



To request an accommodation to participate in this meeting please contact the ADA Coordinator at (978) 639 – 3381 or email ada@sudbury.ma.us

Sudbury Commission on Disability Meeting Agenda

Thursday, May 4, 2023

7:30 PM

To participate in this virtual meeting click the link: <https://us02web.zoom.us/j/86958120920>

For audio only, call 978-639-3366 or 470 250 9358, enter Meeting ID 86958120920

Open Meeting (5 minutes)

1. Convene with quorum. Roll call, read protocols
2. Select minutes recorder (Rota: Kay, Pat, Liesje, Cam)
3. Public Comment

Discussion / Potential Action Items (70 min)

1. (5 mins) Updates: Review Town Meeting results, Survivorship & Disability – Kay
2. (10 mins) Goals check in, including 30th Anniversary – Cam
3. (10 mins) Finance / spending discussion (income discussion at June meeting)
4. (10 mins) Web page proposed updates, etc. – Pat Brown
5. (5 mins) Transition Plan Subcommittee – Liesje
6. (5 mins) Membership: proposed article to solicit applications, etc. – Kay
7. (5 mins) Committee connections – Housing, DEI, Transportation, L-S & SPS SEPACs - Kay
8. (5 mins) Community: Gifts of Hope Unlimited grant req support, Family Pride Day table
9. (5 mins) Approve minutes: 04-04-23 (LQ), 04-13-23 (CL)

Close Meeting (13 minutes)

1. (10 mins) Future agenda items
2. (3 min) Review Action Items
3. Adjourn

These agenda items are those reasonably anticipated by the Commission to be discussed at the meeting. Not all items listed may in fact be discussed and other related items, not listed, may also be brought up for discussion to the extent permitted by the Open Meeting Law.

2023 Town Meeting Warrant Articles Results

Article	COD vote	Spoke for	outcome	
14	Funding of GO Sudbury! Taxi and Uber Transportation Programs for FY24	4-0	Pat	Passed
15	Fairbank Community Center A/V Equipment and Associated Funding	3-1	Kay	Passed
19	Curtis Middle School A/V System Replacement	3-0-1	Consent Calendar	Passed
24	Americans with Disabilities Act Transition Plan Recommendations	4-0	Pat	Passed
42	Community Preservation Act Fund - Accessible Pathways on Town Properties	4-0	Consent Calendar	Passed
44	Community Preservation Act Fund - Curtis Outdoor Health and Wellness Space	4-0	Consent Calendar	Passed
45	Community Preservation Act Fund - Frank Feeley Fields Improvements Phase II	4-0	Kay	Passed

Thank you Pat and all the COD members for your continued support.

Sandra

From: Pat Brown <patbrownian@me.com>

Sent: Thursday, April 27, 2023 8:47 PM

To: Commission on Disability <disability@sudbury.ma.us>

Cc: Bilodeau, Maryanne <BilodeauM@sudbury.ma.us>; Duran, Sandra <DuranS@sudbury.ma.us>

Subject: Follow-up on Sudbury's FY2023 Municipal ADA Improvement Grant applications

Hi, all.

Summary: Sudbury's submissions for the FY2023 Municipal ADA Improvement Grant were excellent grant applications, and we should try again next year when more funding is available.

Detail follows.

After learning last February that Sudbury had not been awarded any of its applications for the 2023 Municipal ADA Improvement Grant Program which we submitted last September, I requested guidance from the Massachusetts Office on Disability (MOD) on how we could make our applications more successful in the future. Although during the February/April time period his office is generally focused on administering grant awards Evan George, MOD's ADA Grant Compliance Coordinator, responded on Tuesday, April 25, and we spoke by phone for twenty minutes or so. I really appreciate his time and the information I received.

For context, the three projects for which we applied were:

(1) Accessible Water Fountain Installations in Town and PreK-8 Schools — requested \$201,000

(2) Accessible Pathways to Athletic Fields,

 Accessible bench and picnic seating areas on the grounds of Town and PreK-8 Schools — requested \$250,000

(3) Assisted Listening Devices in Town and PreK-8 School meeting rooms and auditoriums — requested \$93,300

Note that \$250,000 is the maximum grant award for one project under this program.

For the 2023 grant cycle the MOD received approximately \$11 million in grant requests for which there was approximately \$3 million in available funding. In addition to this highly competitive situation, there were numerous requests for extensions by

communities that experienced various delays in using previous awards. The MOD's focus was on funding municipal requests for self-evaluation and transition plans.

Specifically, Sudbury's grant applications were both complete and accurate. (I gather this is not always the case.) Mr. George particularly mentioned the itemization of project costs and the detailed explanation of how these were derived we included in the application as exemplary. He appreciated receiving separate grant requests for different projects so they could be considered independently. However, he also mentioned that this was the first year that Sudbury had applied for a "project" grant to implement the transition plan. When comparing Sudbury's requests with those of other communities that had applied for similarly-compelling project grants previously, the others had an edge from simple commitment. Mr. George suggested that we try again next cycle to receive grants for these projects or others in our plan, and that we state that we have previously applied for grants we did not receive (when and how often). He acknowledged that this is a very quick grant cycle (essentially opening in July/August and closing by the end of the following June), which makes it challenging both to apply for grants and to commit to execute those projects within the necessary timeframes if grants are awarded.

The hope is that the grant funding available for next year's (FY24) cycle will be increased to \$4 million.

Mr. George sent me the link to the grant awards that were announced for the FY23 cycle

<https://www.mass.gov/doc/fy23-municipal-ada-improvement-grant-program-awards-as-of-01-2023/download>

I observe the only MetroWest town to receive a project grant was Acton, which received \$85,000—that is, less than the amount requested for Sudbury's smallest project.

I hope we on COD can assist in this process by supplying the Facilities Manager with whatever support she requests in future rounds of grant application. Thank you both, Facilities Manager Duran and Interim Town Manager Bilodeau for your both your hard work and the excellent grant submissions under tight time constraints.

I just wanted to share this update with everyone involved.

Pat (Brown)



SURVIVORSHIP AND DISABILITY PANEL

Join the Sudbury-Wayland-Lincoln Domestic
Violence Roundtable in partnership with
Sudbury Commission on Disability for a
panel on the intersection of domestic
violence and disability

JOIN US ON ZOOM

Tuesday May 23, 2023 | 6:30 – 7:30 pm

ASL Interpretation Provided

REGISTER HERE:

<https://tinyurl.com/5w4ruv98>



COD Goals and Initiatives 2023					
GOALS	NOTES/DETAILS	CRITICAL DATES	NEXT STEPS/ACTION ITEMS	RESPONSIBLE	STATUS
Goal #1: Outreach and Education					
Make presentation to Sudbury Chamber of Commerce					
Celebrate 30th anniversary of Sudbury COD	idea: proclamation in town and/or resolution. idea: Display at Goodnow Library in April or May (timeline of the COD, all the members, mission statement, how to get involved, etc.)	April/May 2023		Kay	of the town reports. COD started in 1993. Compiling a list of all past COD members. Suggestion to call it "COD Honor Roll". Kay to contact Goodnow Library about possible reception. Working on "where as is" for a proclamation and resolution. Update as of 4/6: Select Board voted to proclaim April 7th Comm on Disability
Disability Awareness Month (October) and National Disability Awareness Month (March)		campaign September - Promote campaign October - Implement campaign			
Bring disability education event(s) to community		-Consider March 2024 for Together We Play event (Ds Awareness month, Brain Injury Awareness month). Less competition with all the Fall activities in town. -Kay mtg with DVR (Domestic Violence Roundtable out of Wayland and Sudbury) on March 6, 2023 to get more details re: a collab event potentially in April/May	-Look at funding calendar of Sudbury Foundation and potential other source - CL to do by May '23 mtg		
Host a social with past COD members and other casual social events	Idea: come together and look at the display			Kay	See notes from line item 6
Host a Community Access Monitor training in Sudbury	Many members have been reaching out, will continue to work on this.				
Goal #2: Establish Standard Operating Procedures/Group Norms					
Posting on webpage: How do we decide what can and should be posted or linked to from our webpage? How do we want our webpage to be used?					PageAssist is now on the town website
Managing Social Media					
Edit/Add to our webpage					
Share other pertinent events on our FB page (from other commissions, orgs)					

Meeting length - time manage the agenda					
Incoming concerns or questions from the community. Create an SOP on how to manage, track, follow up.	Create a simple document with what Kay (or lead) did.	Ongoing			
Review Bylaws, Review Mission, Review Goals, Reorganization		Annually (June)			
Annual Report		Due every January			
Goal #3: Support the Town in ADA compliance and creating a more inclusive Sudbury					
Pursue creation of ADA Transition Plan Team/working group with admin, COD, community stakeholders to prioritize and monitor progress		ongoing			
Monitor Capital Projects					
Review warrant articles for Town Meeting	Cam to bring warrants that COD would be interested in to the March Mtg	ongoing/March		Cam	COD wrote a letter to the Select Board in Jan 2023 that they submit ARTICLE XX: FAIRBANK COMMUNITY CENTER AUDIO-VISUAL AND ASSOCIATED FUNDING to be included in the Warrant for the May 1, 2023
Apply for grant or support a grant to procure items for Goodnow Library of Things: games, fidget toys, adaptive aids for day-to-day tasks, hippocamps (trail-capable wheelchairs in different sizes)	Completed				Completed: Library has submitted this grant as of Jan 2023
Monitor projects seeking funding		November			
Continue Monthly Meeting with Town Manager		ongoing			
Liaise with and serve on o Transportation o Diversity, Equity, Inclusion o SPS SEPAC, L-S SEPACs o Council on Aging? o Park & Recreation? o Permanent Building?					
Provide Sudbury Police Dept with verbiage re: parking to put on their website		November (around Holidays)			
Subcommittees				All	
yellow highlight = complete before June 2023					



Sudbury Commission on Disability

Monthly Community Input Summaries

Apr 2023

1. Phone COD: Mother of two disabled sons seeking assistance filling out MassHealth and SSI applications. Kay called, left message. Info about online assistance with applying for Mass Health.
2. Phone: Resident with multiple sensory disabilities reported inability to access Town Meeting Warrant. Kay communicated with Town staff on gap and followed up to connect resident with staff and information about options for participating in Town Meeting. Access to the Town Meeting Warrant on the Town website remained not screen reader friendly so Kay converted select sections of interest in the Warrant to screen readable formatting and sent them to the resident.

Mar 2023

1. Phone personal: Resident investigating transportation options reported the web sites explanation to be a bit confusing and especially that the link to the applications to the taxi and Uber programs were “buried” in the text of a paragraph at the bottom of the explanations.
2. Email: Resident inquired about talking to the COD about a possible Halloween accessible fun event

Feb 2023

1. SMILE request for funds
2. Phone personal: Community member alarmed to hear via media of statement at Framingham City Council meeting of a community leader suggesting that carrying a baby with certain disabilities to term becomes a burden to the schools and taxpayers. Listened, researched several media sources to verify. Saw the controversy was on Framingham COD agenda Feb 22, 2023. Will bring question before our COD as to whether we want to act in any way.
3. Phone COD: Nurse case mgr req info for mother of 2 adult sons with spina bifida. Sole caregiver, looking for supports. Kay called back, gave overview, invited direct outreach to social worker, COD and Senior Center.
4. Phone COD & email: Mass DOT Office of Public Engagement, will send info and poster about March 2, 2023 Rail to Trail Public Listening Design event asking to post on social

media and/or website. Called and said yes. Gave info for contacting The Coolidge. Flyer posted to COD facebook page.

Jan 2023

1. Email: Request transportation info. Parent of young adult w/disability who works in town and needs independent ride to and from work. Sent info about GoSudbury and contact info, same day. Sent follow up inquiry three weeks later.
2. Email: At TPAC/Fieldhouse parking lot misuse of accessible parking. Sent email inquiry to TPAC. Same day Samm sent letter to all families requesting proper use of accessible and pick up designated parking spots.
3. Email: Smile Playground pour-in-place surface deterioration. Sent photo I'd received on to Public Works Dept. Received prompt acknowledgment. In about a week received info that for safety a piece of equipment was temporarily removed and the tear was covered. And that in the spring and summer maintenance and repair is planned for entire playground.
4. Email: Continuing process with screen-readability of Senior Center newsletter
5. Phone: Non-screen-readable access invitation sent to a person with vision and hearing disabilities to come to a virtual meeting of designers and end-users to discuss community center AV and assistive listening design plans
6. Phone and email: Community member having mental health challenges
7. Email: Inquiry about independent transportation options for ride home from work for a working young adult with a disability

Dec 2022

1. Text and email: Are tables for Park and Recreation that are being ordered for the Fairbank Community Center wheelchair accessible for both children and adults? (12/14)
2. Phone: Senior Center newsletter still not screen-readable. (12/11)
3. Phone, etc.: Resident who is late deaf called to state concerns about the AV and assisted listening technology plans for the Fairbank Community Center. Resident has also contacted the COA and Interim Town Manager with these concerns. (12/08...)
4. Email: Representative from Domestic Violence Roundtable sent email to say a liaison from DVR will contact me with further thoughts. (12/12)
5. Nov 8, election day. Resident in wheelchair with attendant had difficulty with entrance door. Then upon leaving there was a downpour of rain, and rather than use the designated egress leading to a significant outdoor, uncovered path chose to egress through the entrance door to the covered entrance path. A stanchion used to prop open the door impeded movement through a door. The voters complained loudly while struggling with the door. An employee engaged with the voters negatively.

Nov 2022

1. Text: Mathnasium entrance not wheelchair accessible

2. Email: GoSudbury user concerned about misuse of program
3. Email: Relationship violence worker: seeking collaboration on victims with disabilities
4. Email: Blind resident receives emailed Senior Center newsletter that is not screen readable

Oct 2022

1. Email: LS student has started Disabled Students Union. Volunteering for Together We Play
2. Email: Adult ed user: crumbling curb ramp at LS parking lot

Sep 2022

1. Email: SPS parent: student transportation issues

Aug 2022

1. Email & phone: Polling place conditions at Fairbank Community Center

Budget for 30th Anniversary Celebration

	COD	Donated	Source
Invitations			
Postage - invitations (30)	\$25.20		
Paper/printing -invitations	\$22.07		
Reception			
Program printing	\$25.00		
Table banner 30" x 60 "	\$62.00		
Table décor	\$15.00	\$60.00	Florist?
Paperware, etc. for refreshments	\$15.00		
Beverages	\$40.00		
Food refreshments		\$120.00	Roche Bros
Honor certificates?	\$20.00		
Materials for display cases	\$30.00		
Easel displays 24" x 36", two	\$90.00		
first estimate	\$344.27	\$180.00	
May 4 running estimate	\$199.27		

2007	Town Line Hardware	189.90	
	CBE Technologies	918.01	
	Book	21.15	
	Workshop	30.00	
	Smart Level	160.25	
	D-Awareness Day	57.90	
	D-Awareness Day	5.99	
2008	CAM Training	15.00	
	Workshop	25.00	
	Conference	50.00	
2009	Educational materials	20.00	
	Parking Enforcement	450.24	
	Parking Enforcement	600.12	
2010	Workshop	85.00	
	PG pour-in-place surface	5000.00	
	Parking Enforcement	456.96	
	Parking Enforcement	761.00	
	PG pour-in-place surface	3205.00	
2011	PG pour-in-place surface	1795.00	
	Parking Enforcement	935.76	
	Parking Enforcement	779.80	
2012	Parking Enforcement	155.96	
	Parking Enforcement	935.96	
	Parking Enforcement	155.96	
	Scholarship youth	150.00	Adaptive riding
2013	Scholarship youth	545.00	Summer camp
	Scholarship youth	92.00	Adaptive recreation
	Accessible door	2500.00	
	Scholarship youth	271.00	Adaptive ice skating
	Scholarship youth	168.00	Adaptive fencing
	Scholarship youth	84.00	Stress rerduction
	Scholarship youth	206.00	Adaptive ice skating
	D-Awareness	36.34	
	D-Awareness	3.16	
2014	Scholarship youth	725.25	Summer camp
	Scholarship youth	154.00	Adaptive ice skating
2020	D-Awareness	57.90	printing
	CAM Training	60.00	
	D-Awareness	31.88	materials
2022	D-Awareness Flag Pins	2174.21	
	ASL Interpreting	438.75	Brain-based Disabilities
	D-Awareness	49.41	printing
	Membership	100.00	Sudbury Chamber of Commerce (June)
2023	ASL Interpreting	202.50	Whaley Ableism
	Guest Speaker	700.00	Whaley Ableism
	Guest Speaker	500.00	Understanding our Differences
	D-Awareness	200.00	printing

M.G.L. Ch. 40, s.8J: Disability commission; powers and duties...

...may establish a commission on disability, hereinafter called the commission, **to cause the full integration and participation of people with disabilities in such city or town.**

Such commission shall

- (1) research local problems of people with disabilities
- (2) advise and assist municipal officials and employees in ensuring compliance with state and federal laws and regulations that affect people with disabilities
- (3) coordinate or carry out programs designed to meet the problems of people with disabilities in coordination with programs of the Massachusetts office on disability
- (4) review and make recommendations about policies, procedures, services, activities and facilities of departments, boards and agencies of said city or town as they affect people with disabilities
- (5) provide information, referrals, guidance and technical assistance to individuals, public agencies, businesses and organizations in all matters pertaining to disability
- (6) coordinate activities of other local groups organized for similar purposes

MGL Chapter 40 Section 22G: Funds received from fines for handicap parking violations, deposits in account, expenditures, reporting

Any city or town which has accepted the provisions of section eight J is hereby authorized to allocate all funds received from fines assessed for violations of handicap parking in said city or town to the commission on disabilities.

Funds so received shall be deposited by the city or town treasurer in a separate account and shall be used solely for the benefit of persons with disabilities. Said account shall be established by the city or town treasurer and shall be kept separate and apart from all other monies.

Expenditures from said account, including accrued interest, if any, shall be made upon the recommendation of the commission on disabilities in accordance with the accepted procedures of the city or town for the disbursement of funds, including the approval of the mayor and city council or the town manager or board of selectmen.

The city or town accountant shall submit annually a report of said account to the mayor and city council or the town manager and board of selectmen for review and a copy of said report shall be forwarded to the bureau of accounts.

Draft motion for COD spending guidelines

Move that

1. All funds accrued by the COD in any accounts shall be expended in conformity with the functions stated in MGL Chapter 40 Section 8J after the phrase "Such commission shall".
2. All funds accrued in Handicap Parking Account, HANDI PARK 118357|522100, shall be expended in accordance with the stipulations of MGL Chapter 40 Section 22G.
3. If funds accrued from sources other than Handicap Parking fines are received with limiting conditions for use, those conditions must conform with the purposes set out in MGL Chapter 40 Section 8J. Such funds shall be expended for the purposes specified.
4. All consideration of and decisions for expending COD funds shall be conducted at public meetings.

Submitted by Kay Bell

List of items to post or attend to on COD web pages May 4, 2023

1. Add to Documents: Handicap Parking Fines MGL Ch 40 Sec 22G
2. Add to Documents: ADA Grievance Procedure 04-28-23
 - a. An FAQ regarding How to file a grievance could be posted.
3. Add to Documents: Sud Com on Disability Bylaws 03-03-22
4. Rename two documents to have more useful titles:
 - a. Section 8J - "Enabling Legislation MGL Ch40 Sec 8J"
 - b. COD_Proceeding_1993 - "TM 1993 Proceeding Accepting MGL Ch 40 Sec 8J"
5. How can we reconcile the posted COD application document with the different application available to potential applicants elsewhere on the Town website? The two applications are significantly different.
6. Other suggestions....

TOWN OF SUDBURY

Americans with Disabilities Act

(ADA)

GRIEVANCE PROCEDURE

August 15, 2008

REVISED: November 2017

REVISED: September 2022

REVISED: April 2023

**TOWN of SUDBURY
AMERICANS WITH DISABILITIES ACT
MUNICIPAL GRIEVANCE PROCEDURE**

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act. It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in employment practices and policies or the provision of services, activities, programs, or benefits by the Town of Sudbury.

The complaint shall be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date and description of the problem. Reasonable accommodations, such as personal interviews or an electronic recording of the complaint, will be made available for persons with disabilities who are unable to submit a written complaint.

The complaint should also include the name, address, phone number of the complainant or their authorized representative. The complaint should be submitted by the complainant and/or their authorized representative as soon as possible but no later than 60 calendar days after the alleged violation to:

**MARYANNE BILODEAU
ASSISTANT TOWN MANAGER
ADA COORDINATOR –
for Employment Related Practices
TOWN OF SUDBURY
278 OLD SUDBURY RD.
SUDBURY, MA 01776
978-639-3386 (telephone)
978-443-0756 (fax)**

**SANDRA DURAN
FACILITIES DIRECTOR
ADA COORINDATOR – FACILITIES
for Facilities Related Complaints
TOWN OF SUDBURY
275 OLD LANCASTER RD.
SUDBURY, MA 01776
978-440-5465 (telephone)
978-440-5404 (fax)**

The following timeline may be extended by mutual agreement of the grievant and the ADA Coordinator or Town Manager:

Within 15 calendar days after receipt of the complaint, the ADA Coordinator will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the ADA Coordinator, will respond in writing, and, where appropriate, in a format accessible to the complainant, such as large print, braille, or audio recording. The response will explain the position

of the Town of Sudbury and offer options for substantive resolution of the complaint.

If the response by the ADA Coordinator does not satisfactorily resolve the issue, the complainant and/or their designee may appeal the decision of the ADA Coordinator within 15 calendar days after receipt of the response to the Town Manager at TownManager@sudbury.ma.us or (978) 639-3385.

Within 15 calendar days after receipt of the appeal, the Town Manager or their designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting the Town Manager or their designee will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by the ADA Coordinator, appeals to the Town Manager or his/her designee, and responses from the ADA Coordinator and Town Manager or his/her designee will be kept by the Town of Sudbury for at least three years.



Options:

Join the Commission on Disability

Would you like to help make Sudbury more inclusive of people with disabilities? There are several openings on the COD team and we are eager to welcome you to this rewarding work.

Work with Staff and Other Committees

Our first mandates are to research where there may be barriers to full participation for people with disabilities and to advise Town staff, officials, and boards on becoming compliant and support them in the processes of making facilities, activities, services, and communication accessible and inclusive to everyone equally.

Reach into the Community

The remaining mandates charge the COD to get the word out to individuals and groups in the community, including businesses and town departments, about resources, services, and technical assistance pertaining to disability and access. We are also tasked to collaborate with Massachusetts Office on Disability and local groups to implement programs to educate and serve the community regarding disability and inclusion.

Apply Now

The COD seeks people with disabilities to bring their insights, skills, and energy to this important work. People without disabilities are also welcome, especially if they have experience with people with disabilities and/or with inclusive design implementation in the built environment, services, or effective communication.

We usually meet on the first Thursday of the month, or more often as the work may require, and members do work in between meetings independently or in subcommittees.

You may peek at two recent meetings on Sudbury TV: [COD Thu Apr 6, 2023](#) and [COD Thu Apr 13, 2023](#) to see our latest proceedings.

An application is available at [Sudbury Application for Membership on Commission on Disability](#).



<https://www.giftsofhopeunlimited.org/>

Gifts Of Hope collaborates with town social workers, Voices against Violence, and other domestic violence shelters who identify families struggling with meeting their most basic needs.

We are contacted by service providers with requests for household goods, groceries, and help with urgent financial needs. Items requested are located on Facebook market place, Craigs List, community bulletin boards, community organizations such as the League Of Women Voters, Garden club, faith-based organizations, personal friends and acquaintances.

Financial Access Program

Those impacted by relationship violence often have limited financial resources with which to establish a new home and care for their children. This program provides the necessary monetary funds to help victims with rent, transportation, and legal costs.

Product Access Program

Local social workers or domestic violence service provider agencies work with survivors to make a list of the household goods, furniture, and clothing they need. GOHU then searches for or buys the items so that clients don't have to call around to multiple agencies.

The request to Sudbury Foundation

In 2022, GOHU provided over \$25,000 in gift cards alone to Sudbury based clients. We expect that this need will not be reduced in 2023, having regard to inflation and the increase in utility bills. We have therefore applied for a grant of \$15,000 from the Foundation to allow us to keep supporting these clients.



Sudbury Commission on Disability

May 5, 2022

Dear Sudbury Foundation Board Members:

The Sudbury Commission on Disability (COD) submits this letter of support for the Gifts of Hope Unlimited grant request with wholehearted appreciation for the direct assistance the organization has been providing and will continue to provide for families experiencing the impacts of relationship abuse.

For a large fraction of the client families, disability is a factor in the complexity of their situations. Sometimes the stresses that may arise when a child enters the family with a disability can become a tipping point from a healthy relationship over to a fraught and then abusive relationship. Sometimes one or both adults in the family may be living with a disability, either apparent and physical or unseen and possibly emotional, cognitive, or involving mental health, and that can be a factor that pushes the relationship into that abusive zone.

For those families that have left the abusive relationship and become survivors, disability of a family member or members adds a layer of challenge to reaching that properly resourced, safe, and empowered future that is the expressed goal of Gifts of Hope Unlimited. We on the COD believe that the multifaceted, direct support Gifts of Hope Unlimited can extend to bridge the gaps that appear from time to time for their client families is what can make all the difference between falling into disarray and dependency and carrying the progress forward to that brighter, healthier outcome.

The Commission on Disability does not have provision of direct service in our statutory mandate. We do have collaborating with and supporting community groups who help improve inclusion and access for people with disabilities in our mandate, and so it is that we offer our emphatic support to the grant request of Gifts of Hope Unlimited, as they are truly expanding the options and potentials for vulnerable members of our community, many of whom are living with disabilities.

Thank you for taking our thoughts into your consideration.

Appreciatively,

Sudbury Commission on Disability

Kay Bell

Kay Bell, Chair

On behalf of the Sudbury Commission on Disability

disability@sudbury.ma.us - (978) 639 - 3265 - <https://sudbury.ma.us/disability/>

A DAY TO CELEBRATE DIVERSITY



FAMILY PRIDE DAY

SUNDAY, JUNE 11 @ 1 - 3:30PM
SUDBURY COOPERATIVE PRESCHOOL
26 CONCORD ROAD, SUDBURY

FREE EVENT!

CRAFT ACTIVITIES
FOOD TRUCKS
DIVERSE BOOK FAIR
PERFORMANCES
AND MORE

Brought to you by:



Sudbury
Cooperative
Preschool

OUT
METROWEST

THE SILVER
UNICORN
BOOKSTORE



SalemFive



MCC
Memorial Congregational Church

Brief description of activities and events at Pride Day

On 5/3/2023 3:25 PM, Britta Rieser wrote:

Hi Kay,

Activities include a bouncy house, obstacle course, chalk painting and whatever crafts organizations provide. These have included face painting, beading, bubbles, and more.

For the “center stage” part of the day, we will have rotating performances. There is a drag queen story time scheduled for part of it, followed by two dance performances from both a youth dance group and an adult glee club (from The Performing Arts Connection).

We have the author of My Uncle’s Wedding reading her book, another read aloud by Story Starters in Newton, and musical performances both from Interdependence Day and the Sudbury school of Music.

It’s possible that some organizations might do a poetry reading as well- so exciting!!!

Let me know if you have any additional questions.

Best,

Britta