

## **Sudbury Commission of Disability (COD) Meeting Minutes**

October 6, 2022 - Virtual Meeting

### **Members Present:**

Kathleen Bell (Chair), Karyn Jones, Cameron LaHaise, Liesje Quinto

**Kay Bell called the meeting to order at 7:43pm and reviewed the protocols under which remote meetings are conducted and took a roll call.**

### **1. Review of past Meeting Minutes**

- Meeting Minutes from April 7, 2022 were reviewed and edited and approved by the committee. Karyn Jones moved and Liesje Quinto seconded. Unanimous vote to approve.
- Meeting Minutes from June 20, 2022 were reviewed and edited and approved by the committee. Liesje Quinto moved and Cameron LaHaise seconded. Unanimous vote to approve.
- Meeting Minutes from September 8, 2022 were reviewed and edited and approved by the committee. Liesje Quinto moved, Karyn Jones second. Unanimous vote to approve.
- Meeting Minutes from September 28, 2022 were reviewed and edited and approved by the committee. Karyn Jones moved, Cameron LaHaise seconded. Unanimous vote to approve.

### **2. COD Goals**

- Kay Bell gives a history of the goals and the mission of the COD.
- Group edited the "Broad Goals" document. Group discussed the terms on the Broad Goals document and the role of the COD.
- Karyn asked to share a presentation on celebrating Sudbury's 30th Anniversary/submitting a grant to the Sudbury Foundation. Group was collectively in agreement to have the mtg run longer than estimated.

- Presentation from Karyn on submitting a grant from the COD to the Sudbury Foundation to 1.) purchase items for the Library of Things and 2.) enhance already existing inclusive programs.
  - Ultimately, the committee agreed that Karyn could information gather for the specific grant project;
  - The committee did not vote to move forward in writing the grant to the Sudbury Foundation for this project as many members expressed questions about the presentation and grant. The committee had questions on the grant/project itself, and also how the grant fits into the COD goals overall.
- Cameron offered to organize how the committee should talk about and organize the goals and present at a future meeting

### **3. Fundraising for the COD**

- Karyn shared that Dennis will update on the protocol for the COD to be fundraising
- Kay requested that the Chair speak for the commission (in this instance, to communicate with Dennis)

### **4. October - Disability Awareness Month**

- Kay asked the COD if the committee would want to speak to other municipalities and committees about disability etiquette.
- Kay offered to send emails to relevant committees and ask if we can join their calls and give public comment on disability awareness month.
- The committee reviewed and edited the shared speaking points document.
- Kay will follow up with what committees are available and committee members can sign up to attend the meetings and read the agreed upon speaking points.

## **5. Together We Play Event and Unlearning Ableism Event Updates**

- Karyn gave updates on the event logistics and marketing efforts
- Sudbury Co-Op paid for the signs and will submit receipt and be refunded
- Library will give a list to Karyn for marketing materials for COD to refund.
- Kay and Karyn discussed the process for expenditures. Kay shared that the Chair is to sign appropriate paperwork and the commission all look at the paperwork, when the time comes.

## **6. KP Law Memorandum**

- Legal statement shared with the full committee.
- Kay and Karen to meet with the interim - town manager and bring back information from that meeting to the full committee.

## **7. Web Access Form**

- The Web Access Form: to request access to the new COD website
- Kay to ask how we are able to post other messages (ex. Posts about upcoming events, relevant articles)

## **8. Scheduling**

- Cameron asked if we can schedule upcoming COD meetings over email without being in violation of OML. Kay confirmed, COD can schedule upcoming meetings over email. The committee agreed to do so for future meetings.

**Motion to adjourn** by Liesje Jones, seconded by Cameron LaHaise.  
Unanimously approved by roll call at 10:20pm.



## **Sudbury Commission on Disability Meeting Minutes**

**Thursday, November 10, 2022**

### **Open Meeting**

Kay Bell, Chair, read remote meeting protocols and called the virtual meeting to order with roll call at 7:32 PM

### **Members Present**

1. Pat Brown
2. Cameron LaHaise
3. Kay Bell (Chair)

### **Absent**

Liesje Quinto

1. No public comment was offered.
2. Cam LaHaise was made Zoom co-host.
3. Kay will produce minutes for the meeting.

### **Minutes**

No minutes were available for consideration.

Kay reported that the monthly check-in meeting with the Interim Town Manager had scheduling problems so did not occur. Next meeting is scheduled for Nov. 16 to follow up on the question of a Commission on Disability (COD) fundraising, formation of a Transition Plan Advisory group and posting obligations, and open seat available.

Kay reported that we have four sets of pending subcommittee minutes.

### **Reports**

The Diversity Equity and Inclusion Commission advisory member seat to which Karyn Jones was appointed is now vacant, as Karyn recently submitted her resignation from the COD.

Kay reported that the Transportation Committee has been successful in receiving a large regional grant, close to \$250,000 [info update: \$222,336], for continuing the subsidized GoSudbury Taxi program and to share those resources work with three other towns to develop a regional approach to the program. Sudbury has also been granted Technical Assistance from the Minuteman Advisory Group on Interlocal Coordination, our Metropolitan Planning Organization, for analysis of possible fixed route development. Long-time volunteer, Alice Sapienza, has been instrumental in securing these resources.

Kay represented the COD at the Sudbury for Racial and Social Justice Committee Equity Summit was well attended by about thirty community groups. It seems to be a launch of a broad networking effort and will create a clearinghouse of information about resources and events related to racial and social justice issues.

Kay reported that the Sudbury Foundation's Doing Good Fair was also well-attended. The COD table sported a plethora of leaflets and other print material she had collected about resources and programs for people with disabilities, and many people stopped to chat.

### **Discussion / Potential Action Items**

1. **Membership:** With the withdrawal of Karyn Jones from the COD we have five open seats. In the past recruitment was ongoing via a notice on the COD town web page and informal networking of members. Kay will consult with Interim Town Manager Bilodeau regarding recruitment of applicants at the November check-in.
2. **Sudbury Youth Soccer Association (SYSA), The Outreach Program for Soccer (TOPSoccer):** Karyn Jones, TOPSoccer leader, and Steve O'Keefe, Executive Director of SYSA and operator of an adaptive ski program, presented details of the pilot TOPSoccer program that ran with the support from SYSA for six weeks in the fall. They elaborated on the distinction between inclusive and adaptive sports and the many benefits of the adaptive approach for athletes with certain disabilities that are not possible in inclusive programs for those athletes. They explained that there is an older high school buddy athlete/coach for each participant and the preparation and supervision the buddies receive. They told of the ripple effect benefits to the families of the athletes as parents can enjoy watching their child play like other families do, and they and the siblings of the athletes can commune together in a stigma free environment with a lot of common understanding. Karyn requested that the COD consider writing a letter of support to be included in an application to the Sudbury Foundation for one-time funds to procure start up equipment and other resources to make the program ongoing and expanding. They are seeking \$11,500.

**Motion:** Cam made a motion for the COD write a letter of support for the grant application by TOPSoccer to the Sudbury Foundation . Pat seconded the motion.

1. Pat Brown: Aye
2. Cam LaHaise: Aye
3. Kay Bell: Yes.

**Vote:** 3-0. Motion carried unanimously.

Karyn suggested that if the COD could approve a letter at the December meeting it would work for their deadline. Cam volunteered to draft a letter for working on and approving.

3. **Understanding Our Differences collaboration:** An invoice for yard signs to promote the Together We Play event came in for \$200. We voted a budget of up to \$1700 and that is the only invoice received so far, so that I signed and passed on for payment. We also received an invoice for American Sign Language interpreting for the Unlearning Ableism virtual presentation in the amount of \$202.50. We voted a budget of up to \$500 for ASL services, so that I also signed and passed on for payment.
4. **Disability Etiquette and Pin Project:** Kay reported that all seventeen committees were appreciative of the short message about how to interact with people with three different disabilities. About 40 International Disability Awareness Flag pins were delivered to various committee members. There are 200 plus a few more pins remaining for future sharing.
5. **Goals:** As a process, Cam suggests that between now and the December meeting members read the MA Office on Disability (MOD) section on COD goals and the accrued list of things members have expressed interest in pursuing. Pat pointed out that the large number of possibilities will require prioritization. Kay agreed and suggested including the general annual calendar. At the December 1 meeting Cam will facilitate discussion of goals.

### **Close Meeting**

1. Review action items:
  - Kay send three items to member for goals discussion
  - Kay seek pending subcommittee minutes
  - Kay will request the Municipal ADA Improvement Grant draft to add to minutes.
  - Kay will send Pat a compilation of all agenda items to date for 2022 and last year's annual report as material for putting together a draft annual report for consideration
  - Kay will seek financial information for the annual report

**Adjournment**

**Motion:** Pat made a motion to adjourn. Cam seconded the motion.

1. Pat Brown: Aye.
2. Cam LaHaise: Aye.
3. Kay Bell: Aye.

**Vote:** 3-0. Motion carried.

The meeting was adjourned at 9:06 PM.

Minutes respectfully submitted by Kay Bell.



**Town Manager Monthly Check-in, 9:00 AM Wed, Nov 16, 2022 – topics**

1. KP Law memo from January 2021
2. Policy or legalities for COD fundraising or receiving gifts
3. Membership
4. Other topics of priority as Town Manager may add

Present: Interim Town Manager Maryanne Bilodeau, Finance Director Dennis Keohane,  
Chair Kay Bell

1. Kay stated that the KP Law memo of January 2021 seems quite proper in that it indicates that input from the public, including the COD, is required in the Transition Plan process. Kay mentioned that public posting of progress on the Transition Plan is also a requirement as indicated in DOJ guidance. There are forty-four months left in the five-year time framework.
2. Regarding seeking of grants Dennis explained:
  - a. Town Manager is required to sign off on any grant application
  - b. If a grant is awarded the Select Board is required to accept the grant
3. Regarding the receipt of a gift or bequest:
  - a. Those often come with stipulations
  - b. Funds received this way are placed into a trust account.
4. Kay brought up the processing of payments for items the COD has approved. For the October education projects some expenses seem to have bypassed the steps that were given to the COD by Christine Nihan, Town Accountant, requiring documentation come to the COD chair for signature and then be submitted to the Town Manager. Maryanne asked for the written policy which Kay will send.
5. Regarding filling seats on the COD Kay stated that in past years the COD kept a notice of available seats and applications were accepted by the Town Manager on a rolling basis. Maryanne said that the Select Board has made it a requirement that the listing of available positions be up for at least 30 days before a recommendation is made by the Town Manager to the Select Board. She will get a notice up about COD membership





### **Ideas / goals mentioned by members since June 2022**

This list is not exhaustive. It's just my best effort to harvest from our minutes. You will see that some items are actually now accomplished. I may have missed someone's idea, so this is wide open for adding. We will then work together on winnowing, prioritizing, and selecting.

1. Partner with library for October Disability Awareness activities focused on inclusive play, books portraying positive socializing...
2. Pursue creation of Transition Plan Team/working group with admin, COD, community stakeholders to prioritize and monitor progress
3. Continue to monitor capital projects
4. Make presentation to Sudbury Chamber of Commerce
5. Celebrate 30<sup>th</sup> anniversary of Sudbury COD
6. Bring disability education event(s) to community
7. Create a warrant article for 2024 Town Meeting for an improvement project
8. Develop group norms
9. Participate in Sudbury Doing Good in November 2022
10. Collaborate on Municipal ADA Improvement Grant application
11. Apply for grant to procure items for Goodnow Library of Things: games, fidget toys, adaptive aids for day-to-day tasks, some number of hippocamps (trail-capable wheelchairs in different sizes)
12. Host a Community Access Monitor training in Sudbury
13. Work on an outreach and information strategy/method
14. ...
15. ...

## **COMMISSION ON DISABILITY ~ GOALS**

### **ENSURE MUNICIPAL SERVICES, PROGRAMS, MEETINGS AND EMPLOYMENT OPPORTUNITIES ARE AVAILABLE AND ACCESSIBLE TO PERSONS WITH DISABILITIES.**

1. Meet with appropriate staff: the Americans with Disabilities Act Coordinator, Select Board, Mayor, City/Town Manager, Planning Staff, Building Inspector, and Department of Public Works to review regulations, priorities, make a plan and set timelines.
2. Survey all municipal buildings, facilities, and sidewalks for access.
3. Assess each service, program and activity for physical and communication accessibility and to make sure policies are not discriminatory.
4. Review grievance procedures and notification of rights.
5. Prioritize what needs to be done (especially the expensive building renovations).
6. Be aware of new programs, services or construction. Work with those involved to make sure they meet the needs of people with disabilities; e.g. be a member of the school building committee.

#### **Some examples:**

1. All public meetings should be held in accessible locations.
2. Emergency services, such as police and fire departments, should have telecommunication devices for people who are deaf (TTY's are devices which enable persons who are deaf to communicate by telephone).
3. Written material, such as town reports and newsletters, should be available on tape and in Braille upon request for people who are visually impaired.
4. Announcements about municipal activities, such as recreational programs, meetings, public health programs, and employment opportunities, should be publicized on the radio, cable TV, as well as in print.
5. Sign language interpreters should be available at meetings and activities upon request.
6. Libraries should have books on tape and in large print plus mail or home delivery for people who are shut-in.

### **ENSURE BUSINESSES, AGENCIES, AND ORGANIZATIONS ARE ACCESSIBLE TO PERSONS WITH DISABILITIES.**

1. Survey businesses, agencies and organizations for communication and architectural access. Work with owners and managers to encourage compliance with the Americans with Disabilities Act, the Architectural Access Board's regulations and other disability laws.

2. Educate owners and managers about the needs of persons with mobility, hearing, visual, cognitive and other disabilities.
3. Introduce them to federal IRS \$15,000 tax deduction for barrier removal and \$5,000 tax credit for ADA compliance.

### **ENCOURAGE MOBILITY**

1. Survey all parking lots that are open to the public for HP designated spaces. Work with owners and the building inspector to bring the lots into compliance with AAB and ADA regulations and municipal by-laws.
2. Review on-street HP designated parking and curb cuts. Work with local officials to increase both if necessary.
3. Propose an ordinance/by-law that allow police to ticket cars on privately owned, publicly used parking lots and that increases fines for violations of HP parking.
4. Evaluate transportation needs. Work with Regional Transit Authority, Council on Aging, municipal officials to increase (or to provide!) accessible transportation.

#### **Some examples:**

1. Offer a program that gives discounts on taxi rides.
2. Contract with a local van company to provide rides.
3. Council on Aging and other transportation providers must also provide accessible transportation.

### **INCREASE ACCESSIBLE AFFORDABLE HOUSING.**

1. Work with housing authority to increase adaptable and accessible housing.
2. Meet with local builders/developers to encourage development of accessible and adaptable housing.

### **ALL STUDENTS WITH DISABILITIES SHOULD RECEIVE AN EDUCATION COMPARABLE TO THAT GIVEN TO NON-DISABLED STUDENTS IN THE LEAST RESTRICTIVE, MOST INTEGRATED SETTING.**

1. Evaluate programs for students with disabilities for mainstreaming and integration.
2. Evaluate schools for architectural accessibility.
3. Introduce a disability awareness program in the schools.

### **BE A RESOURCE: PROVIDE INFORMATION AND REFERRALS ON A BROAD RANGE OF DISABILITY ISSUES.**

1. Advertise the Commissions existence. Post the community with flyers or brochures, put articles in the newspaper, us cable TV and radio.

2. Establish a way for people to contact the Commission. Either set-up an office and phone answering machine or assign one commission member to be the contact person.
3. Develop a file of information.

### **WORK TO PASS FEDERAL AND STATE LEGISLATION WHICH WILL INCREASE THE QUALITY OF LIFE FOR PEOPLE WITH DISABILITIES (LOBBY).**

1. Write, call, meet with legislators.
2. Testify at public hearings.

### **ADVOCATE FOR THE RIGHTS OF INDIVIDUALS WITH DISABILITIES AND DISABILITY GROUPS.**

1. Set up and publicize a mechanism for people to contact the commission with their individual concerns.
2. Work with appropriate officials and organizations to resolve situations.
3. Work with the Massachusetts Office on Disability Client Services Program.

### **EDUCATE THE PUBLIC ABOUT DISABILITY ISSUES.**

1. Develop good relationships with newspapers, TV and radio stations (start a column or regular show, write press releases about your work).
2. Initiate awareness program in the schools.
3. Speak to civic organizations such as Lions, Girl Scouts, Chamber of Commerce, and Rotary.
4. Hold disability awareness workshops.

### **OTHER CONSIDERATIONS**

1. Determine how many people in your community have a disability (Massachusetts census figures indicate 17% of the population as having a disability; that percentage might be higher if you have a large elderly population).
2. Find out what peoples needs are. Conduct a needs survey or hold a public hearing.
3. Contact organizations in your community with similar concerns; veteran's office, council on aging, special needs parents advisory committee. Work together on common issues.
4. Establish an advisory committee, friends of the commission or associate membership to increase support.
5. Get organized. Adopt operating procedures, establish long and short-range goals, break into subcommittees or assign tasks to individuals to be accomplished between meetings.

## **Annual Calendar** Terms begin in June

### **June**

1. Reorganization – officers, subcommittees, liaison & committee assignments
2. New members
3. Review mission & broad goals

### **July**

1. Define annual goals that are SMART: Specific, Measurable Attainable, Relevant, Time oriented
2. Quarterly finance report

### **August**

1. Plan Oct Disability Awareness
2. Plan fall education event

### **September**

1. Promote awareness campaign and education event
2. Apply for CPA funds for a project

### **October**

1. Implement awareness campaign
2. Deliver education event
3. Quarterly finance report

### **November**

1. Prepare Annual Report
2. Plan next event
3. Monitor projects seeking CPC and other Town funding

### **December**

1. Approve annual report
2. Consider Town Mtg warrant article submission (30<sup>th</sup> Anniversary)

### **January**

1. Submit annual report
2. Quarterly finance report

### **February**

1. Promote next education event

### **March**

2. Deliver next education event

### **April**

1. Support Unified Games
2. Quarterly finance report
3. Consider positions on Town Meeting warrant articles relevant to accessibility

### **May**

1. Town Meeting participation
2. Review Bylaws

### **Ongoing**

- Monitor & collaborate with Town staff on Transition Plan
- Liaise with & serve on
  - Transportation
  - Diversity, Equity, Inclusion
  - SPS & L-S SEPACs
  - *Council on Aging?*
  - *Park & Recreation?*
  - *Permanent Building?*
- Monthly mtg w/ Town Manager
- Take Community Access Monitor training and other professional development opportunities

Commission on Disability  
2022 Annual Report  
Draft November 28, 2022

**Membership:**

During 2022, the Sudbury Commission on Disability (COD) experienced significant turnover. Over the course of the year members Lisa Kouchakdjian, Doug Frey, Caroline Santangelo, Randi Korn, Jane Kline, and Karyn Jones resigned. We would like to express our appreciation for their efforts on the COD to include and accommodate people with disabilities in our community. The COD welcomed new members Liesje Quinto, Cameron LaHaise and Patricia Brown. In addition to COD Chair Kathleen Bell, the COD now consists of four members. By statute—MGL Chapter 40 Section 8J—there should be at least five; Town Meeting approved up to nine members when forming the Commission on Disability .

The COD encourages anyone interested in serving with us to apply, using the form available on the COD webpage [here](#).

**Initiatives:**

COD Chair Kathleen Bell engaged in monthly meetings through May of 2022 with Town Manager Hayes to track the town's progress in implementing the steps in Sudbury's Americans with Disabilities Act (ADA) Transition Plan. Karyn Jones served as COD's Diversity and Inclusion Advisor to the Sudbury Diversity, Equity and Inclusion (DEI) Commission to advocate for inclusion of those of all abilities in our community. Karyn and Randi Korn from COD were panelists at the Sudbury Diversity, Equity and Inclusion Forum held by the League of Women Voters on January 30. COD Chair Kathleen Bell submitted testimony for a legislative hearing in January to support specific legislation (H.4758/S.1629) strengthening the Massachusetts Architectural Access Board (MAAB). Town Meeting approved \$200,000

to implement the ADA Transition Plan as proposed by the Joint Facilities Manager and supported by the COD, and the COD successfully petitioned for \$75,000 in American Rescue Plan Act (ARPA) funds--\$35,000 to scan documents, and \$40,000 to hire a contractor to perform the work--to render documents available on the town's website accessible using screen-readers for the vision-impaired.

### **Fairbank Community Center:**

During February and March, the COD corresponded with and met with the Permanent Building Committee (PBC) to advocate for accessibility features in the new Fairbank Community Center. Recommendations included two universal changing rooms and specific insights on the type and placement of six automatic door openers. The PBC included recommended changes from the COD in the Fairbank Community Center project scope.

### **Reaching Out:**

On March 31, COD member Randi Korn, working with Lincoln-Sudbury (LS) Regional High School and the LS Special Education Parent Advisory Council (SEPAC), coordinated a special event to inform families of junior and senior students with disabilities at LS and from other towns about preparing for college and the disability services available at the college level. About 75 people attended this event.

During Sudbury's recognition of National Disabilities Month in October, COD member Karyn Jones engaged with the Goodnow Library and the Sudbury Co-Op Preschool to offer both an online presentation by Ashley Harris Whaley called "Unlearning Ableism: Teaching Children about Disability" and also a hands-on "Together We Play" event at the library. Thanks to extensive pre-event publicity other civic organizations became sponsors for these events and they were widely

attended. Over two hundred people came to the library on October 23 for “Together We Play”—many of them children—to celebrate disability awareness with a variety of activities and presentations.

**Financials:**

*<Requested. Will be inserted when available>*

Respectfully submitted,

COMMISSION ON DISABILITY

Kathleen Bell, Chair

Patricia Brown

Cameron LaHaise

Liesje Quinto



# October 2022 Community Events

## Introduction

October is Global Diversity Month. The Commission on Disability, the Goodnow Library, and the Sudbury Cooperative Preschool's Justice, Diversity, Equity, and Inclusion initiative came together to highlight disability in DEI work as it is often overlooked even though people with disabilities is one of the most marginalized groups in Western societies (World Health Organization, 2016.)

The goal of the programming was to offer programming geared towards adults and children to start conversations about disability as it pertains to diversity, equity, inclusion, and justice in our community.

It was important that programming we offered followed the below criteria:

1. Provide resources, support, and awareness to families *with* disabilities in the community;
2. Provide education and awareness to allies of the disability community;
3. Speakers and authors at events have a disability themselves so stories shared are through the lived experience of a disabled person; and
4. Events are inclusive and accessible to people of all disabilities so the events feel not only welcoming but were designed for them to attend and participate in all activities.

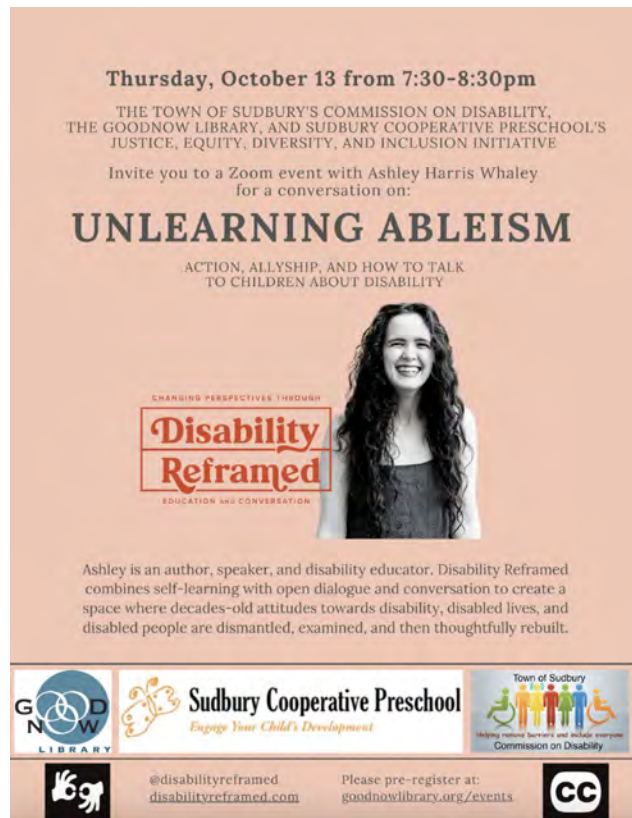
## Goodnow Library Programming

The Goodnow Library was very willing to take their regular weekly and monthly children's programming and theme it around awareness and education about the importance of inclusive play and disabilities. The Commission on Disability gave book and craft recommendations for Wee Reads, Tales for Tots, Tales for Three and Up, Crafternoon, 1st grade book club, 2nd and 3rd grade book club, and 4th and 5th grade book clubs, which the library happily executed.

The library also had a book-end the month of October showcasing children's books that have characters with disabilities. The Commission on Disability also set up an "adaptive things museum" in one of their display areas in the children's room with placards that talked about ways you can adapt equipment for eating, adaptive clothing, adaptive toys, orthotics and adaptive shoes, and therapies like mirror box therapy and constraint induced movement therapy.

Throughout the month of October, Goodnow also promoted what services and accommodations are provided through the library to bring awareness to services they offer.

## Ashley Harris Whaley



Ashley Harris Whaley of Disability Reframed spoke via Zoom on October 13th about “Unlearning Ableism - Action, Allyship, and How to Talk to Children about Disability.”

Ashley has cerebral palsy and was able to speak not only about the topic from an academic/advocacy perspective but through her lived experiences as a disabled person.

The event was widely attended with 98 people attending the live event. We also purchased to host the video recording for one month after the event on SudburyTV. The recording received 221 views. To compare, the Commission on Disability had Valerie Fletcher, Executive Director of the Institute for Human Design, speak via Zoom in November 2021 on “Creating a Welcoming Community for People with Brain-Based Disabilities.” Thirty people attended the live event and the recording has received 46 views on SudburyTV.

A lot of time was spent on marketing this event starting six weeks before the event date. Marketing included:

- Joint Press Release with Goodnow Library and Sudbury Cooperative Preschool which was picked up by the Patch;
- Goodnow Library promoted event through its e-newsletter, promoted event on its homepage, and created its own event web page different than the calendar listing;
- Town of Sudbury promoted event on the homepage;
- Interim Town Manager was more than willing to email all town committees about the event coming up in the hopes committee members and elected officials would attend;
- Together We Play table sponsors promoted the event on Instagram, Facebook, and e-newsletters;
- Personal invitations were also emailed to businesses and nonprofits in the community like The Performing Arts Center, Mathnasium, Sudbury Youth Soccer, Sudbury Football and Cheer, Sudbury Youth Basketball, Open Door Theater, and Sudbury Youth Baseball.
- The PTOs for all schools including Lincoln-Sudbury High School promoted the event on their Facebook pages and e-Newsletters;

- The Principals of L-S High School, Curtis, Loring, Haynes, and Noyes included event on their e-newsletters;
- Members of the Commission on Disability also did public comment inviting members of the School Committee and Parks and Recreation Committee to attend;
- Promoted on all social media websites including One Sudbury, Sudbury Bulletin Board, Sudbury Working Moms, and Sudbury Young Children and Families; and
- Sudbury Public Schools Superintendent Brad Crosier and Director of Student Services Stephanie Juriansz also invited families with IEPs and staff to attend the event.

The recording was also marketed in the same way with the community very willing to pass along the information.

### Together We Play - Celebrating Disability Awareness



Together We Play - Celebrating Disability Awareness was held on October 13th from 1:30-4:30pm.

The event headlined two authors: Jake Marrazzo of "One Wants to be a Letter," and Lotte Diomedes of "Swinging into an Accessible World." Jake has a disability and Lotte is a parent of a child with a disability. Each read a book and then Understanding our Differences, a nationally recognized program that uses hands-on, participatory curriculum to foster respect, acceptance, and inclusion for people of all abilities, did an interactive educational piece around the themes of the book.

#### Featured Programming

**2pm** - Author **Jake Marrazzo** reads his book "One Wants to Be a Letter" followed by activities led by Understanding Our Differences

**3:30pm** - Understanding Our Differences teaches kids about Universal Design followed by local author **Lotte Diomedes** reading her book "Swinging into an Accessible World."



After Jake read the book "One Wants to be a Letter," Understanding Our Differences had event attendees make a digital quilt by coloring 4"x4" pieces of paper to celebrate our unique differences. Before Lotte read her book "Swinging into an Accessible World," Understanding Our Differences led a 20-minute interactive discussion and presentation about universal design, allowing children in the audience to decide what is accessible and what is not accessible in the presentation pictures and why.



## Photos from Author Events at Together We Play



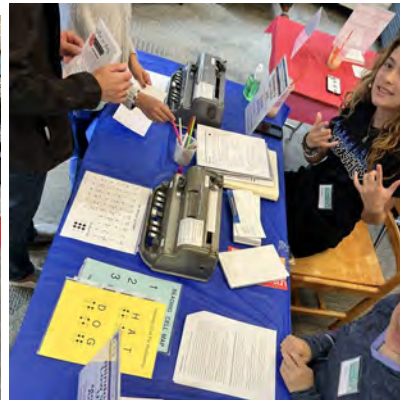
The event invited local therapy clinics in the community to sponsor tables. It was free to participate, but each sponsor was asked to provide an activity that brought awareness and helped people be a better ally to someone with a disability.





- Annual Family membership to Discovery Museum;
- A Kids Book About donated three books about Disability, Community, and Allyship;
- Five fidget toys and games;
- \$25 gift card to New City Microcreamery; and
- \$50 gift card to Dumpling Daughter.

### Photos of Families at Sponsor Tables





A lot of time was spent on marketing this event which started six weeks before the event date. Marketing included:

- Joint Press Release with Goodnow Library and Sudbury Cooperative Preschool which was picked up by the Patch;
- Goodnow Library promoted event through its e-newsletter, promoted event on its homepage, and created its own event web page different than the calendar listing;
- Town of Sudbury promoted event on the homepage;
- Twenty yard signs were printed and distributed throughout the town of Sudbury.
- Together We Play table sponsors promoted the event on Instagram, Facebook, and e-newsletters;
- Personal invitations were also emailed to businesses and nonprofits in the community like The Performing Arts Center, Mathnasium, Sudbury Youth Soccer, Sudbury Football and Cheer, Sudbury Youth Basketball, Open Door Theater, and Sudbury Youth Baseball.
- The PTOs for all schools including Lincoln-Sudbury High School promoted the event on their Facebook pages and e-Newsletters;
- The Principals of L-S High School, Curtis, Loring, Haynes, and Noyes included event on their e-newsletters;



- Promoted on all social media websites including One Sudbury, Sudbury Bulletin Board, Sudbury Working Moms, Sudbury Doing Good, and Sudbury Young Children and Families;
- Listings on Boston Central, Park Bench, Stay Happening, Boston Mommy Poppins, Metrowest Mamas, Community Kangaroo, Sudbury Weekly, Town Planner, The Boston Calendar, Event Brite, SpedChildMass.com, and priority placement on Patch e-Newsletters covering the towns of Sudbury, Wayland, Weston, Lincoln, Concord, Lexington, Marlboro, and Natick; and
- Members of the Commission on Disability also did public comment inviting members of the School Committee and Parks and Recreation Committee to attend.

## First Floor



## Second Floor



A considerable amount of time was spent towards ensuring the event was as accessible and inclusive as possible. This included ensuring every activity/sponsor place had both 29 inch and 22 inch tables with correct clearance for pediatric and adult wheelchairs. Camp Sewataro allowed us to borrow four 22-inch tables since we had so many table sponsors and activities. We also made sure activities were able to be adapted easily for children who may have functional use of one hand as well as ensured proper seating was available for children and adults who may fatigue from standing for large durations of time. Sudbury Cooperative Preschool also brought in their sensory room and calm down room furnishings and equipment for an upstairs calm down sensory area, if needed. A social story about the event was also provided by New England Therapy Center and given to all event attendees who needed it. The library had print out copies for families to take home and it

was available to download on the Goodnow Library website.

In total, 224 people attended the event. This number is accurate for the first 2 hours and 15 minutes of the event as we didn't have anyone count the remaining 45 minutes of the event. We had 31 high school volunteers helping in all stages from set up, assisting families at sponsor tables, and clean-up. We also had 27 people come to table the sponsor tables and run activities.

In the future, my recommendation is to have this event in March for Developmental Disability Awareness Month. Our event very much competed with all the fall festivals, pumpkin picking, and Halloween activities that happen in October. It was also difficult to get press since October isn't actually Disability Awareness Month. October is National Employment Disability Awareness Month.



## Total Impact of October Campaign

	No. People Projected	Actual
Together We Play - Celebrating Disability Awareness- Event Attendees	150	224
Together We Play - Celebrating Disability Awareness- High School Volunteers		31
Together We Play - Celebrating Disability Awareness- People who came to event as table sponsors		27
Ashley Harris Whaley of Disability Reframed (LIVE)	80	98
Ashley Harris Whaley of Disability Reframed (RECORDING)		221
Wee Reads	35	36
Tales for Tots	160	156
Tales for Three and Up	140	140
Crafternoon	30	22
4th and 5th Grade Book Club	12	8
2nd and 3rd Grade Book Club	12	10
1st Grade Book Club	12	11
<b>TOTAL</b>	<b>631</b>	<b>984</b>

## Total Expenses

	Commission on Disability	Goodnow Library	Sudbury Coop
<b>Sudbury's Great Big Inclusive Playdate</b>			
Understanding Our Differences	\$500		
Craft Materials	\$150	\$250	
Marketing/Yard Signs for October Events	\$200		
<b>Ashley Harris Whaley of Disability Reframed</b>			
ASL Interpreter	\$203		
Zoom Speaker	\$700		\$1,000
<b>TOTAL</b>	<b>\$1,753</b>	<b>\$250</b>	<b>\$1,000</b>
<b>\$3,003</b>			

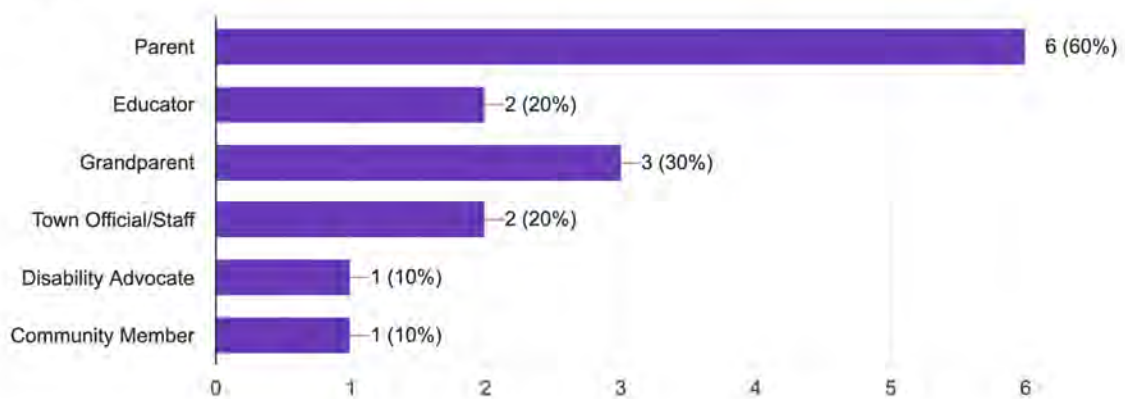
## Questions

Any questions about either events or the campaign, please contact Karyn Jones at [kevostok@yahoo.com](mailto:kevostok@yahoo.com).

### Ashley Harris Whaley Event Survey

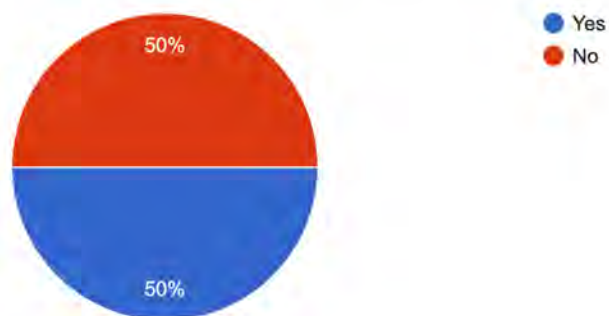
1.) What best describes you? Please check all that apply.

10 responses



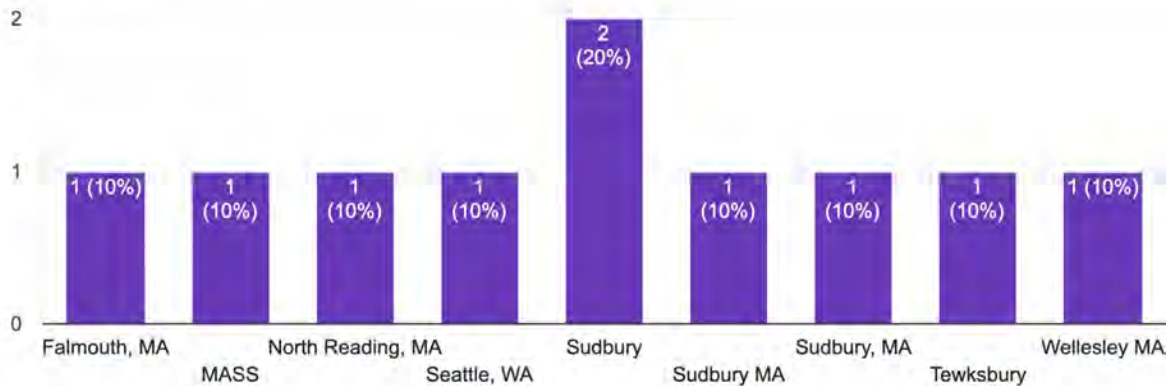
2.) Does anyone in your immediate or extended family have a disability?

10 responses



### 3.) What Town/State do you reside in?

10 responses



### 4.) Why did you choose to attend our event and what are you hoping to take away from the experience?

10 responses

My 1.5 year old son is disabled and I wanted to learn how best to advocate for him and how to help others use the best language and learn best ways to include him

My kids go to school with some children who use prosthetics. Everyone is super great about these, but I wanted to be more intentional about scaffolding if they had questions. I'm also a writer, and I've been thinking a lot about diversity in storytelling, and this is an area I've seen called out as lacking.

Former special educator with an interest in the topic. Grandparent caring for children in inclusive classroom settings.

I have two 1st grade boys and want to know how to talk to my kids about disabilities and how all of us can be better humans

Recommended by colleagues

I was hoping to take away concrete next steps to continue the disability justice movement

Ableism is something I know a little bit about but wanted to learn more. I also appreciate the Library and Town's efforts to shine a light on issues of inclusion and social justice so I wanted to support the event.

I thought it would be an interesting topic and was interested in what the speaker's correct wording for a constantly changing approach to ableism

Interested in learning more about Ableism and how to create a more equitable society

My daughter made me aware of the Zoom and I learned the proper vocabulary I wish people would use.

## 5.) What did you most enjoy about the event?

10 responses

Loved Ashley's concrete ideas for inclusion and language; loved the book recs too!

I really appreciated the honesty of the speaker

Presenter able to speak from personal experiences as a person with a disability.

The narrative was direct from those with disabilities to share what language they prefer and backed by data

Ashley's very specific suggestions about ways to meet / approach people with obvious disabilities ( or / and things to avoid ).

The guest speaker did an incredible job breaking down ableism and models of disability.

The presenter was extremely knowledgeable, personable, and clear. She was able to tie the whole presentation back to how to work with children around ableism which I thought offered some great takeaways and things educators and parents can implement right away.

I liked when she just answered questions and explained approaches for making children or adults feel

### Personal stories

I thought Ashley presented a lot of food for thought when approaching individuals with disabilities.

## 6.) How could we improve?

6 responses

I wish we had more time!!

It would have been nice if the pre-event communication had included a note about when we would receive the zoom link. I was really anxious about missing the talk.

Nothing, I thought it was perfect

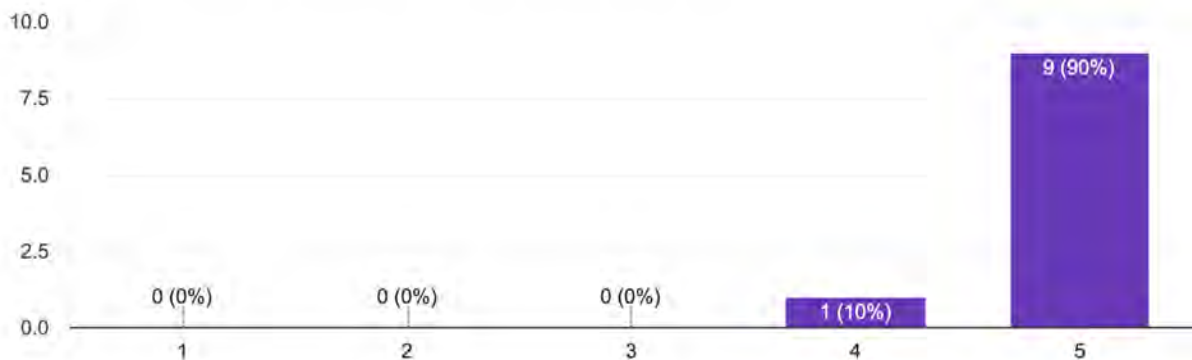
Nothing, the event, advertising, and login instructions were clear.

forget the slides, conversation works best

Perhaps a Zoom with a variety of individuals speaking about certain instances where they were offended how people approached them.

## 7.) How satisfied were you with the speaker Ashley Harris Whaley?

10 responses





8.) The Town of Sudbury's Commission on Disability works to educate the community about disabilities. What topics would you like to see covered at future events?

6 responses

legal aspects for accessibility and what businesses should know

Topics covering mental illness, particularly in young adults

Topics that effect people with disabilities like housing and SSI.

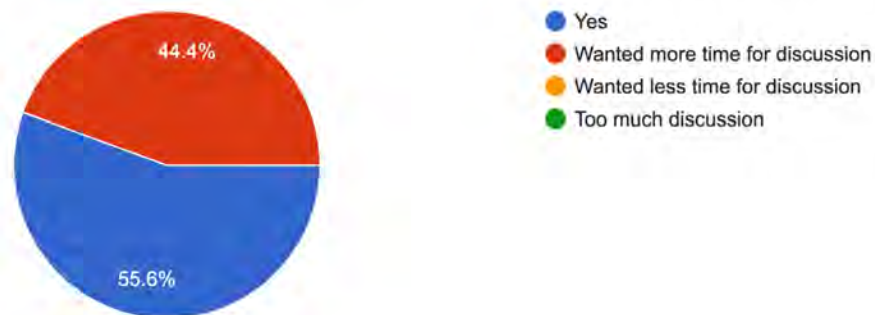
I think accessibility and resources in Sudbury would be great to learn more about. Espcially what the town is working on improving.

understanding cognitive learning issues and how not to treat patrons like children with disabilities

Possibly school educators on how the community can spread more positivity to those dealing with disabilities.

9.) Were you happy with the time for discussion?

9 responses



10.) How did you hear about this event?

9 responses

Library newsletter

MAK Moms Facebook page

Goodnow Newsletter

Gina Moran, North Reading

Facebook

email/ newsletter

Goodnow Library

Relative

11.) Would you like to share anything else?

1 response

I really appreciate that you all hosted this event. We are new to Sudbury and new to being parents of a disabled child and it really made me hopeful that our son will be included and welcomed in the community

## Survey Feedback from Families who attended Together We Play

1.) Why did you choose to attend our event and what are you hoping to take away from the experience?

4 responses

I was invited by family and wanted to educate myself and children on different topics

Always looking for ways to expose my kids to learning about others

Looking for an activity for the kids on a rainy Sunday

Learning about people who have different strengths and challenges than my child.

2.) What did you and your family enjoy most about the event?

4 responses

Loved all of the stations – both fun and educational!

The passport stamp idea gave my daughter a purpose and she enjoyed trying the crafts/activities more than she anticipated

The crafts

The booth about braille and sign language

3.) If we were to do this event again, how could we improve?

3 responses

More activities like the Braille typewriter would be great. My daughter enjoyed the various crafts, and the people running them were good at finding ways to challenge her based on her abilities, but I think she learned the most from the Braille typewriting experience.

We had a BLAST!

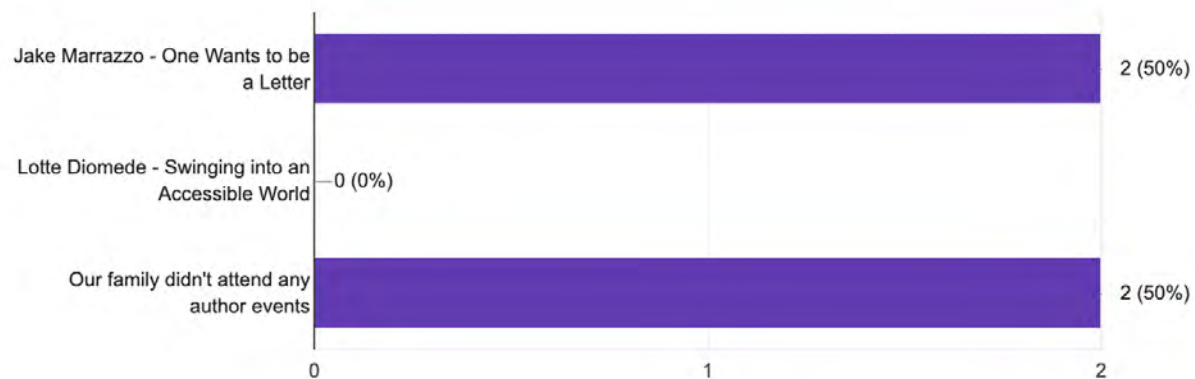
More space to move around.



4.) Did you go to any of our author events? Please select all that apply.

 Copy

4 responses



5.) If you attended an author event, what did you like? How could we improve?

2 responses

My daughter wasn't interested in staying after the author read the book, so I'm not sure what else happened during the event.

Great cute story!

6.) What types of events would you like to see in the future as part of our "Understanding Differences: A Look at Disability" series?

1 response

More opportunities where our kids can engage in activities with a child with a disability (whether it's visible or hidden), to show how we can all enjoy the same activities.

7.) How did you hear about the event?

4 responses

My brother and sister in law

email, Facebook, signage at the library

Facebook

Friend

8.) Is there anything else you would like to tell us?

3 responses

Thank you for having this event! Very valuable experience for me and my family!

Very well run event.

We had so much fun! All of the business vendors were so nice!