak in the order in which their hands were raised. Please note that while you may raise your hand at any point during the meeting, you will not be called on to speak until the Public Comment period of the meeting.

To raise your hand:

- On a Mac or PC:
 - Click "raise hand" in the webinar control panel
 - Alternatively, you may use the keyboard shortcut to raise and lower your hand:
 - Windows: press "Alt+Y"
 - Mac: press "Option+Y"
 - When you are called on by the host to speak, you will be prompted to unmute your microphone (you must unmute yourself, as the host does not have the ability to unmute individuals).
 - After you have spoken or once your 3 minutes are up, your microphone will be muted by the host

- If you are calling in by phone:
 - Press *9 to raise and lower your hand
 - When you are called on to speak during the public comment period, you will need to press *6 to unmute yourself (press it again to mute yourself)
 - Note: your phone number will be visible to only the host of the meeting (CCPD staff). Because your name will not be displayed, we will call on you when it's your turn to comment by using the last four (4) numbers of your phone number to identify you. For example, "The person calling in from the number ending in ####, you may now provide public comment."
 - After you have spoken or once your 3 minutes are up, your microphone will be muted by the host

Once they have the floor, members of the public are asked to identify themselves, and each speaker is limited to not more than three (3) minutes. Although the public comments should, whenever possible, address one or more items on the agenda for that particular meeting, if time permits, the Chair may allow a speaker to comment on matters that may not directly address an item on the agenda, but do concern the Commission.

Thank you for your patience as we work together to make virtual meetings accessible for everyone!

Draft

Cambridge Commission for Persons with Disabilities (CCPD)

Minutes for Thursday, November 14, 2024 CCPD Meeting

Online via Zoom

Meeting was called to order at 5:37 PM

Present:

Members: Loring Brinckerhoff, Avril dePagter, Keisha Greaves (Chair), Rayna Jhaveri, Melissa Miguel, Danielle Jones-McLaughlin (Secretary), Emma Pan, and Dan Stubbs

Absent: Deepti Nijhawan, Zach Solomons

Staff: Kate Thurman, Rachel Tanenhaus

Guest speaker: Deputy Superintendent John Boyle, Cambridge Police Department

Minutes:

A motion to approve the September minutes was seconded and then passed unanimously by all present.

Open Forum for Member Input:

Keisha opened the floor to members who would like to share ideas, input etc.

Topics included:

- Possible guest speakers
 - Members of the Cambridge disability community to bring things to our attention on topics such as pedestrian safety, bike lanes, etc.
 - City employees with disabilities who can speak about their experiences navigating employment with the City
- Hosting a “town hall” event for the Cambridge disability community
- Need for better community engagement
- Releasing an anonymized survey for the disability community to submit if they wish
- Attending meetings of other Commissions on Disability to see how they work
- Digital accessibility

Chair’s Report:

Keisha opened the floor for members and staff to discuss the planning of a member retreat for the spring, likely in April:

- CCPD has the option of working with Ora Grodsky again, who facilitated the previous member retreat and is on contract with the City already
- Rayna, Avril, Danielle, and Keisha joined the small working group to plan the retreat
- Dan said his office space in Boston will likely be available if the retreat is on a Saturday
- CCPD staff arranged for transportation, lunch, and the private facilitator at the last retreat

Experience as a Participatory Budgeting (PB) Delegate:

Danielle Jones-McLaughlin spoke about her experiences being a PB delegate for the past few years, stating that it has been a great opportunity to connect with people in the city and get an understanding of the interconnectivity of the different City departments.

She reported having constructive conversations with City staff about why a project idea cannot be facilitated or how a proposal can go from an idea to an actual project. She has enjoyed the PB “speed consulting” events during which the delegates can visit with staff from different City departments.

Danielle said being a PB delegate is a great opportunity to connect with people in the city and to understand how different City departments connect. She has also enjoyed learning about the ideas that residents have for making the city better. She mentioned picking Kate’s brain on how accessibility operates in the city, some of the challenges, and figuring out how to fix some of the issues.

Kate added that PB speed consulting is her favorite event of the year as a staff member. She enjoys hearing directly from community members and working collaboratively with both delegates and staff from across the city on creative problem solving. She said that some PB proposals may appear at first to be impractical to implement, whether financially, logistically or otherwise. However, talking them through with delegates can lead to tweaks or alternative ideas for addressing the same underlying issues.

Danielle mentioned that in addition to the two speed consulting events, PB delegates have weekly meetings to go over the submitted proposals. After significant research, delegates decide on and write the final description of proposals that appear on the PB ballot.

Police Department Update:

Deputy Superintendent John Boyle spoke about the temporary bike lanes with flex poles that are bolted into the street. He said that there has been a lot of roadway redesign in recent years. When traffic patterns change, the Police Department (PD) sends out motorcycle officers to the area. For the first two weeks of PD enforcement of new traffic patterns, the officers pull over drivers who commit traffic violations to educate them on the change rather than ticketing them right away. After those first few weeks, police officers will start issuing traffic violations to drivers.

Deputy Superintendent Boyle said that the PD does a lot of bicycle enforcement, especially during the morning commute in high accident locations. However, the way traffic citations are worded, bicycle violations often fall under red light violations, even if that’s not what the cyclists were pulled over for committing. Citations are set by the Commonwealth, and there isn’t any way to denote when citations are issued to a cyclist vs. a motorist, which makes data collection very challenging.

He added that electric scooters are supposed to use the bike lanes and not the sidewalks. Additionally, bicycles are not allowed on sidewalks in business districts.

Lastly, Deputy Superintendent Boyle said that the MBTA Red Line will be shut down between Harvard and Broadway stations from Sunday, November 17—Sunday, November 24 and that there will be a lot of vehicular and pedestrian traffic in Cambridge for the Harvard/Yale football game on November 24th.

Public Works Update:

See attached “DPW Update – November 2024” for details of Melissa Miguel’s Public Works update.

Staff Report:

Kate Thurman & Rachel Tanenhaus reported:

- CCPD staff and their colleagues in the Office of Equity & Inclusion held a well-received event for City employees for National Disability Employment Awareness Month (NDEAM). The event was comprised of guest speakers from Advocates, Inc. who spoke about their initiatives around disability inclusion in their workplace, followed by an Employee Voices panel of City employees with disabilities sharing their experiences working for Cambridge.
- CCPD's new Administrative Assistant position is still posted, so applications haven't been processed yet, but staff hope to start the interview process over the next several weeks.
- Rachel presented at a monthly meeting of the Cambridge Human Right Commission (CHRC), speaking about CCPD's work as a board and as an office. She said would love to have CHRC members come to a CCPD meeting sometime. Rachel noted that CCPD staff works closely with CHRC staff because CHRC takes complaints of disability discrimination in Cambridge. Disability discrimination is covered by the City's Human Rights Ordinance.

Public Comment:

Dorian Freeman said she works at Harvard and is involved with digital accessibility there. She mentioned learning about CCPD last year and had been hoping to apply to be a Board member but had too much going on at the time applications were open. She asked if CCPD has a focus on digital accessibility, noting that Harvard has a very strong digital accessibility team and that she would be happy to share more about Harvard's work on digital accessibility.

Rachel said that CCPD staff are working with other City departments on digital accessibility, and Kate added that they would love to connect with Dorian and Harvard to discuss their digital accessibility policy, as the City is working on creating such a policy.

Keisha suggested making digital accessibility a topic for a future meeting.

Meeting adjourned at 6:54 PM

Respectfully submitted,
Kate Thurman

DPW UPDATE – NOVEMBER 2024

➤ On-going construction:

- **Port Infrastructure Project- Harvard St.:**
 - No winter month construction
 - Will resume next year

- **River Street:**
 - Fairmont Ave and Fairmont Street being final paved next week. This completes both. Fairmont Street will now be accessible “end to end”. Fairmont Ave is a Shared Street. Some features still be installed next spring. But operating safely as a Shared Street now.
 - Carl Barron Plaza will see pedestrian detours ongoing for the next month. Contractor to pay special attention to accessibility features – we will monitor closely.

- **Willard Street-**
 - Complete minus a few street tree plantings that remain
 - New signal went into operation today at Mt Auburn and Sparks Street. This will make it much easier and safer to cross to the DCR parkland and the river paths.

- **Binney Street Park-**
 - Opening Ceremony
 - Fri Nov 22nd
 - 10am – 11:30am

- **Harvard Sq. Plaza – Dunster St detour to end on Tues 11/19 , mid-morning**
 - Mobilize to Phase I
 - See attached phasing and detour plans
 - Phase I duration - ~ 11 weeks
 - Estimate Contract Completion Date – November 2026

- **Chapter 90, Contract 24 –**
 - Huron Avenue – Complete
 - Park Avenue - Complete
 - Chestnut Street
 - brick sidewalk install continues through winter as weather allows
 - top course paving complete – Pearl to Pleasant
 - Elm St
 - top course paving complete
 - Webster Ave
 - top course paving complete

- **Chapter 90, Contract 25-** Contract has been awarded to Newport Construction
 - Utility work began this week on **Maple Ave**
 - Work will continue through winter as weather allows

Contract Streets

- Green St- Pearl to Landsdowne
- Maple Avenue- Broadway to Cambridge
- Centre St – Dana to Hancock
- Montgomery St – Harvey to Rindge
- Sciarappa St- Charles to Winter

➤ **Upcoming projects:**

- **Port Infrastructure Project:** Clement Morgan Park and Streets in Phase I contract will be bid this winter.
- **Mass Ave4 improvements:**
 - Median removal, which is the first step in the process, bid package was opened last week for the Roseland-Waterhouse segment. This work will begin in 2025.
- **Chapter 90, Contract 26-** First round of community meetings have been completed. Second round will start up mid-March 2025 and continue through May. Expected bid date: Summer 2025

Contract Streets

- Chetwyn Road – Newell St to End
- Gray Street – Martin to Linnaean
- Haskell – Rindge to Mass Ave
- Norfolk – Broadway to Somerville City Line
- Shepard – Garden to Mass Ave
- Avon Hill Street – Linnaean St to Upland Rd
- Hillside Ave – Avon Hill St to Washington Ave

➤ **Red Line Diversion**

- Red Line service will be suspended between Harvard and Broadway beginning at approximately 8:30 PM through the end of service on November 17.
- Red Line service will continue to be suspended between Harvard and Broadway all day and everyday November 18 – 23.
- MBTA will be providing free, accessible shuttles
- For more information please visit:

- [MBTA Reminds Riders of Upcoming Red Line Service Suspension, Announces Update to November 17 and November 24 Red Line Service Changes | News | MBTA](#)

Draft

Cambridge Commission for Persons with Disabilities (CCPD)

Minutes for Thursday, December 12, 2024 CCPD Meeting

Online via Zoom

Meeting was called to order at 5:34 PM

Present:

Members: Loring Brinckerhoff, Avril dePagter, Danielle Jones-McLaughlin (Secretary), Emma Pan, Zach Solomons, Dan Stubbs

Absent: Deepti Nijhawan, Keisha Greaves (Chair), Rayna Jhaveri, Melissa Miguel

Staff: Rachel Tanenhaus, John Boyle

Guest speakers: John Nardone and Brian McLane, Department of Public Works (DPW)

Announcements:

- Rachel announced the Cambridge Program's annual play. The Cambridge Program for Individuals with Special Needs will perform the original play "If These Walls Could Talk: A Look into the Everyday Lives of Individuals with Intellectual Disabilities".
 - Performance dates are:
 - Saturday, December 21, Russell Youth Center, 680 Huron Aves, 7 p.m.
 - Sunday, December 22, Russell Youth Center, 680 Huron Ave., 4:30 p.m.
 - Tickets are \$15 (cash or check) and available at the door.
 - All of the play's performers are participants in The Cambridge Program, which serves residents with intellectual disabilities who are age 11 and older. Every year, the plays are designed to allow people of all ability levels to participate and flourish.

Snow Removal:

John Nardone and Brian McLane of the Department of Public Works (DPW) presented on snow removal in Cambridge. See the attached presentation for more information.

- Data and predictions:
 - Last year's snow totals were even more underwhelming than the year before: In 2023-24, Cambridge received 10.2" of snow and had 9 salting events and 2 plow events. The City used 2691 tons of salt. Most snow events turned to rain.
 - On average, Cambridge gets 46.9" of snow/year and uses 6006 tons of salt.
 - Previous historical data on salt are based on purchases rather than use. But we have a lot of leftover salt right now.
 - Salt trucks are calibrated every year 150-400 pounds of salt per lane mile.
 - The City applies the least amount of salt necessary to get the streets clear.
 - The precipitation outlook for winter 2024-25 shows temperatures above normal across New England, and the number of snowplow events below normal for most of Southern and Central New England, but above normal for Northern New England. There is potential for "inside runners", where a storm's center of low pressure will be in Central MA or the MA/NY border but warmer near us, so that would mean more rain here.

- Different departments coordinate during snowstorms:
 - Coordinating operations (City Manager, Police)
 - Keeping roads open (Police, Fire)
 - School closures and clearing the school parking lots (Cambridge Public Schools)
 - Clearing Danehy Park and snow exemption properties and parking spaces (Human Services)
 - Parking bans (Traffic, Parking, and Transportation)
 - Trucks and water emergencies (Water)
 - Electrical issues (DPW)
 - Structural issues (Inspectional Services)
 - Emergency communications, closing streets off (E911)
- Parking bans:
 - The City uses Code Red to alert people to parking bans. The Snow Center is operational during winter months. Notices are also posted on City web site and social media. It's much easier to get notices out with social media than back when the City had to make news deadlines, and compliance is much better now.
 - DPW supervises and coordinates plowing. When a parking ban is lifted, DPW and Traffic, Parking, and Transportation will inspect the streets to see if more clearing needs to be done, usually at night.
 - During a parking ban, people can park in designated locations (see slides), which often have specific hours.
 - The City hasn't had a parking ban in 3 years.
- Snow clearing:
 - In total, the City clears 30+ miles of streets, sidewalks and curb ramps, plus about 100 bus stops. The bus stops and ramps weren't always cleared, but they are now because the CCPD Board lobbied to make it happen, including changing plowing contracts.
 - Normal snow event: 150 pieces of equipment on the road. Hauling event: same amount, different equipment.
 - City properties and schools are cleared very quickly. The City also clears parks and the Mount Auburn Cemetery.
 - During an active snow event, the priority is to keep roads open for public safety (fire, ambulance, etc.).
 - Schools need to be as clear as possible when they open – for students and teachers.
 - Cambridge doesn't close schools easily during snow.
 - Protected and raised bike lanes can be hard to plow, but the City has figured out timing and coordination, including making sure snow doesn't get plowed right back where it was. Clearing ice from bike lanes is important too.
 - The equipment used to clear bike lanes can also be used on pedestrian areas.
 - The City uses two snow-hauling locations: Danehy Park and a backup space from Harvard in Allston-Brighton by the Doubletree. There are fewer options for hauling snow now because people don't want to leave property empty.
 - The City tickets and fines property owners who do not clear their sidewalks. In 2003-24, the City received 403 complaints and issued 188 citations. Sometimes the City can talk to the offending property owners and remind them to clear their lots, but there are some habitual repeat offenders.
 - Challenges include:
 - Picking up trash
 - Maintaining easy access to manholes
 - Plowing dead end streets and tight one-way streets
 - Clearing disability parking spaces
 - Dealing with space savers

- If space savers aren't picked up after a couple of days, they will be collected with the trash. The City saves them for thirty days. DPW picks them up with a separate vehicle. No one ever comes by to reclaim them.
- Anti-icing and de-icing:
 - The City began using brine in 2019 or 2020. The brine is a 23.3% salt solution in water.
 - Salt is used on main streets and brine is used on side streets for pre-treating.
 - Brine can also be put in saddle tanks on salters. Spraying the salt with brine keeps down the bounce and scatter and keeps the salt in the road where it belongs by making it heavier and stickier.
 - The brine also contains a highly concentrated sugar that makes it sticky and heavy and helps it bond to the road and activate the salt faster.
 - The brine tanks are in Danehy Park.
 - Anti-icing means not allowing the snow pack to build up; de-icing is removing the snow pack from the street.
 - The "shake and bake" method puts a salter in front of a brine machine, so the brine can activate the salt. This method removes hard pack snow very quickly.
- Report problems (slippery walkways, bike lanes needing clearing, sidewalks next to City properties that need clearing, etc.) through See Click Fix.
- The Snow Center can be found at: www.cambridgema.gov/snow.
- Questions:
 - Does the City use dog-safe salt?
 - The City has tried different products, mostly bag products, but dog-safe salt is not sold in bulk. People don't have snowblowers and hand shovels any more, so now the City has to use specialty equipment. The interiors of parks don't get salted; the perimeters do, so dog owners trying to avoid salt can walk their dogs away from the edges of parks.
 - Has the City saved any money saved from the lack of snow?
 - The City's snow budget is \$400,000 per year. A full season's worth of salt will use up that budget. Contracting a crew for a big snowstorm will do the same. Cities tend to budget low hoping for years without much snow, but no one sticks to that budget and every city asks for a supplemental budget at the end of the year.
 - Who takes care of snow removal in private ways or developments?
 - If the developer has their own roadways, they take care of it themselves. The City doesn't do a lot of maintenance on private roads. If the City can get a plow into a private way, they will clear and salt it. Emergency services need to be able to get down every street. The City can't clear every private way.
 - Newly developed properties may not be City property yet (e.g., Cambridge Crossing/Northpoint). As those properties get developed more, the City will take them over more. These situations are handled on a case by case basis. During construction, the contractor is responsible for clearing the construction site, including on City sites.
 - Why doesn't the City clear all the sidewalks?
 - The City doesn't have the resources. Cambridge is an historic city with really narrow sidewalks that need hand shovels or snowblowers. The City uses mechanical means and requires a minimum width of 7' for bike lanes because that's the smallest piece of equipment that can be used there. For a 10" storm, it would cost millions of dollars to clear all the sidewalks. The City also doesn't have enough contractors and competes with other cities for them. Cambridge started off with thirty contractors ten years ago and now has between ten and twelve. One of the City's biggest contractors started with two trucks and now has 35, but that's a rarity in the industry.

Chair's Report:

Keisha was not present, but as Secretary, Danielle brought up Keisha's idea to create a Google Drive for CCPD-related social media content. Keisha, Danielle, and CCPD staff would have access to the Drive and Board members could submit content to be used once the new Administrative Assistant has been on-boarded and the office has developed a social media strategy. Further discussion can occur when Keisha is present.

Working Group Reports:

- The employment working group held a second meeting with the MIT Job Connector, and it went well. Rachel and Kate answered questions about City resources and programs from the Director, Sarah Rees. The group will meet again with the Job Connector in February.
- Has Retreat Planning working group met yet? No. Rachel will e-mail folks.

Public Works Update:

None.

Staff Report:

Rachel Tanenhaus reported

- CCPD staff are working to hire a new part-time administrative assistant. They have received many applications and are very excited to conduct interviews.
- The Cambridge Public Health Department (CPHD) reached out to Rachel and they met to discuss issues of oral health and people with disabilities. CPHD is interested in talking to the Board about these issues, possibly in February.
- Every five years, CPHD develops the Cambridge Community Health Improvement Plan (CHIP) to address the public health needs and priorities of City residents. Rachel has been participating in the Community Advisory group helping to develop the CHIP for the next five-year period.

Public Comment:

None.

Meeting adjourned at 6:46 PM.

Respectfully submitted,
Rachel Tanenhaus