



2021 FISHERS MARCH DISABILITY AWARENESS MONTH
MY POINT OF VIEW DAY
TUESDAY, MARCH 30, 2021 - 8:30 AM

Agenda

1. Welcome and Overview of Accomplishments of the Fishers Advisory Committee on Disability – 15 minutes
 - a. Mayor Scott Fadness Introduction & Acknowledgements
 - b. Kelly Hartman & Cecilia Coble, Co-Chairs FACD

2. Breakout Discussion Topics – 45 minutes
 - a. Transportation
 - b. Housing
 - c. Employment
 - d. Community Supports & Services
 - e. Recreation / Arts & Culture
 - f. Networking / Social Opportunities

3. Reconvene / Group Discussion of Breakout Discussion comments – 60 minutes

Disability Defined

Disabilities is an umbrella term, covering impairments, activity limitations and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations. Disability is thus not just a health problem, it is a complex phenomenon, reflecting the interaction between features of a person's body and features of the society in which he or she lives.¹

Statistics

- 61 million adults in the United States live with a disability That is 26%, or 1 in 4 adults.
- 2 in 5 adults ages 65 and older have a disability.
- 13.7 percent of people with a disability have a mobility disability with serious difficulty walking or climbing stairs.
- 10.8% of people with a disability have a cognitive disability with serious difficulty concentrating, remembering, or making decisions.
- 3.5% of people living in Fishers have a disability.

¹ World Health Organization

- 6.2% of people living in Carmel and 14% of people who live in Indianapolis have disabilities.²

Topic: Transportation

Goal

To have a viable transportation idea implemented as a pilot for 2021 in the City of Fishers.

Historical Work

- Janus Developmental Services provides transportation to the disability community through the Hamilton County Express (2007). This service and other transportation sources don't cross county lines.
- Amend UDO to require pedestrian connections between subdivisions during planning process and to adjacent uses wherever appropriate. *Fishers 2040 Comp Plan Action Item*
- Design trails and sidewalks to allow space for pedestrians and cyclists to pass one another. *Fishers 2040 Comp Plan Action Item*
- Assign a single point of contact for ADA and Title VI challenges. *Fishers 2040 Comp Plan Action Item*
- Require new development to provide bike and pedestrian facilities during the TAC review. *Fishers 2040 Comp Plan Action Item*

Relevant Statistics

- An estimated 25.5 million people have travel-limiting disabilities, accounting for 8.5% of the population age 5 and older in 2017.³ Transportation is a major challenge for the disability community.
- Individuals with disabilities need assistance with transportation for work, medical appointments and to navigate around the community to shop, dine, attend events, etc. Travel is often essential to employment, and people with travel-limiting disabilities are less likely to have jobs. Only one-fifth (20.2%) of respondents to the 2017 National Household Travel Survey age 18 to 64 work full- or part time if they report having disabilities. In contrast, over three-quarters (76.6%) of people in this age group without disabilities work.⁴

Action Items in Fishers 2040 Comprehensive Plan

- Update the UDO to encourage mixed-use designs and require connected bicycle, pedestrian, and automotive networks. These standards must also support future public transit systems.
- Investigate using raised crossings, pedestrian curb extensions and other traffic calming and pedestrian safety devices where high pedestrian travel is expected.
- Prioritize filling gaps in the network before upgrading an existing sidewalk or path, when possible.

² Disabled World 2017

³ U.S. Department of Transportation, Federal Highway Administration, 2017 National Household Travel Survey.

⁴ U.S. Department of Transportation, Federal Highway Administration, 2017 National Household Travel Survey.

- Integrate planned paths, sidewalks, and greenways into road projects.

Questions

1. How can businesses collaborate with each other to help with work transportation in Fishers?
2. How might we implement an autonomous vehicle pilot program to support the disability community?
3. Would a trolley system on 116th Street that can move people with disabilities East/West starting from Olivo Rd to Allisonville Rd with pickup/drop off points at the Kroger stores be a viable option?

Participants

- **Facilitator: Cecilia Coble, Fishers City Councilor/Co-Chair FACD**
- **Scribe: Ross Hilleary, Planner III, City of Fishers**
- Rod Sleet, The Go Go Bus
- Patrisha Parker, The Go Go Bus
- Amanda Arroyo, FACD Member
- Tricia Dickson, FACD Member
- Jordan Dickey, FACD Member
- **Mark Heirbrant, Hamilton County Commissioner**
- Stacey Oldham, FACD Member
- **Amy Massillamany, Hamilton County City Councilor**
- Brian Payne, Central Indiana Community Foundation
- **Scott Fadness, Mayor, City of Fishers**
- Jason Taylor, Director of Engineering, City of Fishers
- Stephanie Michael, RealAmerica
- Dawn Dodson, Field Marketing Director, Superior Van & Mobility, FACD Member

Topic: Housing

Goal

To promote Universal Design in new housing construction and encourage developers to integrate units for workforce and accessible housing into larger developments.

Historical Work

- In 2019, Fishers updated its zoning ordinance to reduce square footage requirements for single-family dwellings, intended to make homeownership more affordable.
- New affordable/accessible housing coming to Fishers:
 - SouthPointe Village Apartments – The 62-unit RealAmerica development, set to open in Fall 2021, will feature 13 units designed for individuals with developmental disabilities. RealAmerica has partnered with local nonprofits such as Janus Developmental Services, Opportunities for Positive Growth, Outside the Box, and Insights Consulting to provide

on-site services and opportunities for education, employment training, and independent living for residents with disabilities.

- Cumberland Cottages – HAND, Hamilton County Neighborhood Development, was approved to build eleven (11) two- to three-bedroom rental cottages clustered around shared green space at 141st and Cumberland Rd. The cottages will be geared toward working wage median income households.
- In 2020, the City created the [Lifelong Housing Brochure](#) to encourage universal design.

Relevant Statistics

- Affordable, supportive housing addresses the needs of people with disabilities, providing health and other services in a social community, while maintaining residents' independence.⁵
- Earnings amount as a percentage of total US population⁶
 - With a disability \$40,454
 - Without a disability \$46,250

Action Items in Fishers 2040 Comprehensive Plan

- Create well-connected neighborhoods with safe and convenient access to key destinations such as employment nodes, adjacent neighborhoods, schools, and parks for pedestrians, cyclists, and motorists.
- Evaluate the mix of new housing developments and needs on a regular basis.
- Integrate a variety of housing including affordable, senior living, apartments, and single-family housing into redevelopment and infill development sites to enrich the diversity of housing choices within a given neighborhood.
- Integrate universal design principles into development whenever possible.
- Form a task force/committee to discuss the needs of affordable and accessible housing in the City of Fishers.

Questions

1. To what extent should additional accessible and affordable housing be built in Fishers and Hamilton County?
2. How can we educate the public on workforce and accessible/affordable housing to eliminate the negativity?
3. How can we encourage developers to incorporate Universal Design into the construction of new and existing homes while ensuring costs remain low?

Participants

- **Facilitator: Wilbur Sutton, Chair of the Housing Subcommittee – FACD**
- **Scribe: Tony Bagato, Director of Planning & Zoning, City of Fishers**
- **Selina Stoller, Fishers City Councilor**

⁵ "Supportive Housing: Critical to Meeting the Needs of an Aging Population", AARP, 2019

⁶ Disability Compendium 2019 Annual Report

- **Sam DeLong, Fishers City Councilor**
- M E Barwacz, FACD Member
- Tom Dickey, FACD Member
- **Scott Baldwin, Indiana State Senator**
- Ronda Shrewsbury Weybright, Owner, RealAmerica, FACD Member
- Angela Tousell, Thrive Social Club Board Member
- Rachel Quade, Real Estate Agent, F. C. Tucker
- Jeena Siela, Hamilton County Community Foundation
- Eric Pethel, Director of Public Works, City of Fishers

Topic: Employment

Goal

To increase employment opportunities for individuals with all disabilities in our community, including intellectual and developmental challenges.

Historical Work

- The Fishers Disability Inclusion in the Workplace Business Networking Group was formed in 2018. This group meets every other month so that employers and direct support providers of employment can connect to understand employment needs, share resources, and begin an employment pipeline.
- Partnerships:
 - Nickel Plate Business Council & Geist/East Business Council
 - OneZone – The Fishers Advisory Committee on Disability has partnered with OneZone, the local Chamber of Commerce, to empower local employers to hire individuals with disabilities. In 2018, the Advisory Committee formed the Fishers Disability Inclusion in the Workplace Business Networking Group to champion this effort, and over the last several years the Networking Group has helped to connect an array of Fishers businesses to potential job candidates. Members of the Advisory Committee and Networking Group presented Expanding Your Applicant Pool: Exploring the Untapped Workforce at OneZone’s March business luncheon.
 - Other Community & Business Partners: Connie Prairie, Statwax, Stanley Security, Chick-fil-a, Kroger, Memory Ventures, City of Fishers Public Works Department, Launch Fishers Coffee Shop.

Relevant Statistics

- Persons with a disability are less likely to be in the labor force⁷:
 - Not in Labor Force 79.2%
 - Unemployed 1.5%
 - Employed 19.3%

⁷ Current Population Survey 2019 US Bureau of Labor Statistics

- Persons with a disability are more likely to work part-time⁸:
 - With a disability 32%
 - Without a disability 17%
- Total US population with less than a high school education⁹:
 - With a disability 16.7%
 - Without a disability 7.7%
- Total US population with a bachelor's degree or more¹⁰:
 - With a disability 15.6%
 - Without a disability 38.4%

Action Items in Fishers 2040 Comprehensive Plan

- Create a variety of land use designations to encourage diverse employment opportunities in Fishers.

Questions

1. How can the City of Fishers help to facilitate conversations with area businesses/employers on how they can untap the disability workforce?
2. How can the City of Fishers assist with conversations with area companies other than restaurants and the service industry? Key companies include IKEA, US Foods, Sitel, etc.
3. How can we encourage employers to collaborate with HSE School's Vocational Program and local VR providers (OPG, Janus, Outside the Box) to empower employment in our community?
4. How can a talent pipeline be created to improve opportunities to provide job shadowing, job training, permanent employment for individuals with intellectual and developmental disabilities?
5. How can we increase awareness of the Fishers Disability Inclusion Business Networking Group?
6. How can a Coding Program be implemented in Fishers that would provide more opportunities for those not seeking a college degree or for those with exceptional learning needs such as autism?

Participants

- **Facilitator: Chrissy Pogue, Transition Specialist, HSE Schools/Co-Chair, Employment Subcommittee – FACD**
- **Scribe: Andrew Magee, Planner I, City of Fishers**
- Michelle Steltz, Director of Business Development, OPG/Co-Chair, Employment Subcommittee, FACD Member
- Shelby Slovik, Associate VP Human Resources, Conner Prairie, FACD Member
- Olivia Rodriguez, FACD Member
- Jerry Jamison, Director, Development & Community for Janus Developmental Services
- Alyshia Madlem, Executive Vice President, Statwax
- Jack Russell, COO, OneZone
- Sylvia Funk, Director, Indiana Disability Determination Bureau, FACD Member

⁸ Current Population Survey 2019 US Bureau of Labor Statistics

⁹ Disability Compendium 2019 Annual Report

¹⁰ Disability Compendium 2019 Annual Report

- Susan Baker, Information Technology, City of Fishers
- Elliott Hultgren, Deputy Mayor, City of Fishers
- Megan Baumgartner, Director of Economic Development & Community Development, City of Fishers
- Stephanie Perry, Assistant Director of Public Relations, City of Fishers
- Cassidy Robertson, Public Relations Intern, City of Fishers

Topic: Community Supports & Services

Goal

To support people who need help accessing community resources, increase independence and increase success as they seek to live their best life in Fishers/Hamilton County.

Historical Work

- [WeCare](#) is a program in which existing paramedics within the Fishers Fire and Emergency Services receive specialized training to conduct in-home patient assessments and provide resources and preventive services to residents of Fishers.
- Social Services Referral - The Fishers Fire Department has partnered with CICOA (Central Indiana Council on Aging), local hospitals, and the Central Indiana United Way 211 information services to create community awareness of the program. The EMS Division will contact individuals who request information on the availability of services for their needs, as well as those that are identified as “at risk.” Following a phone interview and home visit, the division can better identify exactly what type and level of assistance will be required and coordinate the needed resources to assist citizens in need.
- [City of Fishers Accessibility Resource Page](#)
- [Special Needs Registry for First Responders](#) and Smart 911
- Hands Over Hurdles provides funds and resources to direct support professionals facing financial hardship.
- Outside the Box rezone approved for a future day program site.
- Disability provider community is closely networking with EMS to make sure families in need have resources.

Relevant Statistics

- There is a shortage of direct support professionals and resources in the Fishers/Hamilton County area.
- The average compensation for direct support professionals statewide is \$12 per hour.
- Fishers responds to over 3,500 EMS incidents annually, and the department's firefighters often observe conditions and situations that could benefit from social service agencies. During the past 5 years, the department has noticed an increase in the number of citizens who find themselves in need of services.
- There are limited community service providers in Fishers and Hamilton County to assist people with disabilities and their families.

Action Items in Fishers 2040 Comprehensive Plan

- Invest in pilot projects to create momentum for private investment, redevelopment and public private partnerships.

Questions

1. How can the City of Fishers/Hamilton County support families with disabilities and their direct support providers, for both students and adults?
2. What additional support resources are needed in our community?
3. How can we build capacity in our area in consideration of the socioeconomic, workforce, transportation, and housing challenges?
4. How can we encourage active dialogue with legislators to become educated on the challenges?
5. What do program participants and their families need to learn about programs to be better advocates?

Participants

- **Facilitator: Kelly Hartman, Owner, Insights Consulting/Co-Chair FACD**
- **Scribe: Jessie Boshell, Planner II, City of Fishers**
- Kim Opsahi, Deputy Director for the Division of Disability & Rehabilitative Services
- Amy Corbin, Executive Director, Indiana ABLE Authority/FACD Member
- Sherry Quinn, Founder/Owner, Applied Behavior Center for Autism/FACD Member
- Kari Sheward, Vice President, Clinical Services, Tangram, FACD Member
- Shellie King, Owner, Kids Inc., FACD Member
- Tom Crishon, Managing Attorney, Indiana Disability Rights, FACD Member
- Ann Dorlet, Clinical Director, Behavior Analysis Center for Autism (BACA)
- Tim White, Interim President, Janus Developmental Services, FACD Member
- Melany Shampo, Clinical Director, Behavior Analysis Center for Autism (BACA)
- **Todd Huston, Indiana Speaker of the House**
- **Kyle Walker, Indiana State Senator**
- **Victoria Spartz, U.S. Congresswoman - 5th District**
- Ed Gebhart, Police Chief, City of Fishers
- Steve Orusa, Fire Chief, City of Fishers
- Mackenzie Poole, Community Engagement Coordinator, City of Fishers

Topic: Recreation / Arts & Culture

Goals

Design a recreation center that is fully accessible for all people. This will include adaptive programs and recreational opportunities for those with physical and intellectual disabilities.

Provide more opportunities for the creatives and individuals with intellectual and developmental disabilities to create art with the potential to sell in a designated makerspace.

Historical Work

- The Holland Park playground features a poured in place rubber surface, accessible ramps and swings, a wheelchair-friendly glider, and friendship swing.
- Brooks School Park includes an ADA Accessible playground for kids of all abilities with play areas for ages 2 to 5 and 5 to 12.
- Flat Fork Creek Park includes a 60-foot, ADA-accessible sledding hill and ADA-accessible tree houses.
- An assisted listening system has been installed at the AMP, with assisted listening devices available to check out for those that are hard of hearing or use a hearing aid.
- Fishers Parks provides a sensory quiet zone for major events at the AMP for our guests with sensory processing disorders and a SPARK! Sensory Friendly viewing area for fireworks and parade. Sensory bags available for check out, so guests with sensory processing disorders can integrate into our events more comfortably (Noise reducing headphones, fidget tools, social emotional cue communication cards)
- Reserved accessible seating areas at the AMP for our guests with limited mobility or use a wheelchair and ADA accessible picnic tables at the AMP and AgriPark.
- In 2019, the [Art & Culture Master Plan](#) was established, and a Fishers Arts & Cultural Commission was formed. One of the core values of the commission is inclusivity ensuring that art is accessible to everyone and reflects the diverse people who live and work in Fishers.
- The Fishers Arts Council has partnered with the Fishers Advisory Committee on Disability to host an annual art reception that features the display of artwork created by individuals with intellectual and developmental disabilities for the last five years.
- Art receptions for March Disability Awareness Month have been held at Fishers City Hall (2017 & 2018) and at Conner Prairie (2019, 2020 and 2021), and art displays are located at various businesses around Fishers.
- Other partners including: Ignite Studio, Hamilton County East Public Library, Kulture City, Fishers Arts & Cultural Commission.

Relevant Statistics

There is a need for adults with intellectual and developmental disabilities to engage more in recreational and art & culture opportunities.

According to the CDC, nearly half of all adults with disabilities get no aerobic physical activity, an important behavior to reduce the onset of chronic diseases. Physical activity also provides emotional benefits, including social support and gaining confidence.¹¹

¹¹ "Inactivity Related to Chronic Disease in Adults with Disabilities" <https://www.cdc.gov/nccdphp/dnpao/division-information/media-tools/dpk/vs-disability-activity/index.html>

Action Items in Fishers 2040 Comprehensive Plan

- Create a community task force with stakeholders representing youth sports, arts and culture, and community groups to determine needs and a vision for a community recreation center.
- Encourage all new parks and park redevelopment to incorporate innovative designs and facilities that go above and beyond existing ADA requirements to celebrate Fishers' inclusive culture, such as sensory gardens and wheelchair accessible swing sets.
- Incorporate universal design principals in the development and redevelopment of parks.
- Design parks to allow for areas to be repurposed to meet the evolving needs and preferences of the diversifying demographic.
- Partner with the City of Fishers Health Department to promote the parks system & promote the benefits of the parks system and healthy living.
- Implement the priorities identified in the Fishers Art & Culture Master Plan in coordination with park design use and programming.
- Partner with business community leaders and the arts community to install public art in parks.
- Utilize the volunteer community within Fishers to coordinate regular beautification and maintenance events within the parks network.

Questions:

1. How can Fishers arts and culture be more inclusive?
2. What amenities are needed in a new Fishers recreation center?
3. What types of accessibility is needed in the new Fishers recreation center?
4. What kinds of programming is desired in the new Fishers recreation center?
5. How can Fishers arts and culture be more inclusive?
6. How can individuals with intellectual and developmental disabilities be provided a makerspace to create art and sell it to provide economic opportunities?

Participants

- **Facilitator: Tom Rich, President, Fishers Arts Council/FACD Member**
- **Scribe: Megan Schaefer, Assistant Director of Planning & Zoning, City of Fishers**
- **Todd Zimmerman, Fishers City Councilor**
- Maddie Long, 2021 Life Without Limits Recipient, FACD Member
- Susan Long, FACD Member
- Scott Long, FACD Member
- Dan Brumfield, Behavioral Support Specialist, OPG
- Paula Lord, Owner of Gymroots ShowTeam
- Erin Dague, FACD Member
- David Decker, Owner, Hub & Spoke
- Patrick Schooley, 2021 Accessibility Aware Recipient, Dean of Students, Fishers High School, FACD
- Jenn Reardon McSoley, FACD Member
- Sarah Sandquist, Director of Parks & Recreation, City of Fishers
- Jordin Alexander, Assistant Director of Economic Development, City of Fishers

Topic: Networking / Social Opportunities

Goal

To provide more social and networking opportunities for individuals with intellectual and developmental disabilities to engage in the Fishers community and connect with others.

Historical Work

- Thrive Social Club - In September 2020, a new social club for adults with intellectual and developmental disabilities launched in Fishers. The mission of Thrive Social Club is to connect citizens of all abilities in our community to participate in life enriching social activities. The club was founded by the Fishers Advisory Committee on Disability and was the idea of committee member Mari Kennedy, who has an adult child with disabilities. In October, the club held its first meet-up at Flat Fork Creek Park to volunteer with the Keep Fishers Beautiful initiative.
- The Kiwanis Fishers/Geist Aktion Club – Formed in the Fall of 2019, the Aktion Club is a social service club for individuals 18 years and older.
- [Be an Ally](#) – New initiative for the 2021 Disability Awareness Month celebration that invites residents and businesses to showcase their advocacy, educate themselves and others, and further the discussion on disability inclusion. An Ally Toolkit including a t-shirt, yard sign, stickers, and window cling was available first-come, first-served, during the March celebration and was very popular. A digital toolkit including information on what it means to be an ally, educational resources, social media graphics, and an ally pledge is also available.
- [This is Fishers Events Page](#)/Community Calendar- Community members and organizations are invited to submit their events to the community calendar, free of charge.

Relevant Statistics

- There is a need for more opportunities for adults with intellectual and developmental disabilities to network in the community.
- Social isolation is common after individuals leave high school and enter adulthood.
- Social isolation has been shown to lead to poor health. New research published by the AARP Public Policy Institute finds that isolation also increases health care costs.
- COVID has made it very difficult to connect with others.

Action Items in Fishers 2040 Comprehensive Plan

- Update the zoning map to create mixed use nodes that align with the future land use map.
- Design parks to allow for areas to be repurposed to meet the evolving needs and preferences of the diversifying demographic.

Questions

1. How can the City of Fishers continue to support Thrive Social Club?
2. How can the City of Fishers support the Fishers/Geist Aktion Club?
3. What other community partners can Thrive Social Club/Aktion Club connect with?

4. What community partners can help sponsor the Thrive Social Club to cover event costs, t-shirts, etc.?
5. What are some ideas for meet ups?
6. How can individuals with intellectual and developmental disabilities have more networking opportunities/social opportunities?
7. How can we educate the community at large about inclusivity as it relates to people with disabilities?

Participants

- **Facilitator: Mari Kennedy, Director, Thrive Social Club**
- **Scribe: Ashley Elrod, Director of Public Relations, City of Fishers**
- Leslie Brown, Autism Specialist HSE Schools, FACD Member
- Zach Curtis, Aktion Club Member, Thrive Member, FACD Member
- Amy Flint, Director of Community & Family Connections, New Hope of Indiana, FACD Member
- Tom Blessing, Attorney, Massillamany Jeter & Carson LLP
- Steve Loser, Assistant Principal, Fishers High School, FACD Member
- Lori Holewinski, Deputy Director of Impact, Hamilton County East Public Library, FACD Member
- Sara MacGregor, Program Director, Same As U
- Amy Crell, Volunteer Coordinator, City of Fishers