



CITY OF FISHERS AGENDA

BOARD/COMMISSION: Fishers Advisory Committee on Disability

DATE: 4/15/2025 at 5:30 PM

**DIRECTIONS: Fishers City Hall Theater ,
1 Municipal Drive, Fishers, IN 46038**

In accordance with the Americans with Disabilities Act (ADA), the City of Fishers will, upon request, provide appropriate aid (i.e. interpreters) and/or assistance leading to effective participation for people with disabilities. Anyone who requires such assistance should [email Kelly Lewark](mailto:kelly.lewark@fishers.in.gov), Office Manager, no later than 48 hours before the scheduled event or call at (317) 595-3487.

- 1. Call to Order / Roll Call**
- 2. Approval of Previous Minutes**
 - a. 12-10-24 Minutes DRAFT
- 3. Committee Update**
 - a. MDAM and MPOV Roundtable recap
 - b. Housing
 - c. Employment
 - d. Community Support
 - e. Networking/Social/Accessibility
- 4. New Business**
 - a. Farmer's Market Inclusion Day

b. Fishers Website Accessibility/Resources, ADA issues update

c. Closed Captioning initiative

<https://www.visithamiltoncounty.com/about-us/inspire/people/closed-captioning/>

d. Top 3 Priorities for the Committee in 2025

5. Staff Communication

a. New Member- Jason Wagner

6. Announcements

7. Adjournment

[MEET_FOOT]

**CITY OF FISHERS
FISHERS ADVISORY COMMITTEE ON DISABILITY
Fishers Municipal Theater
MINUTES
December 10, 2024**

The meeting of the Fishers Advisory Committee on Disability convened at 5:30 p.m.

Members present: Cecilia Coble, Kelly Hartman, Katie Jackson, Darcy Keith, Chrissy Pogue, Michelle Stelz, Ross Hilleary. Wilbur Sutton and Shelby Slovik were absent. ASL interpreters Kelsey and Randolph were present. Cecilia noted Committee Recognition for Shelby Slowik, who was instrumental in Conner Prairie inclusion. A new member will be named in January 2025.

Consent Agenda - The Minutes from the 9-17-24 meeting were approved, 7-0-2.

Cecilia spoke about how the Fishers Website can be more useful and accessible for the Disability community. Resources, dates, locations, all need to be added. To be added: the Culture City Logo, Subcommittees, closed-caption initiative, Geist Waterpark, nominations for awards link, MADM info.

MADM Update:

March 2025 Fishers Disability Awareness Month Kick-Off - Monday, March 3, 2025 8:00 am to 10:30 am

OneZone Breakfast - Employment Discussion March 5, 2025 8:30 am to 9:30 am

Fishers Arts Council: Second Friday highlighting artists for Disability Awareness Month - Friday, March 14, 2025 6pm to 8 pm

Michelle gave an employment update- on the interview and resume workshop focusing on practice in interviewing, and self-esteem.

2025 Allies for Disability Employment Dates

All meetings are hybrid 8:30 -9:30 am

In Person Opportunities for Positive Growth (10080 East 121st Street, Suite 112 Fishers)

Virtual Via Microsoft Teams

February 18

April 22

June 3

August 19

October 21

December 16

Darcy gave the Farmers Market Disability Day as 7/12/25. There might be a nominal fee this year.

Other discussions included:

Accessibility update training

Hamilton County Tourism- how to address people with disabilities.

Fishers Event Center Sensory Room

Transportation update- the HC Express denial rate has gone down. 14% of ridership is from Fishers. There are changes at Janus. Still a Noblesville-centric service. Possible cross-county service with more vans. The Rider app is not ready.

Kelly reported to watch for changes in the State policies. Her new email address reflects that she will be doing consulting going forward.

2025 FACD meeting dates were presented.

Adjournment at 6:45 pm.

DRAFT

2025 Fishers Disability Awareness Month – My Point of View Day

ACCESSIBILITY	Facilitator: Katie Jackson Scribe: Eric Steiner
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- The Parks – eye brow sidewalk ramps becky@blmsolutions.org follow up with update – currently doing
- 8033 Atwood Ct – add an asphalt ramp to mailbox???? Checking
- People move Fishers because of sidewalks and walkability
- Fishers has a large deaf community
 - Accessibility Challenges
 - Restaurant issues – ADA seating is in back of restaurants, put ADA seating towards front of restaurant.
 - WAVE/ motion sensor door openers
 - Need to allow space for door to open.
 - Deaf - BMV – issues hearing number called.
 - Adding numbers to a screen to see.
 - Restaurant can't hear name being called.
 - Sensitivity training for gas station attendants or other businesses/restaurants to help those who are deaf.

Form a committee to provide sensitivity training classes for business owners.

- Accessibility in hotel rooms is very minimal
- ADA buttons are too high in some areas.
- Lantern and Commercial push button issues
- Lantern/Al Huda
- Installing more paths along roadways as its hard to hear traffic.
- Franklin, IN – homeowners pay the labor but city supplies concrete.

- Financial barriers for new/younger artists
- Art tent to display their art at events for discounted rate
- Caregiver and adult classes as one price to join classes
- Inclusion for blind individuals
- When booking classes it would be nice to have an area to include additional assistance.
- Promote the assistance, too.
- More events for adult disabled ages with different learning levels
- Buddy programming for adults with more group activities
- Background checks for these programs
- More educational opportunities for adults to expand life skills
- More craft classes for all age levels
- More classes for performing arts for adults
- Barrier free theater opportunities
- Reducing financial barriers
- Community working together to help fill the gap of limited programming available for adults with different abilities

Goal: see change for the deaf and Hard of Hearing Community here in Fishers

Introductions

Kim Kause – resident, parent of 2 sons, work for the Indiana School for the Deaf as Asst. Supt.

Scott Fadness – mayor, parent of 3 boys

Allison – resident, full time ASL interpreter with Indiana Online Services, and advocate for holistic arts

Christine Altman – Hamilton County Commissioner, parent of adult children and

Davina – deaf and hard of hearing services program, outreach and education.

Amanda – Fishers resident, parent of two children, financial advisor for Northwestern Mutual, member of CODA

Jill Doyle – invest Hamilton county, workforce training

Norman Burns – president and CEO of Conner Prairie, continued partnership with Indiana School with the Deaf.

Jason – Sorenson Communications, National Sgn Language Director. Parent of two.

What do you feel is a barrier with the deaf and hard of hearing community?

Norman: Awareness. How we could best serve our guests. And then, how can we make a commitment to serving those guests who are deaf or hard of hearing. With an all-inclusive mission, it can be daunting.

Additionally, in settings like this, tinnitus and teenage hearing loss.

Allison: I teach a short ASL class in Fishers at the Library and currently have a Conner Prairie Employee participating.

What age? Any age

Library funds it.

What is your barrier as a deaf person here or in Indiana

Davina: Interpreters. A lack of interpreters is an issue. There are many high school students who have ASL classes, but the lack of College courses prevents them from continuing this professionally

Scott: Resource constraints. Where to best invest resources to impact the most people.

Kim: Interpreters (lack of). More accessible experiences at restaurants (CC at restaurants); Events have captions on videos, etc.; Even the general public knowing how to do basic greetings would be a great way to spread awareness.

Sidebar question: Scott: How long would it take for someone to learn enough sign language to be able to interact with the deaf and hard of hearing

Allison: 1-2 classes or workshops would do well. It also depends on how often you work with your hands (if you have stiff joints it'll take a bit for your hands to adjust). For full fluency, 5 years or an immersive experience.

Sidebar question: Christine: What software can we use for interpretation?

Davina: for ASL, you can place in PPTs and there can be in person ASL. On the screen

ACTION ITEM: Share our CC solution and Propio with all other communities. Additionally, Transcribe app on iPhone and Android can be used easily.

Amanda: in my industry, it's very difficult to bring in another person into transactions because of privacy. Additionally, banks will not provide ASL interpretation because of the confidentiality.

Jason: I have found that in advance, you can request this. But it usually is a legal process that requires signing documents AND finding an ASL interpreter that has training in the financial industry and is considered qualified to the bank.

Jill: Has had a challenge with training for deaf and hard of hearing because of the cadence of the class and interpreters needed. It extended the length of the training about 4 hours

Now how can the deaf and hard of hearing community help support the hearing community and vice versa to help solve challenges for the other?

Scott: To solve interpreter issue: How can we prioritize what's important to the deaf and hard of hearing. Where can we invest to make the most impact.

Christine: Need to increase the awareness, make it top of mind. How can we take best practices from Fishers and work with other communities in HamCo to make the awareness and resources available more consistently.

Norman: How can we help fund a full time ASL interpreter to have on-site at Conner Prairie.

What are the challenges of raising a family in Fishers/HamCo either as a parent who is deaf with hearing children, or with children who are deaf.

Jason: Access to resources are critical – how to figure out the schools, Mudsock Youth Athletics, etc. It really depends on the individuals in our community to share. It would be helpful to have a website with resources for the schools, access to resources, a single place to connect.

Amanda: Deaf and CODA are always the last to know.

Christine: **Is there an organization that can help facilitate sharing of info?**

SOLUTION:

Publish resources for deaf and hard of hearing, people with disabilities:

- Indiana School for the Deaf
- DHHS
- ACTION: Ashley to work with Jason and DHHS to develop landing page of resources (in collaboration with the Fishers Health Department)

Sidebar question/statement on availability of ASL Interpreters:

Davina: 50,000 deaf; 25-30K that don't identify as deaf or hard of hearing. And only 250 certified interpreters. Certified to work for the state of Indiana. But she has 200 that aren't certified but can interpret.

Allison: College accreditation, training, is critical.

Jason: Interpreter Training Programs exist in Indiana and there are people participating, but then they move away from Indiana.

Sidebar: Scott: What is the decision point for parents of deaf children to decide whether to attend public school vs. Indiana School for the Deaf.

Kim: Deaf students/children have a range of hearing. So some will go to public school and some will go to ISFD. Approximately 12-13% of deaf children go to Indiana School for the Deaf. This is high for a state school, many are 1-2% enrollment.

Considered one of the top schools in the country. It's the reason Jason moved here.

Three Challenges:

Resources – set up a subcommittee for Deaf and Hard of Hearing for FACD

Access to Interpreters – prioritize needs. Leverage technology: captioning, info/resource sharing with other communities, stakeholders.

Employment - training

Davina: many clients experience the realities that they will make more money on SSDI as a part time position than a full time. Even when they have advanced degrees, the support available at their places of employment are lacking and don't allow for long term support/inclusion.

Solutions:

- Prioritization
- Technology
- Training

- Leslie Brown shared that she wanted to further explore expanding the Best Buddies program.
- She said there are gaps in the summertime and that summer camp staff often aren't trained on how to work with those with disabilities, autism, etc. Can this training be added for the college students who often serve as camp counselors?
- Want to focus on students, but also the staff and families.
- Currently uses universal technology to have closed captioning ON in the schools for all presentations.
- Goal = to get Best Buddies in ALL the HSE Elementary schools. Currently, the program has been added at:
 - New Britton
 - Sand Creek
 - Fishers Elementary
 - Thorpe Creek
 - Used to be in Geist but not sure if still active
 - Brooks School – in planning stages now
- Best Buddies is thrilled to be added to the elementary schools.
- We are some of the first elementary schools in the state with Best Buddies actively, as there are not many across the state.
- Education and Community Barriers:
 - Aging community, moving to assisted living facilities, hip issues, hearing issues, need closed captioning.
 - Need closed captioning ON everywhere. Hearing aids pick up EVERYTHING and it off putting so they prefer closed captioning.
 - Increase awareness by sharing lived experiences about daily living with disabilities.
 - Ear buds/headphones are in kids ears all the time, so we are going to have hard of hearing issues increase moving forward.
 - PowerPoint is a great tool to use for closed captioning in classrooms. Use AI.
 - Need to ensure that the closed captioning can also be translated into different languages like Spanish, Punjabi, Arabic, Burmese, etc. Need ENL component too because in IEP meetings there is confusion and fear because they don't understand culturally that the IEP team is trying to help. In their home country disabilities are not accepted and they are killed for being

- disabled so having a translator who both understands the education goal/philosophy and their home culture would be ideal to make the IEP meetings successful. In some languages there isn't a word for autism, so they don't understand and neither does the translator. (And at Parent Teacher Conferences & Back to School Night & Before The Bell & Registration, etc.).
- In other countries this is a severe stigma toward those with disabilities, so they are here to be safe.
 - The schools use Luna Language Services to assist.
 - These students also have their own devices.
 - The schools need a district of interpreters who fit this building to rotate to all schools to be in IEP meetings as needed.
 - Post HS grad services are lacking.
 - Need to prepare parents and families, as well as students
 - Some are ready for employment, but what about those who are not yet ready for employment and are 20+ years old? No place to drop them off for engagement/fellowship/engagement/purpose/activities based on what they CAN do. Opportunity for Invest Hamilton County?
 - Transportation Issue. While Hamilton County Express now has minibuses, because it's grant funded, it has to be open to ALL, so now folks without disabilities are using them so frequently that those with disabilities can't find a ride/seat. For example, with the increase in school choice, kids are using this transportation to go to a different school, thus taking all the spots, because you get priority if you use it on a regular basis (like M-F at school drop off and school pick up time).
 - Focus: Schools need to do a better job at designating March as Disability Awareness Month and plan activities to spread awareness in the district.
 - Maybe order Tees and have kids try to put them on with only one arm, or use a wheelchair for an hour, learn some ASL, practice reading Braille, etc.
 - Have parents each trained on a disability and a related activity to tryout to raise awareness. The parents would rotate to each classroom and do the specific activity that goes with the disability they are discussing/trained on.
 - Have students participate in available courses and get a degree in special education and assistive devices/technology! Promote the need for students to study this field.

- Have HSE HS students develop accessibility apps because the one currently used costs \$300/license, and they have 200+ licenses. If students developed their own and it was used within the district, it would save \$90K-\$100K. An in-house app. Touch chat.
- Have classes using 3D printing to make assistive equipment.
- Have a Cadet Teaching program (HS) in district classrooms and add a unit with assistive technology. They have 3D printers they can use, use softdev capstone who is always looking to build apps to create an in-house app. Leverage Project Lead The Way to create.
- Barrier – HSE stopped transportation to BACA and similar locations for students for ABA therapy. Different schedule now. Since the school can't pay for it, they will say they can cover it, but medically the providers don't agree and it's not really a unilateral decision since the parents and medical team don't agree that having the schools provide this therapy is best for their student, so the parents end up stopping working to facilitate. Not every family can afford to do this. Schools say they can handle, but parents and docs aren't confident in that ability.
- We have 22 schools and ONE person who handles adaptive technology for everyone and is overwhelmed.
- Have this technology for all, not just those disabled.
- **Proposed Solutions:**
 - Focus: Have the schools and community collaborate to have MDAM in schools in March and throughout the year. Use same theme as the City of Fishers.
 - Create a subcommittee of the Advisory Committee on Disability of people who can plan the activities and logistics for the initiative to have MDAM in schools and throughout the year to support these activities. They can set the schedule, agenda, supplies, etc.
 - Set up a program at ALL schools to have General Education classes “adopt” an Life Skills student to include them in social class activities like class parties, valentine’s day cards, high-fives in the hallways, built in friends, have the teacher share books on disabilities (like a student who wears a helmet), etc. This is true inclusion!
 - Can't be just dependent on if a particular teacher makes this effort. Should be required for each teacher/classroom to make this effort and participate in this initiative each year so a student doesn't get dropped after they move grades. Needs to be a larger cultural shift

from Principals and Administration. Needs to be intentional and an actual initiative supported at all levels.

- Not just on the special education teachers, but all teachers in general education must get behind this initiative as well.
 - Then they can move on to Best Buddies
 - Then _____ after graduation to be included??? Fishers Community Center opportunity? Young adult population and older.
 - Need to move from just awareness to acceptance and have the teachers get the life skills students involved and not just be aware of them.
- Have the district-wide initiative to be accessible and have closed captioning required at all IEP meetings. Not just for those with disabilities, but for everyone in the room.
 - What is the city already doing that the schools can adopt
 - Is grant money available?
 - Have the Department of Technology in schools brainstorm. Capstone.
 - Unified Everything! Not just sports. Performing Arts, etc. Clubs. Make all clubs have a unified component/counterpart. For grades 5 & 6 working on this now. Have all try unified sports to see what it's like. Use a blindfold or only one arm, etc.

- Discussion on what on-going supports looks like, including when VR closes the case – including performance issues
- What resources could be made available to HR/managers to know when to re-engage supports – especially when there is a change in direct manager (is this something VR could help at a state level)
- Scheduling (and transportation) - employers might want a schedule of more hours, how do we find candidates that are looking for 20+ hours – we still have candidates in the system that are looking for 10 or fewer hours a week
 - How do we work around transportation constraints
 - Understanding constraints around work income and other benefits.

We had two parents that shared some personal stories around their young adults starting to consider entering the workforce - and employers talking about their experiences – but all centered around those themes above.

From a service provider/VR perspective we talked though that balance of supports and independent employment - and making sure it meets the individuals needs and the employer’s needs.

Steve Loser, talked about the CTE initiative at HSE Schools and making sure that our students with disabilities have access to programs if they are interested and appropriate.

HEALTH & WELLNESS

Facilitator: Monica Heltz
Scribe: Olivia Rodriguez

Issues: We need options to handle the entire special needs community.

Currently, there are no housing options for special needs individuals who need more help – unless a parent can pay to build a new home themselves.

We recognize that truly accessible housing is very limited in Fishers. Could either building codes or building options be pointed out to builders to help get new construction more accessible? In many cases, the costs are negligible. A big difference would be door widths. A negligible difference would be door handles, cabinet pulls, switch heights, etc.

Could Fishers offer more incentives to gain apartments or other housing to become accessible. Southpointe Village is helpful but it's full. We need more inventory.

We recognize that I/DD individuals that have CIH waivers need to group together in two, three or four residents to allow funding to cover 24/7 staff coverage, where needed. The more independent individuals usually can't get waiver or SSI funding. That's 100% the parents. We also recognize that CIH waivers are currently nearly impossible to achieve.

Action items:

1. Indiana needs to interpret the Settings Rule to be more in-line with the other states. The settings rule is interpreted to keep neighborhoods from becoming exclusive and is intended to keep them inclusive. Intentional communities for adults with special needs, for safety reasons, social reasons and support reasons, are needed. Indiana's interpretation of the Settings Rule stops communities from creating specific neighborhoods. We know 55+ communities exist however.
2. We'd like Fishers to work with local builders to add Accessible Options to their list of upgrades. We recognize ADA codes do NOT mean accessibility access. We might start by talking with BAGI (Builders Association of Greater Indianapolis) to get suggestions. They already have a brochure on Visitable Home details.
3. We'd like the state to make CIH (Community Integration & Habitation) waivers more available. We recognize that the parents currently need to be age 80+ or deceased to get access to CIH waivers.

Barriers that Currently Exist in Public Safety with regard to disability community

- Visual Alarming
 - Tornado sirens
 - Interpreters
- Read/Write
 - Some with disability can't read or write at all
 - Public Safety needs to have at least a little ASL
 - Minimum number of signs
- Physical Disabilities
 - Starting with notes in CAD about occupants of addresses if possible
 - If any disabilities
- Deaf, autism, physical disabilities
 - Anything to arm first responders with more information.
 -
- Deaf Community
 - Need to have pictures in police cars with ASL
 - Problem for fire is that sometimes deaf community is hurt and they use their hands to speak.
 - If strapped down for transport that can be problematic as they now have no voice.
 - Arrested with hands in back.
 - Any way to have deaf community handcuffed with hands in front?

Chief Gebhart responded that this is an officer safety issue

- Not that deaf community would cause issue but bad actors would catch onto this and this would become an issue.
- Did respond that at FPD they do try not to arrest but summons as often as possible.
- License designation for deaf community?
- Maybe a possibility that allows for easier interaction with public safety that isn't a huge flag that makes the community a target for criminals.
- Intersections in Fishers have lights that flash when fire approaching and changes lights.
 - Police have sirens and ground thumpers which vibrates the intersections
 - PD and fire still drive with due regard even with these in place
 - Technology is great but doesn't always function which is why always drive with due regard.

- Adults with disabilities
 - Concern that they will admit to crime they didn't commit and be convicted
 - Real police work ensures that this doesn't happen.
- Need for public outreach to community on what is happening and who is in their neighborhood and community and what to look out for.
 - What types of disabilities, how to handle, what is safe, what is not safe, how to communicate with.
 - More education with public from Public Safety.
- Communicating to public safety
 - Text to 911 available
 - Relay
 - Translation services
 - PD and fire both have Propio available in the field to communicate with deaf community (as well as other languages)
- Deaf/Blind Community is a segment that needs more contact
 - Public safety perception is that this segment is not often times found alone
 - Usually with a caretaker.

1 Challenge/2 Solutions

- Challenge
 - Immediate Contact with disabled individual (deaf)
 - What to do?
- Escalate? De-escalate?
- Police and fire both have a decision to make

Solutions

- PD and Fire advertising their effort to Communicate
 - Advertising that they understand there is a deficiency and that they are working on correcting it.
 - Owning the discrepancy
- Training
 - Cards in car
 - Learning basic signs
 - Mock sessions with Deaf community
 - Recorded sessions
 - Technology that is out there and utilize it better to interact

Adaptability: something that can meet different needs

Challenge: young adults aging out of schools who no longer have the opportunities for recreation/exercise/social/wellness. The need for integration of disability/adaptive classes.

Solutions:

- Have more opportunities integrated into the community centers focusing on various adaptable organized teams, exercise classes and events.
- The new Fishers Wellness Center – great opportunity to focus on this population. Create programming with a variety of opportunities that are adaptable for various physical and invisible disabilities. Perhaps also add monthly events for the community (young adult-adults).
- Interlocal partnerships with non-profits and businesses. Leverage relationships within the community and create opportunities for exercise/social events geared to health and wellness.

- Gap opportunities in the summer like summer camps. The current opportunities fill up quickly and are far away.
- Fishers camps or YMCA camps could have a buddy system (spring hill does this)
 - This would allow those with a disability to be integrated with the neurotypical children
- More camps to include residents with disabilities (Conner Prairie, Best Buddies)
- Janus is planning a summer camp. I will include a pier buddy. Outside the Box had a summer camp. Currently taking a break. Might start back up next summer. Has a pier buddy
- An issue is finding the space to have the camp and transportation
- OTB would like to have a dance night and bingo night, but transportation is an issue
- Getting the word out about programing is an issue
- Thrive has grown and provides opportunities
- Provide a list of resources (camps) and volunteer opportunities for these camps
- Have a buddy for the entire summer camp
- College/High School students/camp counselors/buddies (not a child of the same age)
- Alhuda offers a Saturday camp every other Saturday. This is a religious based camp
- Dad's club in Carmel offers sports for kids with special needs
- Monon Center offers sports for kids with special needs
- Unified Sports is for high school kids only
- Collaborate with Mudsock Youth Athletics to provide sport options for children with disabilities
- Offer sports for adults with special needs
- Special Olympics offers corn hole in Fishers, track in Carmel, might start pickle ball in Fishers
- Invite someone from Special Olympics and Best Buddies to attend this event next year
- Offer unified opportunities that bring special needs and the neurotypical people together
- Special Olympics offers a unified softball league
- Don't separate the two populations
- Special Olympics offers a unified soccer league

- Unified Sports offers a unified track team
- Indy Premier offers sports for special needs
- Schools have transition fairs. Could the City offer a transition fair/networking opportunity for parents to find resources (For all ages)
- Janus holds a resource fair
- Carmel held a transition fair last night. They had over 90 providers
- Hold a fair in the evening so working parents can attend
- A fair would offer resources for new parents with a child with special needs
- New parents don't know how or where to find resources
- Fair could provide behavior therapists, consultants, therapists, supported employment, music therapists, occupational therapists, speech therapists
- Reaching the younger demographic is a gap
- Provide extra curricular options for a younger demographic that is not therapy
- Indianapolis children's choir offers programming for special needs
- Biggest challenge: knowing what's out there. Have all information in one place,
- Have a transition/resource fair for all age on a monthly basis at a different location each time
- How do we find out about inclusive teams and activities
- Carmel has ballroom dancing for individuals with intellectual disabilities
- HSE high school has BOLD a dance performance group for individuals with intellectual disabilities
- Need to find sports and other extracurricular activities for individuals with intellectual disabilities
- 4-H is a good organization for kids with intellectual disabilities. They are very inclusive and accommodating. They have demonstrations. Could partner with them to use their space
- Be able to give an example of clubs and groups that are offering programming and are inclusive.
- NIYYAH Coffee is having an inclusion day April 8. Special needs will serve coffee and board games will be available. Will have monthly at a different coffee shops. MUHSEN is a non-profit organization that is organizing these coffee events.
- Partner with Best Buddies to offer volunteer opportunities to be a buddy at summer camps
- Scouts?

Question 1

Elliott – Jason Wagner is my neighbor, known him for over a decade. Learned so much from him over the last decade.

Kyle – Not much lived experience – had the pleasure of going to schools to learn from students in the deaf and hard of hearing community.

Cecelia – Wants to talk about physical disabilities. Wants adaptive sports here. How can we best prepare the businesses and hotels to be ready for guests with disabilities?

Jeanine Coleman – Miller – Project Will, working with 18-35 transitional age.

Kyle – TurnPoint in Ft. Wayne

Cecelia – Bloomington community trains people.

Cecelia/Barrier – not enough accessible rooms at hotels. Not fully accessible. Restaurants – not accessible enough.

How to transition disability workforce into the hospitality community. Someone brought up a potential collaboration with the FEC where some of our disabled folks can be brought in to work these events and help with the clean up after the event. Elliott said this may be a possibility

Project Will - engage non-profits, universities, learning experiences to lead to employment. Work closely with the schools in Fishers and Marion County to transition them out of school and into the workforce. Lucas Oil Events, keep condiment station stocked, and tables cleaned. Could this be a possible opportunity at FEC?

Icons for businesses designating, for example, wheelchair friendly, adult changing tables, closed captions (basically whatever they have incorporated to make things more accessible

Speedbump more than barrier– at FEC, depending on crowd you can run out of parking. Is this a way to put in temporary parking, drop off or valet opportunities?

Cecelia – is the accessible parking in the right spot.

How to highlight what good people are doing.

Transportation – once visitors are here, how are they getting from spot to spot? Uber/lyft don't have accessible transportation options. -it was brought up that it could be a could idea to have

valet or ADA drop off, if the FEC gets super busy maybe a shuttle will be something we can utilize?

Question 2

Connecting with other cities in the area (+ Zionsville and Lawrence), creating guides for being a more accessible community.

Clear communication on what adaptive features – People don't always know what resources are in place to accommodate the disabled

Talking to experts and open to the conversation, always looking for a value-added project and taking steps to make that right.

Listen and bring in the stakeholders to the table and take feedback to heart.

Jeanine - Intentionality.

One challenge, two solutions

We are not currently set up to be super attractive to adaptive groups, while the Fishers Event Center has a lot of amazing accessibility features –some of the supporting places (hotels and restaurants) are not fully accessible for large groups.

1. Communication with the groups coming in on what accessibility features they need to visit here.
2. Communication with partners on what the partners offer, what the groups need and how our partners can communication offerings.

Existing Situation

- Hamilton County is one of the only local municipalities that has invested \$ into transportation for those with disabilities
- Hamilton County Express provided 76,000 rides last year
 - Now expanding with more stations and new software (Spare) rolling out on April 22.
 - Will improve rider experience, include an app, and allow for shorter timeline for booking to pick up.
 - Will provide notifications to your phone with updates or changes to your ride.
 - Will also allow you to negotiate time pickup if yours isn't available.
 - Will also have a concierge version where a guardian can help to monitor and receive updates.
 - Updated fleet
 - Timing: 6 am to 6 pm service Monday-Friday. Saturday service until 3 p.m. (less buses on weekend, more limited service)

What barriers currently exist?

- Access to work for adults with disabilities (Hamilton County Express is great at this and excited about changes, but need resources to ensure it is reliable and sustainable)
- Senior community—many unable to drive and having to rely on services like Uber to get to appointments. Need education on what services are available for them.
 - Technology can be difficult for seniors to use. Needs to be straightforward and easy to use.
 - Seniors can be defiant when they are told they can no longer drive. Need to encourage them to try a new app or service
 - Go Go Grandparent- go between Lyft/Uber and requestee.
 - Solution: At end of May, fourth Friday—organizing social outing for Britton Falls where a shuttle will come pick up residents and shuttle them over to Hamilton Towne Center.
- Funding challenges

- More established neighborhoods were more vehicle focus and less pedestrian/ADA friendly. Existing utilities can present challenges and takes more funding.
- Trail connections & gaps
- Competing with all neighboring cities
- About 5-7 years from concept to construction—delays
- Lack of spontaneity for individuals with disabilities to use transportation
 - Have to schedule ahead for planning & preparation. Would be nice to go somewhere without much planning. Can also be difficult to get outside of Fishers/Hamilton County with existing transportation options.
 - Hamilton County Express isn't great for instant pickup (ideal two-week lead time). New software will improve this by giving yes/no at time of trip request. Will now have options for same day pickup!
 - Express still has limited timing for services, so it is restrictive on evening travels. Leisure is more limited.

What opportunities exist?

- Hamilton County Express could have special hours when there are big events happening around the county.
 - Spark!Fishers, Fishers Event Center shows, concerts at the AMP
 - Have set destination with bus that you opt into