

Commission on Disability Meeting Agenda: May 14, 2025 at 5pm

**North Berkeley Senior Center, Aspen Room
1901 Hearst Avenue, Berkeley, CA 94709**

Preliminary Matters

1. Call to Order by Chair Pugh
2. Land Acknowledgment recognizing Berkeley as the ancestral, unceded home of the Ohlone People
3. Roll Call by Secretary
4. Public Comments

The public may comment about any item not on the agenda. Public comments regarding agenda items will be heard while the Commission is discussing the item. Public comments are limited to three minutes per speaker.
5. Approval of draft minutes: April 9, 2025 meeting*
6. Approval: Order of Agenda*

Presentations

7. Traffic and Parking Design by Larry Yee, Traffic Engineer, PWD Consultant*
45 minutes

Discussion/Action Items

8. Discussion/vote on edited Active Icon recommendation to Council* - 10 minutes
9. Accessibility language prior to and needs at City meetings/events** - 10 minutes
10. Recommendations for FF** - 20 minutes
11. Work Plan Development - 15 minutes
 - a. Working group
 - b. Ideas on format, next steps and timelines
 - c. Generate ideas on presentations to advance Work Plan priorities

Commissioner Reports/Announcements

Staff Updates - 15 minutes

12. Log of Access Complaints*
13. Email and voicemail sent to the Commission

Adjournment

- * **Written material included in packet.**
 ** **Written material to be delivered at meeting.**
 *** **Written material previously distributed.**

PUBLIC ACCESS TO AGENDA

Agenda posted: 1) on the bulletin board at Old City Hall (2134 MLK Jr. Way); 2) North Berkeley Senior Center (1901 Hearst Avenue); 3) City of Berkeley website ([link](#)). Click the chevron (i.e., the blue V-shaped symbol) to the right of the monthly meeting date for a link to the agenda.

A link to the complete monthly agenda packet is available for public review by clicking the chevron (i.e., the blue V-shaped symbol) to the right of the monthly meeting date at <https://berkeleyca.gov/your-government/boards-commissions/commission-disability>. Physical agenda packets are reviewable during business hours at the Berkeley Central Library (2090 Kittredge St.) and at 1947 Center Street, 4th Floor.

ADA ACCOMMODATIONS

This meeting is being held in a wheelchair accessible location. To request a disability-related accommodation(s) to participate in the meeting, including remote participation, auxiliary aids or services, please contact the **ADA Program Coordinator at (510) 981-6418 (V) or (510) 981-6347 (TDD)** at least 72 hours before the meeting commences. Please refrain from wearing scented products to this meeting.

PUBLIC RECORD INFORMATION

Communications to Berkeley boards, commissions or committees are public record and will become part of the City's electronic records, which are accessible through the City's website. Please note: e-mail addresses, names, addresses, and other contact information are not required, but if included in any communication to a City board, commission or committee, will become part of the public record. If you do not want your e-mail address or any other contact information to be made public, you may deliver communications via U.S. Postal Service or in person to the secretary of the relevant board, commission or committee. If you do not want your contact information included in the public record, please do not include that information in your communication. Please contact the commission secretary for further information.

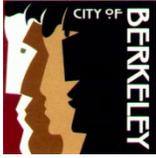
Any writings or documents provided to a majority of the Commission regarding any item on this agenda will be made available for public inspection at 1947 Center Street, 4th Floor, during regular business hours. The Commission Agenda and Minutes may be viewed on the City of Berkeley website: <http://www.cityofberkeley.info/commissions>.

Secretary:

Thomas Gregory
Public Works Department
(510) 981-6418
E-mail: tgregory@berkeleyca.gov

Mailing Address:

Commission on Disability
c/o Thomas Gregory
1947 Center Street
Berkeley, CA 94704



Commission on Disability DRAFT Minutes re April 9, 2025, Meeting

**North Berkeley Senior Center, Aspen Room
1901 Hearst Avenue, Berkeley, CA 94709**

Preliminary Matters

1. Call to Order by Chair Pugh at 5:10pm
2. Land Acknowledgment recognizing Berkeley as the ancestral, unceded home of the Ohlone People
3. Roll Call by Secretary
 - Commissioners present: Commissioner Walsh, Vice Chair Fischer, Chair Pugh, Commissioner Sun, Commissioner Lewkowicz, Commissioner Mann, and Commissioner Holloway.
 - Commissioner on a Leave of Absence: Commissioner Paz.
 - Staff present: Thomas Gregory and Guillermo Campos.
4. Public Comments

The public is invited to comment about any item not on the agenda. Public comments regarding agenda items will be heard while the Commission is discussing the item. Public comments are limited to three minutes per speaker.
5. Approval of draft minutes: February and March meetings*
 - “...to approve the February draft minutes with the following edit to Item #12: ‘CoD decided to hold off on endorsing the BAROW letter and to create a process at the March2025 meeting for CoD to make recommendations regarding Measure FF.’”
 - Moved by: Commissioner Lewkowicz; seconded by: Commissioner Walsh.
 - Ayes: Commissioner Walsh, Vice Chair Fischer, Chair Pugh, Commissioner Lewkowicz, Commissioner Mann, and Commissioner Holloway.
 - Nays: none.
 - Abstention: Commissioner Sun
 - The motion passes.
 - “...to approve the Thomas-drafted version of March minutes.”
 - Moved by: Commissioner Walsh; seconded by: Vice Chair Rena.
 - Nays: unanimous.
 - The motion fails.
 - “...to approve the Rena-drafted version of March minutes.”
 - Moved by: Commissioner Lewkowicz; seconded by: Commissioner Sun.
 - Ayes: unanimous.
 - The motion passes.

6. Approval: Order of Agenda*

“...to approve the April draft agenda after adding, after Item #7, an item by which CoD votes on whether or not to authorize Vice Chair Fischer to be able to speak on CoD’s behalf (in addition to the Chair) at relevant Rules & Agenda Committee meetings and/or Council meetings regarding the three CoD-approved recommendations for Council.”

Moved by: Vice Chair Fischer; seconded by: Chair Pugh.

Ayes: unanimous.

The motion passes.

Presentation - none

Commissioner Reports/Announcements - none

Discussion/Action Items

7. Discussion and votes on edited WCAG and PROWAG Contract Clause recommendations to Council* - 20 minutes

“...to approve the recommendation to City Council regarding WCAG.”

Moved by: Vice Chair Fischer; seconded by: Commissioner Lewkowicz.

Ayes: unanimous.

The motion passes.

“...to approve the recommendation to City Council regarding enforcement of PROWAG, with the ability of officers to make small edits regarding Caltrans and the City’s use of PROWAG.”

Moved by: Vice Chair Fischer; seconded by: Chair Pugh.

Ayes: unanimous.

The motion passes.

Item 7b (additional item approved by vote under Order of Agenda rubric): “...to authorize Vice Chair Fischer to speak on behalf of CoD at Rules & Agenda Committee meetings and/or Council meetings regarding the three current CoD recommendations to Council.”

Moved by: Chair Pugh; seconded by: Commissioner Lewkowicz.

Ayes: unanimous.

The motion passes.

8. Accessibility language prior to and needs at City meetings/events - 10 minutes

9. Recommendations for FF - 10 minutes

10. Documenting dangerous and non-compliant PROWAG conditions - 10 minutes

11. Work Plan Development - 15 minutes

a. Working groups

Commissioners Walsh and Sun and Chair Pugh volunteered to be part of a working group regarding accessibility needs at City meetings/events and regarding accessibility language on literature promoting such events, and

they felt it would be useful to have a Deaf person join them.

Vice Chair Fischer and Commissioners Lewkowicz and Holloway volunteered to be part of a working group regarding recommendations re Measure FF.

- b. Ideas on format, next steps and timelines
- c. Presentations to advance Work Plan priorities

Staff Updates - 15 minutes

- 12. Log of Access Complaints*
- 13. Email and voicemail sent to the Commission*

Adjournment at 7:06pm.

Minutes approved by CoD vote on: _____

Thomas Gregory, Secretary to Commission



CoB TRAFFIC AND PARKING DESIGN

Presented by:

Larry Yee, TE

Consultant Traffic Engineer

AGENDA

DESIGN CONSIDERATIONS

1. COMPLETE STREETS
2. PARKING FEEDBACK

COMPLETE STREETS DESIGN CONSIDERATIONS

FLOATING PARKING/BIKE LANE

BANCROFT WAY WEST OF BOWDITCH STREET



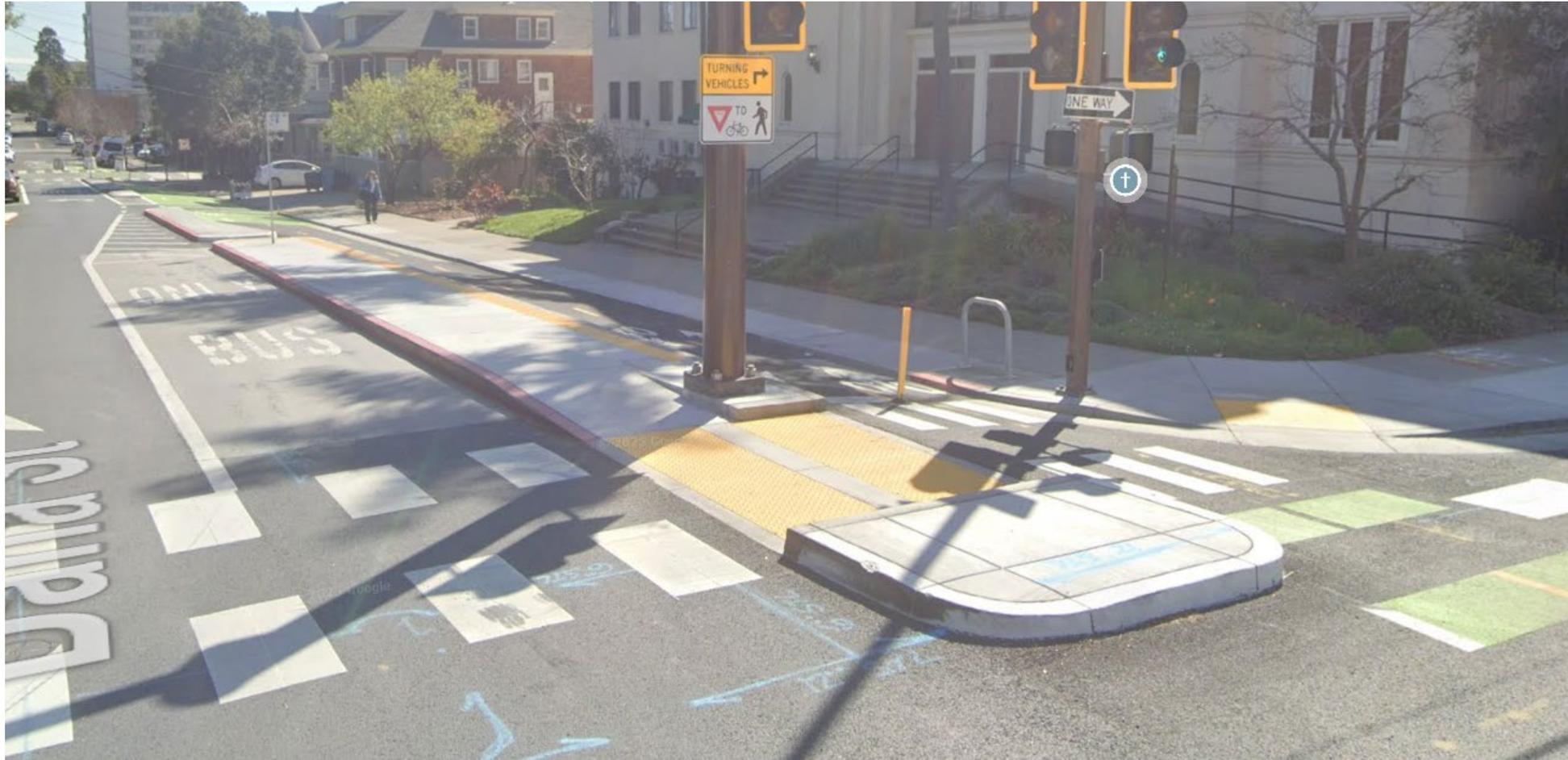
¹⁰FLOATING PARKING/BIKE LANE

BANCROFT WAY EAST OF FULTON STREET



TRANSIT STOP DESIGN

DANA STREET SOUTH OF HASTE STREET



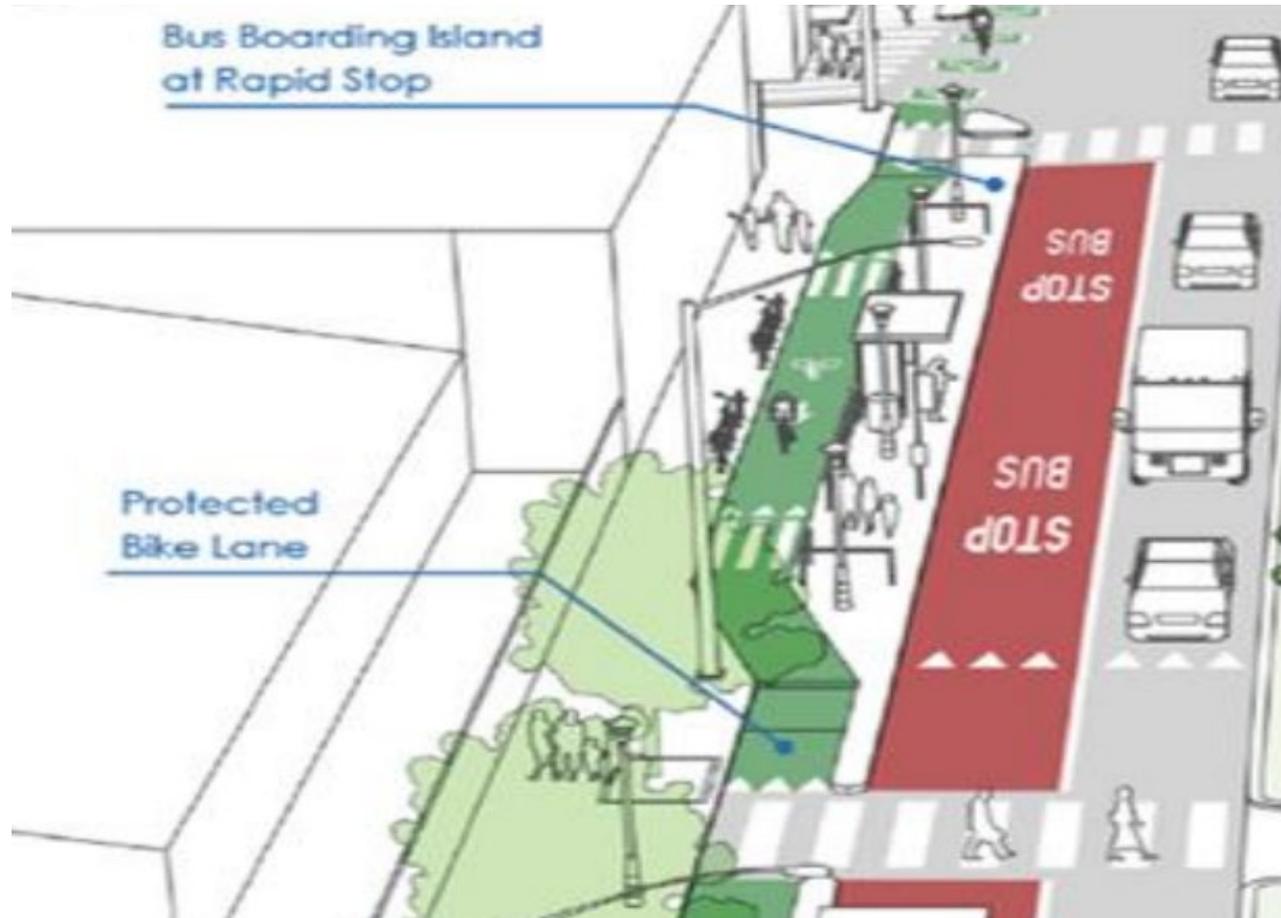
TRANSIT STOP DESIGN

TELEGRAPH MULTIMODAL STUDY POTENTIAL DESIGN ELEMENTS



TRANSIT STOP DESIGN

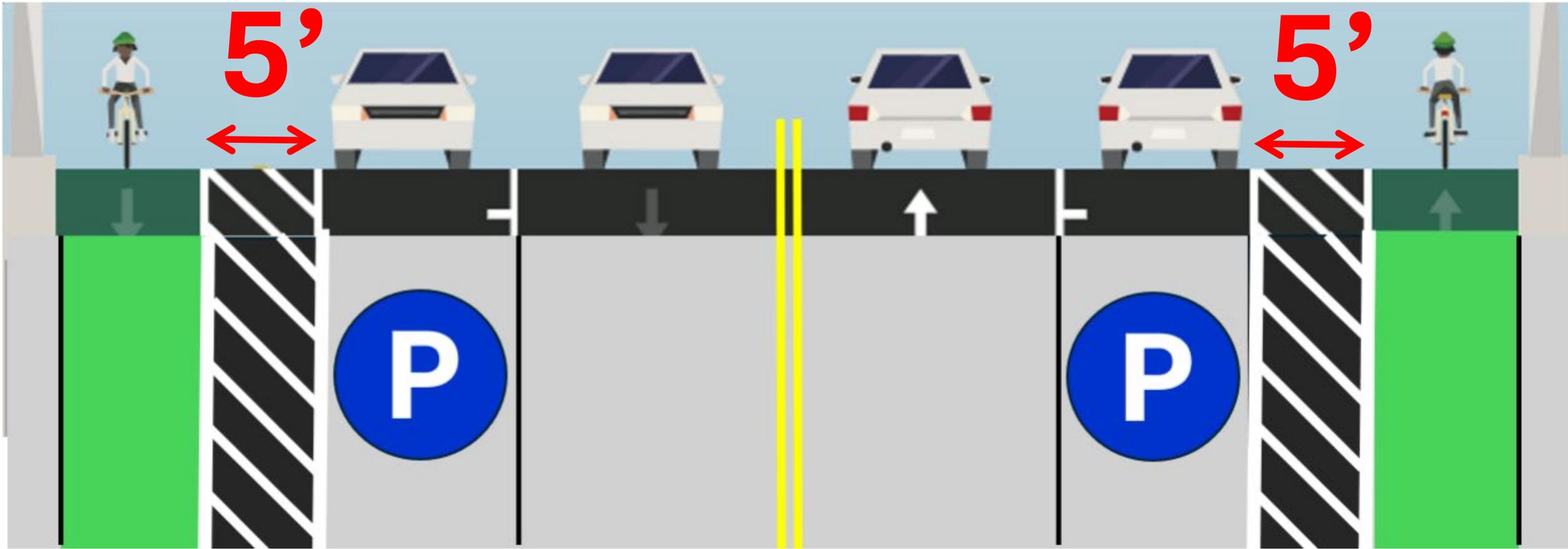
SAN PABLO AVE CORRIDOR BUS-BIKE LANE PROJECT



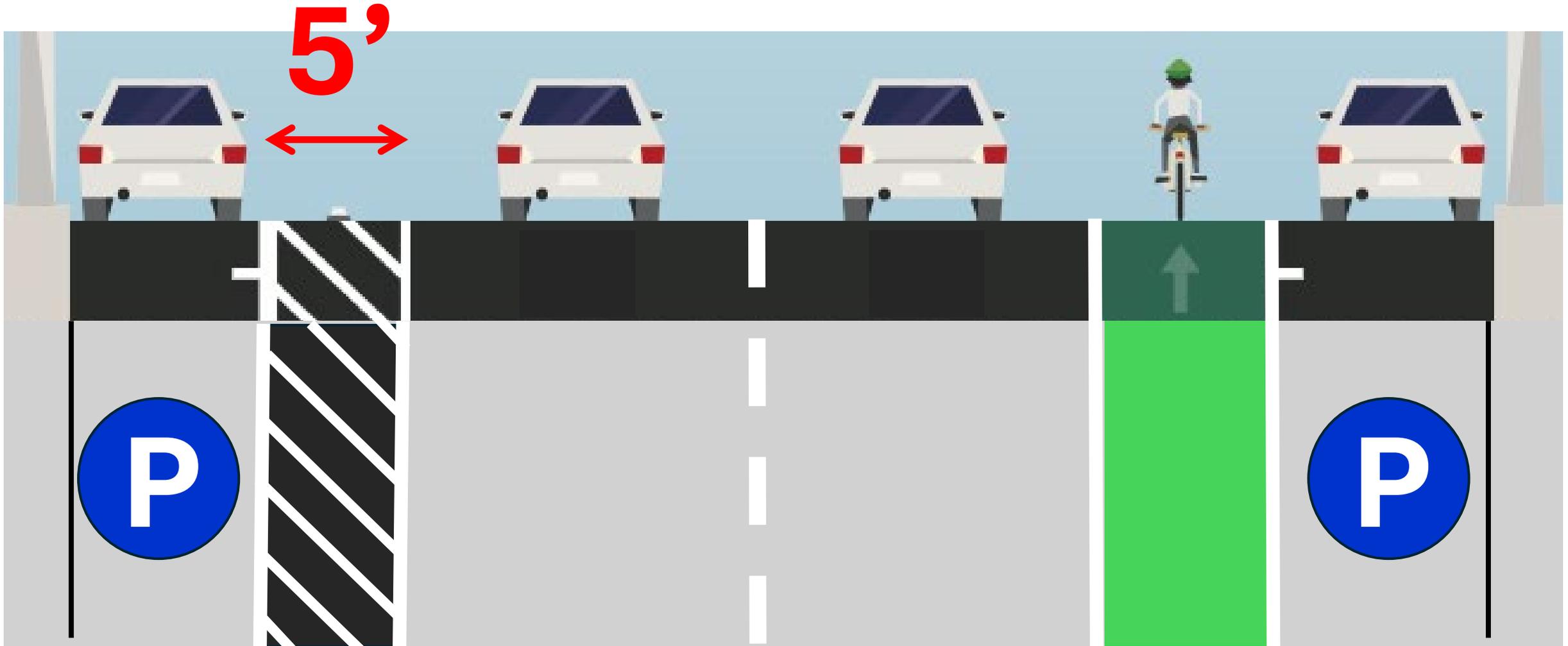
PARKING FEEDBACK FROM CoD

1. FLOATING PARKING
2. LEFT SIDE PARKING ON ONE-WAY STREETS
3. ON-STREET BLUE ZONES / ACCESSIBLE PARKING

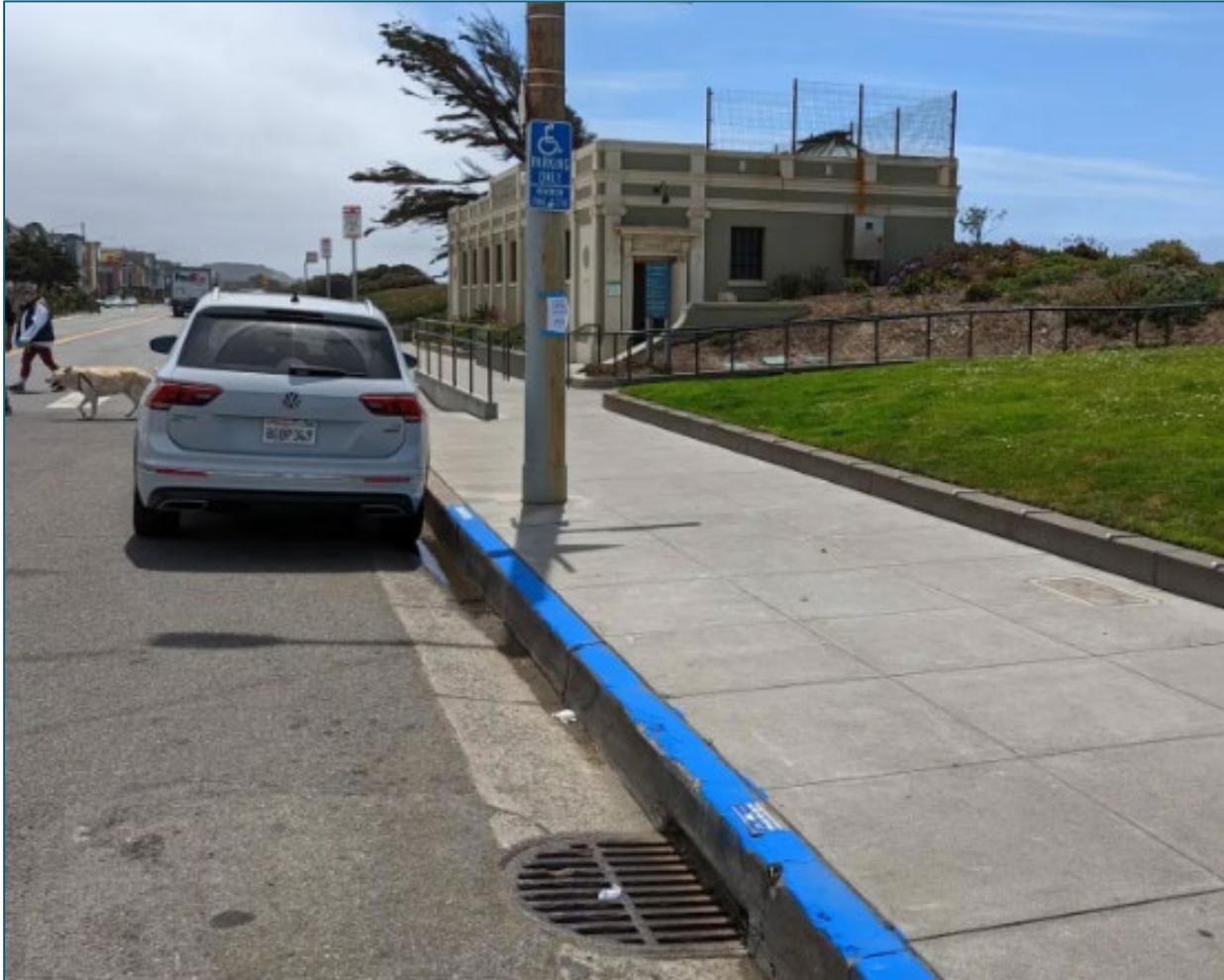
FLOATING PARKING



LEFT SIDE PARKING



ON-STREET BLUE ZONE



- ONE (1) ACCESSIBLE SPACE for every 25 STANDARD SPACES
- CLOSEST TO CURB RAMP or CROSSWALK

PUBLIC OUTREACH

- CONCEPTUAL PLANNING PHASE FOR CIP PROJECTS
- BIKE PLAN UPDATE
- PEDESTRIAN PLAN – COMING SOON!

THANK YOU

Transportation@BerkeleyCA.gov



Consent Calendar
June 24, 2025

To: Honorable Mayor and Members of the Berkeley City Council

From: Commission on Disability

Submitted by: Kathi Pugh, Chairperson

Subject: Recommendation to use the Active Accessible Icon

RECOMMENDATION

Pass a resolution, as attached below, to replace the static International Symbol of Accessibility (ISA) by adopting and transitioning to use of the Accessible Icon, developed by the Accessible Icon Project (accessibleicon.org), on parking, architectural, and other accessibility signage throughout the City of Berkeley.

FISCAL IMPACTS OF RECOMMENDATION

Total budget: \$11,523

Budget items:

\$4200.00	600 engineer-grade stickers (rated 5-7 year outdoor use): \$7/piece 300: City commercial districts, City parking lots and garages 200: non-City lots, garages (hospitals, supermarkets etc.) by request 85: permitted residential signs (by request)
\$4482.00	75 hours: Traffic Maintenance Worker 1 at \$35.15/hr (x1.7=\$59.76/hr) to affix stickers to parking signs on City streets, lots, and garages.
\$1494.00	25 hours: Traffic Maintenance Worker 1 at \$35.15/hr (x1.7=\$59.76/hr) to affix stickers on parking signs in non-City lots and garages.
\$ 300.00	3 Active Accessible Icon parking space paint stencils
\$1047.00	10% contingency reserve

Use of the active Accessible Icon (Active Icon) will be phased in, covering ISA icons on existing CA R99/R99C (blue parking signs) with engineer-grade Active Icon stickers. When new signs are installed (e.g., with daylighting or Measure FF projects), or when damaged signs are replaced, signs with the Active Icon will be used, which are available for comparable cost. Given both the existing Public Works Department staff shortage and the City's hiring freeze, we recommend the City consider implementing the transition plan using a contractor with the total cost not to exceed \$60/hr for up to 100 hours.



CURRENT SITUATION AND ITS EFFECTS

Adopting the Active Accessible Icon is a Strategic Plan Priority Project, advancing the City's goal to champion and demonstrate social and racial equity.

The static ISA was designed in 1968; it has served an important purpose. However, it reflects an antiquated view of disability—and misunderstands the importance of symbolic language. The stick figure it uses, perpetuates harmful stereotypes and fails to accurately represent the active lives of people with disabilities. The ISA figure is passive, static and stationary, reinforcing stereotypes of inactivity and dependency. It perpetuates a medical model of disability, which views disability as a personal limitation and deficiency, one that needs to be "fixed." It is a stigmatizing and outdated model—as is the icon.

BACKGROUND

The Active Icon is gaining traction in the United States. Designed in 2010 as activist street art, it has been legislatively adopted statewide in New York (2014), Connecticut (2017) and Michigan (2022). While the ADA specifies use of the ISA, there has been no objection by the Federal Department of Justice to use of the Active Icon. According to the U.S. Access Board, "A symbol other than the ISA will not comply with the ADA Standards *unless it satisfies the 'equivalent facilitation' provision* (§103). This provision allows alternatives to prescribed requirements if they result in 'substantially equivalent' or greater accessibility and usability." Clearly, the Active Icon falls within this standard.

The Active Icon is already used in City of Berkeley projects. For instance, it appears on the doors of the Central Library. Since its creation, designers have readily adopted this icon in architectural use, recognizing both its symbolic importance and ability to fully communicate the required message. The Active Icon is increasingly used globally. In 2024, it was adopted for use on the European Parking Card for Persons with Disabilities. It has been used, though not officially adopted, in India. It is easily understood across cultures and languages.

Symbolic language plays a critical role in communications—reinforcing or challenging existing attitudes and stereotypes. Symbols create deep connections to complex concepts and ideas, while conveying emotions and stories in ways that words alone do not. This recommendation is not simply about stickers.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

None

RATIONALE FOR RECOMMENDATION

In the context of disability, the symbols we choose reflect our attitudes; their design is particularly significant. The Active Icon is consonant with the contemporary disability movement and aligned with principles of independence and agency. The icon will help

shift persistent negative attitudes by actively promoting the positive. We believe that changing signs is, indeed, one way of changing minds.

From passive and inactive to dynamic and full of life, the Active Icon is an exemplary representation of disability. It is an energetic figure that embodies someone actively engaged in life—not passive and stationary. We are not stick figures, but move our own lives forward. The redesigned icon centers the person rather than the disability. It expresses the idea that people are not “confined to a wheelchair” or “wheelchair bound,” but are wheelchair users. In the Active Icon, rather than defining disability, the wheelchair is an actively used tool.

We acknowledge that adopting the symbol of a person pushing their own wheelchair represents a minority of people with mobility disabilities, and a far greater minority of all disabled people. It does not encompass the diversity of disabilities, including cognitive, sensory, and non-visible disabilities. In response, the icon’s creators have written, “The arm pushing a chair is symbolic—as all icons are symbols, not literal representations. Our symbol speaks to the general primacy of personhood.” Berkeley’s Commission on Disability agrees and believes that the change is warranted—indeed essential.

TRANSITION PLAN: We propose a transition using engineer-grade, reflective stickers, with a rated outdoor use of five to seven years, to cover existing CA R99/R99C parking signs in Berkeley’s Commercial Districts, City lots, and City parking garages. These, approximately 285 parking spots, represent the vast majority of accessible parking under the City’s jurisdiction. Stickers can be efficiently affixed on signs grouped within Berkeley’s twelve identified Commercial Districts.

Additionally, 85 accessible parking spots were applied for by people with disabilities and installed in residential neighborhoods. Active Icon stickers should be affixed if a resident requests one and in an efficient manner as determined by the Public Works Department.

We also recommend that City-supplied stickers be affixed on signs in private lots and parking garages, e.g., those at supermarkets and hospitals—encouraging use, on a voluntary basis, throughout the City. The stickers, offered to property owners/managers and affixed through this transition plan, will increase use and ensure correct installation. City-supplied stickers will result in a uniform design with wider adoption and less confusion as the the City transitions to use of the Active Icon.

The total cost of this portion of the project, \$2894.00, is small relative to the impact gained by expanding use of the Active Icon, on a voluntary basis, to private lots where accessible “blue” parking spots are, by law, front and center. Including these prominently placed signs in Berkeley’s transition is vital to the success of this project and will provide a consistent message throughout Berkeley.

ALTERNATIVE ACTIONS CONSIDERED

The Commission on Disability considered recommending that the Active Icon be adopted

in a wholesale manner, replacing all existing signage, but believes that the material and staff costs are prohibitive.

CITY MANAGER

The City Manager [TYPE ONE] concurs with / takes no position on the content and recommendations of the Commission's Report. [OR] Refer to the budget process.

CONTACT PERSON

Thomas Gregory, ADA Program Coordinator, Public Works, 510-981-6418

RESOLUTION NO.
ADOPTING THE ACTIVE ACCESSIBILITY ICON CREATED BY
THE ACCESSIBILITY PROJECT

WHEREAS, it is the policy of the City of Berkeley to promote the full integration and participation of persons with disabilities into all areas of economic, political, and community life; and

WHEREAS, the City of Berkeley is committed to utilizing all available resources and to coordinating efforts toward removing barriers to full integration and participation of persons with disabilities; and

WHEREAS, the International Symbol of Accessibility reflects an antiquated understanding of disability, representing people with disabilities as passive, static and stationary, stereotypes that fail to accurately reflect the active lives and experiences of people with disabilities; and

WHEREAS, symbolic language plays a vital role framing our understanding of disability by reinforcing or challenging existing attitudes and stereotypes, and so can be a powerful tool for changing negative attitudes; and

WHEREAS, “a picture is worth a thousand words” as symbols carry significance beyond literal meaning, creating deep connections to complex concepts, conveying ideas, emotions and stories in a way that words alone do not; and

WHEREAS, the active Accessible Icon is an expression of disability that depicts a dynamic figure, full of movement, energy, independence and agency, representing people with disabilities actively moving their lives forward, thus promoting a positive image of people with disabilities;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City of Berkeley will phase in adoption of the active Accessible Icon developed by the Accessible Icon Project for use on all CA R99 and R99C signs and on other parking, architectural, and accessibility signage under the jurisdiction of the City of Berkeley.

BE IT FURTHER RESOLVED THAT the City of Berkeley will encourage voluntary adoption of the Active Accessible Icon on private accessible parking signs and in other accessible signage throughout the City of Berkeley.

May2025 - Log of Unresolved Access-related Complaints

Subject matter key:

1 = built environment (facilities and their adjacent paths of travel)

2 = built environment (pedestrian rights of way)

3 = digital content

4 = effective communications/signage

5 = programs, services, and activities

An asterisk in the Date Complaint Lodged column indicates that the complaint was a formal ADA Grievance.

Date Complaint Lodged	Lack of Access Pertaining To	Date the City deemed a solution was implemented	Nature of solution	Solution's level of compliance with law	Complainant's level of satisfaction with solution
6/8/23	3 – Concern that much more content (in addition to the Commissioners' Manual, which was non-compliant but which has been remediated) on City website could be out of compliance with WCAG.	6/14/23	On 6/14/23, the City's Digital Communications Coordinator wrote that all City-generated web content meets WCAG standards. Re content on the City's website generated by third parties (e.g., Granicus), the City will insist that this third parties ensure that their content meets	Assuming solution is implemented consistently on an ongoing basis, it is compliant. However, as of May2025, the website itself is not fully compliant and	Unknown (but likely not very satisfied).

			WCAG, and specific City staff are responsible for ensuring that these third parties cure any identified instances of non-compliance.	there are non-compliant PDFs uploaded to the website.	
8/28/23	1 – constituent complained that The Stegmann Trail at Cesar Chavez Park is too bumpy and out of compliance.	9/5/23	PRW staff informed complainant of existing plans to render the trail ADA compliant tentatively scheduled to commence in Sep2024. Update: remediation has not begun as of May2025.	Site is not yet complaint but the solution, once implemented, will be compliant.	Likely unsatisfied.
12/1/23	1 - Complaint that STAIR Center was not ADA-compliant.	Not yet.	I explained the situation in much detail to complainant, acknowledging that the site was not compliant in 95 different ways. I explained that the issues would not be remediated until after the site's trailer-based structures were replaced with pallet-based structures, which was scheduled to happen in late FY2023-	No compliant solution yet implemented.	Unsatisfied.

			<p>24. This complainant was part of a coalition of advocates concerned about this particular site, and on 12/20 I spent two hours at CIL discussing the issues with the coalition.</p> <p>Update: the “late FY2023-24” ETA re replacing trailers with pallet-based structures has been abandoned, and the new ETA is: October - Jan 2025.</p> <p>Update: the new ETA is that work (which should take roughly four months) will begin in late May2025.</p>		
1/28/24	2 – complaint about non-compliant sidewalk near NE corner of MLK and Derby.	Not yet	Confirmed that this violation was already documented in database (it was)...asked Transpo/Engineering staff if this issue could be prioritized.	No compliant solution yet implemented.	Unsatisfied.
6/20/2024	3 – complaint that the City’s website does not comply with WCAG 2.0.	Not yet	The City will hire a Digital Communications Coordinator who will	Once implemented, the	Unsatisfied.

			ensure that the website is WCAG-compliant.	solution will be compliant.	
6/30/2024	2 – overgrown hedge on 1600 block of Acton Street is obstructing sidewalk.	Not yet.	PW staff referred the matter to Code Enforcement staff, who will inform property owner that hedges must be trimmed back.	Once the hedges have been trimmed to create at least 4' of unobstructed sidewalk, the site in question will be compliant.	Unknown.
8/2/2024	2 – Lack of curb ramps at Claremont Ave/Avalon Ave.	Not yet.	Curb ramps to be installed at Claremont/Avalon in Nov2024.	Not yet. 3 of the 4 curb ramps at this intersection have remediated and are now compliant. The fourth curb ramp at the site has not yet been remediated, and there is currently no ETA.	Unsatisfied.
8/22/24	2 – construction site on Shattuck between Francisco and Delaware violates PROWAG.	Not yet.	ADA staff has informed Transpo staff of what is needed to remediate this situation; Transpo staff is working with the contractor in question to implement an ADA-friendly design of an	Not yet.	Unsatisfied.

			alternate pedestrian pathway at the site.		
1/17/25	2 – two curb ramps at Euclid and Crystal Way lack required detectable warning surfaces.	Not yet.	Detectable warning surfaces will be installed at these two curb ramps.	Once implemented, the solution will be compliant.	Unknown.
2/7/25*	5 – City allegedly failed to engage in the accommodations process required by ADA.	4/24/25	City hired independent third-party investigator to investigate grievance...all complained-of City staff exonerated.	Compliant	Unsatisfied.
3/24/2025	2 – Alternate pedestrian access route on north side of Kittredge between Shattuck and Harold not compliant with PROWAG.	Not yet.	PW staff will cause the relevant contractor to make the site PROWAG-compliant.	Once implemented, the solution will be compliant.	Likely unsatisfied.
4/1/2025	2 – sidewalk blockages by construction site at Center/Milvia do not feature properly placed and operational proximity-actuated audible signals as required by PROWAG.	Not yet.	PW staff will cause the relevant contractor to make the site PROWAG-compliant.	Once implemented, the solution will be compliant.	Likely unsatisfied.
4/15/2025	2 – dining parklet in front of Saul's Deli purportedly impeding adjacent sidewalk and preventing cars from picking up or dropping off passengers.	4/16/2025	Staff inspected site and confirmed that no violations existed involving the parklet, the sidewalk between the parklet and the deli, or any parking spots or	Compliant.	Unknown.

			loading zones adjacent to the parklet.		
4/17/2025	2 – accessible parking spot on Woolsey, about 100 feet east of the NE corner of Woolsey/Adeline, is not compliant with PROWAG.	Not yet.	In order to make the spot PROWAG-compliant, the City will need to either (a) add a 3'-wide access aisle next to the spot, (b) change the spot from an angled spot to a parallel spot, or (c) eliminate this blue spot and, if required, add a new blue spot somewhere else on the same block. The City's Transpo Division is currently deciding which approach to take in order to remediate the issue.	Once implemented, the solution will be compliant with PROWAG. (The existing access issue, while a violation of PROWAG, is not currently a violation of law.)	Unknown.
4/28/2025	3 – Request for Administrative Review form, posted to City website, does not have fillable fields and thus is presumably not WCAG compliant.	Not yet.	Remediate form for WCAG compliance, and then replace non-compliant version with remediated version.	Once implemented, the solution will be compliant.	Unknown.
5/2/2025	3 – Berkeley Rides for Seniors and the Disabled application form, posted to City website, does not have	Not yet	Remediate form for WCAG compliance, and then replace non-compliant version with remediated version.	Once implemented, the solution will be compliant.	Unknown.

	fillable fields and thus is presumably not WCAG compliant.				
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The above list does not reflect accommodation requests that were promptly approved and met the requester's satisfaction.