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CITY SECRETARY
DALLAS, TEXAS



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COMMISSION ON DISABILITIES

REGULAR MEETING

January 27, 2026, at 2:00 P.M.

Dallas City Hall, 6ES Council Briefing Room and Videoconference (Webex)

Video Conference:

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m6dab9903bde757870d604e708f2b9e74>

Telephone: (408) 418 -9388 **Access Code:** 2494 043 7568

The City of Dallas will make reasonable modifications to programs and/or other related activities to ensure all residents have access to services and resources to ensure an equitable and inclusive meeting. Anyone requiring auxiliary aid, service, and/or translation to fully participate in the meeting should notify the Office of Housing and Community Empowerment by calling (214) 670- 7311 or TTY (800) 735-2989, forty-eight (48) hours prior to the scheduled meeting. A video stream of the meeting will be available two business days after adjournment by visiting <https://dallascityhall.com/government/Pages/Live.aspx>

Individuals and interested parties wishing to speak must register with the Office of Housing and Community Empowerment by calling (214) 670-7311, twenty-four (24) hours prior to the meeting date and time.

La Ciudad de Dallas llevará a cabo Modificaciones Razonables a los programas u otras actividades relacionadas para asegurar que todos y cada uno de los residentes tengan acceso a los servicios y recursos para asegurar una reunión equitativa e inclusiva. Cualquier persona que requiera asistencia adicional, servicio o interpretación para poder participar de forma íntegra en la reunión debe notificar a la Oficina de Equidad y Inclusión llamando al (214) 670-7311 o TTY (800) 735-2989, dos (2) días hábiles antes de la reunión programada. Una transmisión en video de la reunión estará disponible dos días hábiles luego de la finalización de la reunión en <https://dallascityhall.com/government/Pages/Live.aspx> Las personas y las partes interesadas que deseen hacer uso de la palabra deben registrarse en la Oficina de Equidad y Inclusión llamando al (214) 670- 7311, 24 horas antes del tiempo de la reunión.

AGENDA

- I. **Call to Order:** [John Kalkanli, Chairman]
- II. **Roll Call**
- III. **Public Comment on items IV-VIII (3 Minute Limit)**

Voting Agenda Item IV-V

- IV. **Approval of Minutes**

- Approval of November 25, 2025 Commission on Disabilities Meeting Minutes

V. Discussion of and Consideration to Approve the Commission on Disabilities FY 2025 Annual Report

- Discussion of and Approval of the FY 2025 Annual Report

Briefing Items VI-VIII

VI. Chairman John Kalkanli's Report

VII. Commissioners' Report

VIII. Overview of Texas Open Meetings Act (TOMA)

- Marissa Hines, Assistant City Attorney II, City Attorney's Office, City of Dallas will provide an overview of the Texas Open Meetings Act (TOMA)

IX. Announcements

X. Adjournment

Handgun Prohibition Notice for Meetings of Governmental Entities

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta." "Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."

"Pursuant to Section 46.03, Penal Code (places weapons prohibited), a person may not carry a firearm or other weapon into any open meeting on this property."

"De conformidad con la Sección 46.03, Código Penal (coloca armas prohibidas), una persona no puede llevar un arma de fuego u otra arma a ninguna reunión abierta en esta propiedad."

EXECUTIVE SESSION NOTICE

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code § 551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code § 551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code § 551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code § 551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code § 551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code § 551.087]

7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex. Govt. Code § 551.089]
8. deliberating cybersecurity measures, policies, or contracts solely intended to protect a critical infrastructure facility. [Tex. Gov't Code § 551.0761]



**Commission on Disabilities
Regular Meeting Minutes
November 25, 2025
Dallas City Hall, 6ES
Call-in (408) 418-9388
Access Code: 2499 963 9311
John Kalkanli, Presiding**

PRESENT: [7]

John Kalkanli, Chair District 15	Selina Glasscock, District 1
Candace Wicks, District 3	Dylon Rockwell, District 5
Beverly White, District 9*	Bryce Banks, District 11*
Stephen Huschka, District 13*	

ABSENT: [1]

Ashley Lindsay, District 14

**Note: Members of the Commission on Disabilities participated in this meeting by video conference.*

***Note: Indicates arrival time after meeting called to order/reconvened*

Technical Resource Panel Members Present: **[0]**

Absent: **[3]**

Dr. Priscylla Bento	
Wade Wilcox	
Cynthia Suarez	

The November 25, 2025 Commission on Disabilities meeting was called to order at 2:03 p.m. with quorum being met.

The meeting agenda, posted in accordance with Chapter 551, “OPEN MEETINGS”, of the Texas Government Code, was presented.

PUBLIC SPEAKERS

Chairman Kalkanli opened the floor with roll call and for any public speakers, advising the public of available time and requesting that they turn on their camera's when speaking.

With no public speakers, Chairman Kalkanli moved to the next order of business.

COMMISSION ON DISABILITIES MEETING MINUTES
MAY 26, 2024

APPROVAL OF MINUTES

Chairman Kalkanli opened the floor to approve minutes from September 23, 2025 and October 29, 2025.

Chairman Kalkanli called to vote for the approval of the September 23, 2025 and October 29, 2025 minutes. All were in favor of approving minutes as read without edits.

CONSIDERATION TO APPROVE FY 2025-26 MEETING DATES

Chairman Kalkanli opened the floor to discuss and approve the proposed meeting dates for FY 2025-26. All, without the exception of one Commissioner, approved the motion for the Commission to continue meeting at 2pm on the fourth Tuesday of the month.

MEETING SUMMARY

COMMISSIONERS' REPORTS

Chairman Kalkanli provided the Chairman's Report.

Commissioners Wicks, Rockwell, and White provided Commissioners' Reports.

BRIEFING

Review of the Commission on Disabilities 2024 Annual Report and Required Components for the 2025 Annual Report

[Chris Graves, Human Rights Officer, Office of Housing and Community Empowerment, City of Dallas]

The Commission was provided an overview of the Commission's 2024 Annual Report and required components to include in the upcoming 2025 Annual Report.

Discussion of Process to Compile 2025 Annual Report

[John Kalkanli, Chairman, Commission on Disabilities, City of Dallas]

The Commission was provided an opportunity to discuss what should be included in the 2025 Annual Report including proposed goals and priorities for 2026.

Dallas Independent School District Special Services: Educating all Students for Success

COMMISSION ON DISABILITIES MEETING MINUTES

MAY 26, 2024

[**Kimberly Wheeler**, Supervisor for Transition Services, Dallas Independent School District]

The Commission was provided an overview of special services for students with disabilities available at Dallas Independent School District.

ANNOUNCEMENTS

Chairman Kalkanli and Commissioner Rockwell provided closing announcements.

ADJOURNMENT

Chairman Kalkanli adjourned the November 25, 2025, Commission on Disabilities meeting at 3:25pm.

Drafted by:

Chris Graves, Human Rights Officer
Office of Housing & Community Empowerment

Date

Approved by:

John Kalkanli, Chairman
Commission on Disabilities

Date



COMMISSION ON DISABILITIES

ANNUAL REPORT
FY 2025



Office of Housing
& Community
Empowerment

Chair's Memorandum



DATE January 27, 2026

CITY OF DALLAS

TO Honorable Mayor and Members of the City Council
SUBJECT **Commission on Disabilities FY 2025 Annual Report**

Dear Mayor and Members of the City Council:

In accordance with City Code Chapter 2, Boards and Commissions, Sec. 2-152.1., please find attached the report outlining the activities of the Commission on Disabilities from October 1, 2024, through September 30, 2025 (FY25). This report details the Commission's ongoing endeavors, accomplishments, recommendations, and goals for the upcoming year. As a body, we reaffirm our commitment to safeguarding the dignity and rights of people with disabilities residing in Dallas. The Commission on Disabilities voted to approve the report on Tuesday, January 27, 2026.

Sincerely,

John Kalkanli, Chair
Mayor Appointee
Commission on Disabilities, City of Dallas

C:

Kimberly Bazor Tolbert, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Bilierae Johnson, City Secretary
Preston Robinson, Administrative Judge
Baron Eliason, Inspector General (I)
Dominique Artis, Chief of Public Safety

Dev Rastogi, Assistant City Manager
Alina Ciocan, Assistant City Manager
Donzell Gipson, Assistant City Manager
Robin Bentley, Assistant City Manager
Jack Ireland, Chief Financial Officer
Ahmad Goree, Chief of Staff to the City Manager
Directors and Assistant Directors

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Commission on Disabilities 2025

Members

City-Council-Appointed Voting Members

District 1: Selina Glasscock

District 2: **VACANT**

District 3: Candace Wicks

District 4: **VACANT**

District 5: D.R. Rockwell

District 6: **VACANT**

District 7: **VACANT**

District 8: **VACANT**

District 9: Beverly White

District 10: **VACANT**

District 11: Bryce Banks

District 12: **VACANT**

District 13: Stephen Huschka

District 14: Ashley Lindsay

District 15: John Kalkanli (Chairman)

Technical Resource Panel

Non-Voting Members

Carrie Parks

Wade Wilcox

Dr. Priscylla Bento

History and Mission

The Commission on Disabilities was established in 2021 with a mission to make recommendations on issues pertaining to the full spectrum of needs, rights, and privileges of people with disabilities. The Commission on Disabilities advises the Mayor, City Council, and City departments about issues of importance to people with disabilities, recommending policies and practices to the City regarding the concerns of people with disabilities, and encourages understanding among people with various disabilities to meet the needs of Dallas' diverse community. (City Code 2-152.3 Chapter 2).

Duties and Functions

Pursuant to Section 2-152.3 of the Dallas City Code, the Commission on Disabilities shall be responsible for advising and making recommendations to the Mayor, City Council, City Manager, Department Directors, and the individual designated to the mayor to head the mayor's initiative on disabilities pertaining to the full spectrum of needs, rights, and privileges of people with disabilities. The subjects to be addressed by the Commission on Disabilities include, but are not limited to the following listed below:

- Provide employment opportunities for people with disabilities.
- Address accessibility issues.
- Enhance the quality of life for Dallas residents who have disabilities.
- Address issues pertaining to alcoholism and drug abuse.
- Take full advantage of all federal, state, and local funding opportunities.
- Ensure adequate housing for people with disabilities.
- Ensure accessible communications for people with disabilities.

FY 2025 Objectives and Accomplishments

FY25 Activities

The Commission on Disabilities focused their efforts on promoting awareness, education, and sharing vital resources on the following areas for members of the disability community:

- Opioids and Addiction
- Disability Pride
- Emergency Preparedness
- Accessibility in City Government
- Ethics, Code of Conduct, and Procedures for Commissions
- Federal Compliance and Advancing Opportunities for Residents
- Education and Special Services

Briefings

During monthly meetings of the Commission on Disabilities, held in-person and virtually, the Chair and Commission were **briefed 13 times** on a variety of related topics from internal representatives and external organizations, a snapshot of which is highlighted below:

- **January 28, 2025**
 - National Federation of the Blind Overview (Al J. Rodriguez, President, Dallas Chapter)
- **February 25, 2025**
 - Understanding the Fentanyl Crisis (Cynthia Pursley, Founder and President, Livegy)

Opioid Safety & Narcan training

For The Commission on Disabilities



- Youth180 – an Overview (Keri M. Stitt, President and CEO, M.A., LPC-S, Youth180)

The Youth180 logo, which is a stylized, symmetrical graphic resembling a butterfly or a flower with four main petals in shades of blue and green.

Transformative Care.
Empowered Communities.

Learn more at
Youth180tx.org
Follow us @youth180tx

OUR MISSION

Youth180 is an innovative leader helping youth and families navigate social and environmental challenges through prevention, intervention and clinical programs.

A photograph of a diverse group of young people, including both boys and girls of various ethnicities, smiling and posing together in a friendly, group-oriented manner.

- **March 25, 2025**

- Disability Pride Flag – an Overview (Chris Graves, Human Rights Officer, City of Dallas)

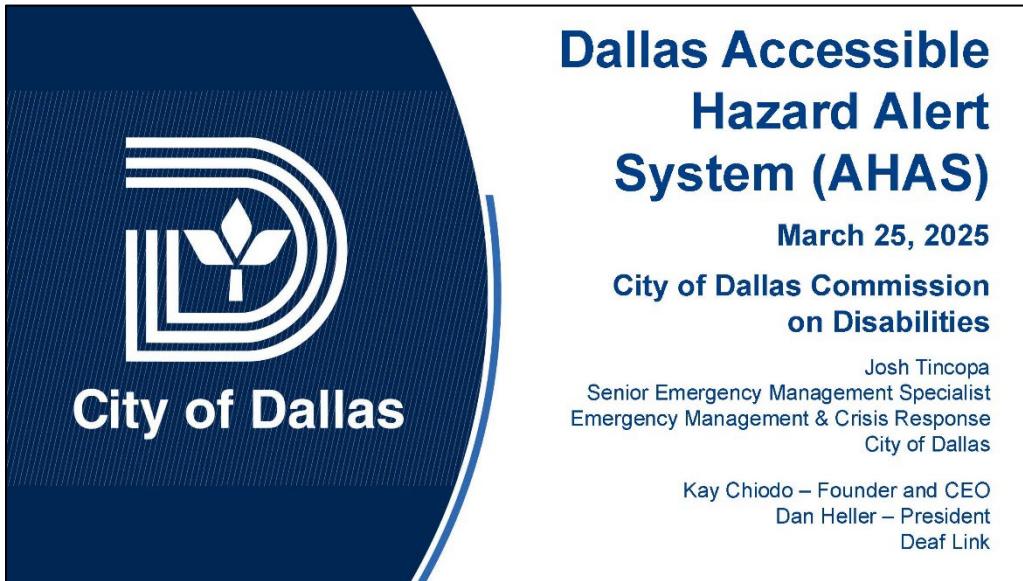
History of the Disability Pride Flag

- Designed by Ann Magill, writer and disability rights activist, in 2019
 - Included brightly colored zigzag stripes over a black background
- Redesigned in 2021 with input from the disability community
- Each color represents a different type of disability:
 - Red – physical disabilities
 - Gold – neurodiversity
 - White – invisible disabilities/disabilities that have not yet been identified
 - Blue – emotional and psychiatric disabilities
 - Green – sensory disabilities (i.e., deafness, blindness, etc.)



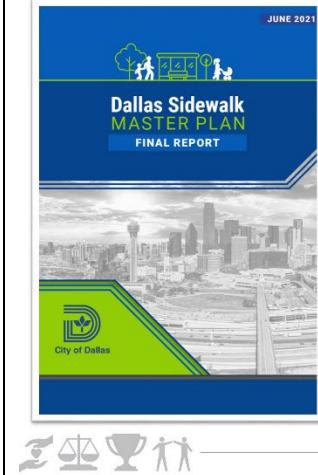
3

- Dallas Accessible Hazard Alert System (AHAS) (Josh Tincopa, Senior Emergency Management Specialist, City of Dallas, Kay Chiodo, Founder and CEO, Deaf Link, and Dan Heller, President, Deaf Link)



- **May 27, 2025**
 - Procedures and Code of Conduct Training (Veronica Barboza, Assistant City Attorney, City of Dallas City Attorney's Office)
 - City of Dallas Sidewalk Master Plan (Jose L Lopez, Engineering Program Administrator, Department of Transportation and Public Works)

Purpose



- The DSWMP is a citywide initiative designed to enhance pedestrian accessibility and safety. Guided by six core principles, the plan uses a data-driven approach to identify and prioritize sidewalk projects that will significantly impact mobility, safety and equity. It identifies \$30 million in priority projects among 12 Focus Areas, across all 14 City Council Districts.

The Six Core Principles of the DSWMP:

	<p>➤ Safety - Improve safety for all modes of transportation.</p>		<p>➤ Economic Vitality - Integrate transportation investments with land use and economic priorities to improve quality of life.</p>
	<p>➤ Environmental Sustainability - Reduce vehicle miles traveled and provide a variety of travel options to encourage residents to travel by transit, biking, or walking, to reduce greenhouse gas emissions.</p>		<p>➤ Housing - Support the creation of affordable and varied housing options that meet the city's growing needs.</p>
	<p>➤ Equity - Provide safe, affordable access to opportunities for all city residents.</p>		<p>➤ Innovation - Leverage existing and emerging technologies to meet 21st century challenges.</p>

3

- Proposed Improvements to the Council Chamber Accommodation Process (Daisy Torres Fast, Director, The Office of Communications and Customer Experience/311)

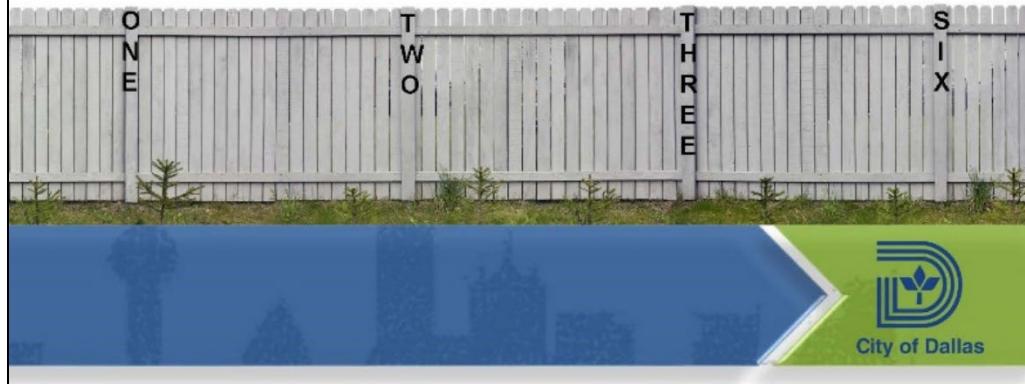


- **June 24, 2025**

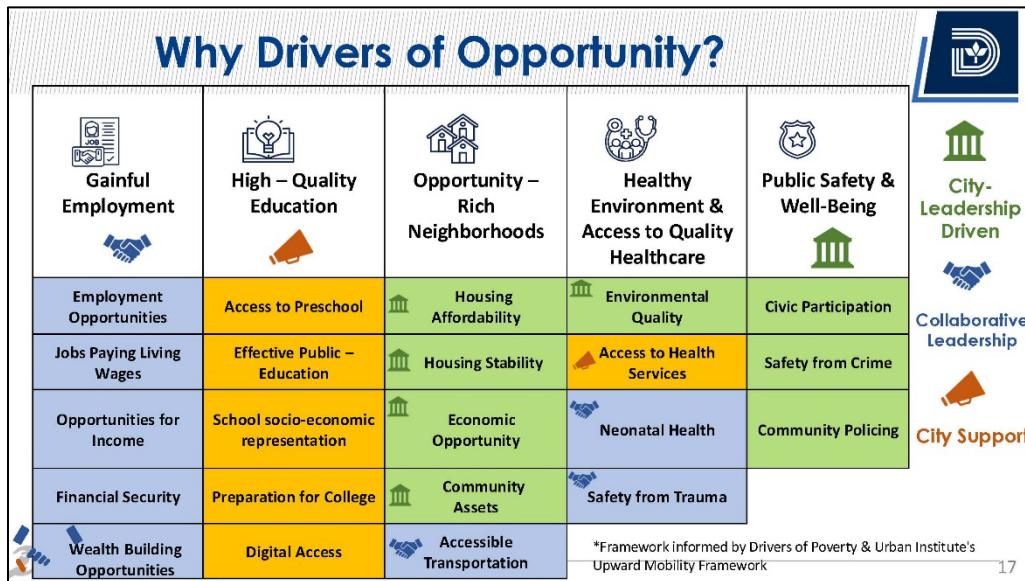
- Chapter 12A Code of Ethics (Baron Eliason, Chief Integrity Officer, City of Dallas Office of Inspector General)

Posts of the fence – the “1,2,3 Articles”

- Article One: Policy and Definitions
- Article Two: Duty and conduct
- Article Three: Conflicts of Interest (pickets)
- Article Six: Reporting (more pickets)



- **October 29, 2025**
 - City of Dallas Federal Compliance Community Engagement (Jessica Galleshaw, Deputy Director, Office of Housing and Community Empowerment, City of Dallas and Christina Da Silva, Assistant Director, Office of Housing and Community Empowerment, City of Dallas)



- **November 25, 2025**
 - Staff Review of the Commission on Disabilities 2024 Annual Report and Required Components for the 2025 Annual Report (Chris Graves, Human

Rights Officer, Office of Housing and Community Empowerment, City of Dallas

- Briefing to Discuss Process for Compiling 2025 Annual Report (John Kalkanli, Chairman, Commission on Disabilities)
- Dallas ISD Special Services: Educating all Students for Success (Kimberly Wheeler, Supervisor for Transition Services, Dallas Independent School District)



Dallas ISD Special Services: Educating All Students for Success

Community Engagement Accomplishments

The Commission on Disabilities highly prioritizes community engagement, ensuring residents know the Commission is a resource for them, and providing them a forum to raise quality of life issues. During 2025, the **Chair and Commission engaged in 9 substantive community engagement events**, spanning topics from employment, business inclusion, disability rights, and human rights.

- February 14, 2025 / Provided remarks at North Texas Disability Chamber of Commerce's annual meeting in Ericsson, Plano



- April 4, 2025 / Attended Dallas Regional Chamber of Commerce's "Disability Inclusion: Good for Business, Good for Workers, and Good for Our Community" event at the DRC's offices



- July 10, 2025 / Provided remarks at the American Council of the Blind's 64th Annual Convention at Hyatt Regency Dallas



- July 27, 2025 / Provided remarks at the Dallas Holocaust and Human Rights Museum's "Nothing About Us Without Us: Advancing Disability Rights in Dallas"



- July 14, 2025 / Video tribute commemorating the 35th anniversary of the Americans with Disabilities Act taken at Dallas City Hall and requested by the Texas Department of Transportation, Civil Rights Division
- September 21, 2025 / Spoke as a panelist at the United Nations Association—Dallas Chapter's International Day of Peace at J. Erik Johnson Library



- October 11, 2025 / Participated in Dallas Police Department Office of Community Affairs' 2nd Annual "Steps Towards Unity" community walk at Kiest Park



- November 13, 2025 / Spoke on Human Rights Dallas' "Dignity Knows No Bounds: Advancing the Rights of People with Disabilities" panel discussion at Southern Methodist University



- December 10, 2025 / Participated in Human Rights Dallas and the City of Dallas's commemoration of the 77th anniversary of the Universal Declaration of Human Rights at City Hall



Quality of Life and Awareness FY24 Accomplishments

The Commission on Disabilities in its 2024 Annual Report centered its 2025 goal around advancing the quality of life for people with disabilities in Dallas. In fulfillment of that goal, the Commission achieved an important outcome during this last year.

First, advancing quality of life for people with disabilities requires they have avenues to access and voice their concerns to local government leaders. On May 27, 2025, Daisy Fast, Director of the Office of Customer Experience and 311 (CCX/311) briefed the Commission on Disabilities on proposed changes to the City Council Chamber accommodation process with the goal of enhancing accessibility. Proposed changes included new signage, a second public comment station in the back of Chambers, and new accessible floor decals for designated accessible spots in the first row of seating. The Commission not only shared its valuable expertise and insight, but also collaborated with staff as they worked with CCX/311 to finetune signage language and review floor decal options. On August 4, 2025, then-Vice Chair Gay Revi, Technical Advisory Panelist Dr. Priscylla Bento, Daisy Fast, representatives from CCX/311 and Facilities and Real Estate Management (FRM), and staff viewed the implemented changes in Council Chambers. This is an example of the Commission on Disabilities contributing to real-world accessibility improvements that advance equal access and make a tangible difference in the lives of residents.



The Commission on Disabilities reached another important outcome related to a pressing need identified in its 2024 Annual Report—increased awareness and resources

for people with disabilities. On that note, the Commission recognized it was crucial to elevate awareness of disability rights among leadership at the City of Dallas. The Commission followed through on its goal of addressing this need through City Council's recognition of July 2025 as Disability Pride Month. Council Member Adam Bazaldua honored the Commission during City Council's meeting on June 25, 2025 by reading the official Disability Pride Proclamation, which recognizes the invaluable work undertaken by the Commission on Disabilities to raise awareness of disability justice. It was also an important milestone in the City of Dallas to continue ensuring visibility of the needs of people with disabilities in the work of local government.

OFFICE OF THE MAYOR / CITY OF DALLAS



Proclamation

WHEREAS, The Americans with Disabilities Act (ADA), enacted on July 26, 1990, was a landmark law ensuring civil rights protections to people with disabilities, requiring equal access, reasonable accommodations and freedom from discrimination; and

WHEREAS, The City of Dallas acknowledges the barriers faced by people with disabilities, including societal attitudes and discrimination, and reaffirms its commitment to fostering a community that offers equal opportunities and respect for all and celebrates the equal rights and dignity of people with disabilities by reasserting our unwavering commitment to continue building a community where all residents are afforded the opportunities, independence, and respect they deserve; and

WHEREAS, On December 8, 2021 the Dallas City Council adopted Ordinance No. 32070, establishing the 15-member Commission on Disabilities and since its inaugural meeting the Commission has continued to advise the Mayor, City Council, and City departments on accessibility, and promoting full civic participation of residents with disabilities, exemplifying the spirit of Disability Pride Month and Dallas's dedication to building an inclusive city for all; and

WHEREAS, The City of Dallas appreciates the invaluable effort of local disability rights activists, organizations, and advocates who work tirelessly to advance the rights, independence, and well-being of people with disabilities, and to create a more inclusive and accessible world for all; and

WHEREAS, The City of Dallas recognizes the importance of improving access and inclusion for all of our residents, neighbors, and visitors and demonstrates this commitment, which works to ensure city services, facilities, and communications are accessible to people with disabilities.

NOW, THEREFORE, I, ERIC L. JOHNSON, MAYOR OF THE CITY OF DALLAS, do hereby proclaim July 2025 as

DISABILITY PRIDE MONTH

in Dallas, Texas.

A handwritten signature in black ink, appearing to read "E. L. JOHNSON" above the text "Mayor of The City of Dallas".



FY 2025 Recommendations for the City of Dallas

Based on all the areas that have been discussed throughout 2025, the Commission on Disabilities recommends that the City of Dallas:

- Commemorate July 2026 as Disability Pride Month by requesting staff seek department, City Manager, and City Council approvals to raise the Disability Pride Flag and hold a flag-raising ceremony to honor the occasion.
- Prioritize accessibility when holding local, national, and international events to ensure an inclusive experience for visitors and that investments made benefit residents in the long-term. As an example, the City of Dallas installed audible crosswalk signals in the vicinity of the Hyatt Regency Dallas when the American Council of the Blind hosted its 64th Annual Convention on July 10, 2025. Advancing accessibility will become especially important as Dallas and North Texas host the FIFA Men's World Cup in the summer of 2026.
- Continue making City Hall accessible for residents and visitors with disabilities ensuring municipal government is open and inclusive for all. The City of Dallas made important progress in this area by improving the City Council Chamber accommodations process, and the Commission recommends additional accessibility improvements including enhanced wayfinding and further accessibility improvements to public restrooms at City Hall.
- Develop a plan to ensure compliance with web content accessibility standards based on WCAG 2.1 AA as the technical standards cities the size of Dallas need to comply with. Because web content is often the medium through which residents learn of City programs, services, and activities, it is important content is accessible, compatible with assistive technologies, and available in other alternative formats.

FY 2026 Proposed Objectives and Accomplishments

The Commission on Disabilities will continue to support and advocate for education, housing, employment, and transportation for people with disabilities. The goal of the Commission for FY 2026 is to focus on the below six key cross-cutting objectives and accomplishments.

1. Advance Human and Civil Rights for Persons with Disabilities

- a.** Support and participate in the Human Rights Day and UDHR commemorative event by the City of Dallas and Human Rights Dallas, ensuring inclusion of disability rights as a focus area.
- b.** Coordinate briefings and make advisory recommendations on how the Commission on Disabilities can advance the needs of people with disabilities by taking on a human rights-centered approach to its work, while also remaining focused on issues including addiction and others.

2. Promote Disability Awareness, Education, and Civic Inclusion

- a.** Plan and support a Disability Pride Month event in July 2026 to recognize the contributions and lived experiences of persons with disabilities.
- b.** Partner with external organizations to recognize Disability Employment Awareness Month (October 2026) through public education and outreach.
- c.** Host an accessibility awareness session for City departments to highlight barriers, best-practices, and inclusive design.
- d.** Increase Commission visibility by participating in City-hosted events across multiple areas of Dallas and provide access to Commission-developed resources.

3. Expand Employment Opportunities, Housing, and Workforce Inclusion

- a.** Collaborate with employers, workforce partners, and City departments to advise on inclusive hiring, accommodations, and retention practices.
- b.** Explore employment models and systems that advance access to work for persons with disabilities.
- c.** Improve access to safe, affordable, and accessible housing as well as community resources through collaborative needs assessments, roundtables, and understanding how the City of Dallas Office of Fair Housing protects housing choice.
- d.** Develop a better understanding and provide advisory recommendations on workforce development programs for people with disabilities, including City-led and those of external partners.

- e. Enhance awareness of workplace inclusion, such as through collaborative employment fairs, and make recommendations to the Mayor and City Council on disability inclusion best practices.

4. Understand Accessibility of Infrastructure and Across City Departments

- a. Understand accessibility issues related to sidewalks, including whether existing ordinances require updating based on departments' guidance.
- b. Partner with the City's ADA and sidewalk teams to review how barriers are identified, mitigated, and make potential recommendations to improve the process.
- c. Understand from the City's ADA team the process of facility reviews, how barriers are identified and prioritized, and how upgrades are scheduled based on prioritization and funding.
- d. Receive an update from the Dallas County Elections Department on available accessible voting methods for people with disabilities.
- e. Develop a better understanding of key City of Dallas departments whose work intersects with the ADA, including the below list, and make advisory recommendations on how to enhance accessibility throughout departments' programs and services:
 - i. Office of Economic Development and its workforce development programs;
 - ii. Office of Emergency Management and Crisis Response's Master Emergency Operations Basic Plan;
 - iii. Department of Convention and Event Services and accessibility for visitors;
 - iv. Department of Parks & Recreation's Therapeutic Recreation Program;
 - v. Dallas Public Library and accessible programming (ASL, braille, etc.);
 - vi. Dallas Police Department and Samuel Allen's Law;
 - vii. Office of Housing and Community Empowerment's Home Improvement and Preservation Program;
 - viii. Dallas Fire Rescue's Inspection and Life Safety Education Division;
 - ix. Dallas Water Utilities and its Operation WaterShare program; and
 - x. Office of Customer Experience and Engagement/311's work to advance web content accessibility.

- f. From partnerships with City Departments, track engagement and joint activities.

5. Strengthen Community Engagement and Data-Informed Advocacy

- a. Define charters, workplans and deliverables for selected goals the Commission intends to drive toward in FY26.
- b. Prepare and publish quarterly progress reports (i.e., internal to Commissioners) tracking each key activity status, risk/gap, and next steps.
- c. Conduct community listening sessions or forums to gather input directly from persons with disabilities.
- d. Support the use of online feedback tools or surveys to identify accessibility challenges and service gaps.
- e. Increase accessibility of City facilities, public information, and civic engagement opportunities.
- f. Use community input to inform Commission recommendations, policy guidance, and annual reporting.

6. Enhance Transportation and Mobility Access

- a. Participate in a ride-along with DART on routes that intersect with the North Texas FIFA World Cup footprint to identify potential accessibility improvements and provide feedback for DART's consideration.
- b. Engage with DART during Board meetings to address transportation accessibility, including paratransit performance.
- c. Review transportation-related ADA concerns and emerging mobility access issues, such as transportation network companies.

APPENDIX

Commission on Disabilities:

<https://dallascityhall.com/government/Boards-and-Commissions/Commission-on-Disabilities/Pages/default.aspx>

Community Resources:

<https://communityresources.dallascityhall.com/>

City of Dallas Office of Housing and Community Empowerment, Human Rights:

<https://dallascityhall.com/departments/office-of-equity-and-inclusion/human-rights/Pages/default.aspx>



City of Dallas

Texas Open Meetings Act (TOMA)

Commission on Disabilities

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In general



- “Every regular, special, or called meeting or session of every governmental body shall be open to the public”
- Applies to city council and boards and commissions
- Meetings must be noticed
- Notice must be posted online and on the city's electronic bulletin board
- Action taken in violation is voidable



Governmental bodies



- Mandatory for every governmental body
- Governmental body includes city council and boards or commissions

Meetings



- Meeting means “deliberation between a quorum of a governmental body...during which public business or public policy...is discussed”
- Deliberate and discuss are synonymous
- Deliberate includes verbal or written exchanges



Walking quorum



When a board member

- knowingly engages in one communication among a series of communications about public business in which the members engaging in the individual communications constitute fewer than a quorum of members but the members engaging in the series of communications constitute a quorum of the members.
- knew at the time the member engaged in the communication that the series of communications:
 - involved or would involve a quorum; and
 - would constitute a deliberation once a quorum of members engaged in the series of communications.

Walking quorum examples



- conducting secret deliberations;
- email communications;
- voting over the telephone; or
- deliberating through a series of closed meetings of members of less than a quorum.

Notice Requirements



- A governmental body shall give written notice of the date, hour, place, and subject of each meeting held by the governmental body.
- Notice must be given at least three business days before the date of the meeting
- Notice must be sufficient to inform the public of the subject matter to be addressed during the meeting.



Additional Notice Requirements



- The meeting location must be accessible to the public as well as:
 - Be in or near the boundaries of the City;
 - Be without special access requirements that prevent public from entering;
 - Provide space for the public to attend; and
 - Provide visual or audio accommodations if requested in advance.



Videoconference



- City officials, city staff, and members of the public may attend an open meeting by videoconference.
- The person presiding over the meeting must be present in a location open to the public.
- City officials, city staff, and members of the public must have both an audio and video feed available in order to participate remotely in an open meeting.
- A city official is considered absent for any portion of an open meeting where the audio or video feed is lost.



Open microphone speakers



- Agenda must give notice of open microphone speakers.
- Open microphone session is *deliberation*.
- The chair or three board members can place an item on the agenda for a subsequent meeting.

Other rules



- A governing body may not adjourn and start a meeting again the same day.
- Governmental body must vote in public.
- No anonymous or secret ballots.
- What if we “forgot to post” an item?
 - It cannot be discussed, except to say: “Would staff please add this to the next agenda.”



Closed Meeting (Executive Session)



Cannot go into closed session unless:

- a quorum first convenes in open session;
- during which the presiding officer publicly announces that a closed meeting will be held; and
- identifies the section under which the closed meeting will be held.

The item must comply with the notice requirements.

Closed meeting may be called for such matters as:

- Attorney consultation (§ 551.071).
- Deliberations about real estate (§ 551.072).
- Economic development considerations (§ 551.087).

Any vote regarding the closed session item must occur in open session

Closed Meeting: Who May Attend?



- Only a governmental body's members have a right to attend a closed meeting.
- Except that the governmental body's attorney must attend closed meetings under the attorney consultation exception.
- Although a governmental body may include others in a closed meeting if they are essential to the matter under consideration, or necessary for the full communication of attorney-client communications, it may not admit a person whose presence is against the interests of the governmental body.



Recordkeeping



- Governmental body must keep minutes or tape recording of the open meeting.
- Minutes must:
 - State subject of each deliberation; and
 - Indicate the vote, order, decision, or other act taken.
- Record of meeting must be available to the public.
- Public is allowed to make audio/visual record of the open meeting, but governmental body may reasonably regulate manner and location.



TOMA Exclusions



- A quorum of a governmental body is permitted to gather without violating TOMA in certain circumstances such as:
 - a social function
 - regional, state, or national convention or workshop,
 - ceremonial event,
 - press conference, or
 - a candidate forum, appearance, or debate to inform the electorate.



TOMA Enforcements



- A civil lawsuit to force officials to comply with TOMA, enjoin officials from acting, or void actions taken in an illegal meeting.
- Any action taken found in violation of TOMA is voidable.
- Certain persons may bring an action by mandamus or injunction to stop, prevent, or reverse a violation or threatened violation of this chapter by members of a governmental body
- Certain persons may sue for damages, attorney fees, and exemplary damages.





Questions?

