

**Exhibit C**

**OAKLAND MAYOR’S COMMISSION ON PERSONS WITH DISABILITIES (MCPD)  
STRATEGIC PLAN 2023**

CORE GOALS AND ACTIONS	SP YEAR CREATED; COMMISSIONERS	RESOURCES/ STAKEHOLDERS	COMMUNITY ENGAGEMENT CONTACTS	COMMUNITY ENGAGEMENT OPPORTUNITIES	BARRIERS/ ISSUES	PLANS and ACTIVITIES in 2023 (see previous attached FY 21-22 MCPD Activities Summary Document)
<p><b>GOAL AREA 1</b></p> <p><b>POLICING /SAFETY</b></p> <p><b>1.1 Because this is a deeply intersectional issue- race/poverty/disability/environment, and persons with disabilities (PWDs) inordinately find themselves victims of police violence because of their disabilities</b></p> <p><b>ACTIONS 1.1</b></p> <p><b>POLICING /SAFETY</b></p> <p>MCPD will continue to provide input and monitor OPD policies and procedures concerning persons with disabilities (PWD) including advocating for Domain 37 training during academy</p>	<p><b>Previous</b></p> <p>2022 Tevelson, Hattersley 2021 Tevelson 2017 Tevelson, Garner</p> <p><b>Current</b></p>	<p>Oakland Police Department (OPD) <a href="#">LeRonne L. Armstrong Chief of Police</a></p> <p>Oakland Fire Department (OFD) <a href="#">Reginald Freeman Fire Chief - Mobile Assistance Community Responders of Oakland (MACRO) Pilot Program</a></p> <p><a href="#">Oakland Police Commission</a></p> <p><a href="#">Community Police Review Agency</a></p> <p>Michelle Phillips, Inspector General</p>	<p>Department of Violence Prevention (DVP) Mailee Wang, Candace Walters-Reese, Kentrell Killens</p> <p>Mobile Assistance Community Responders (MACRO) Pilot Program / Elliott Jones, Program Manager, MACRO, Oakland Fire Department, <a href="mailto:EJones2@oaklandca.gov">EJones2@oaklandca.gov</a></p>		<p>1.1 Time for OPD to provide the information for the report.</p>	<p>MCPD will refer to previous email sent to departments on what they would like addressed.</p> <p>MCDP will create written request for annual report from stakeholder departments</p> <p>Report will address If there are any major changes in policy, procedure or trends will report to commission outside of the annual report.</p> <p>When would you like the report to be completed by?</p> <p>Presented by what meeting date.</p>

MCPD 2022 Strategic Plan Goals with plans and actions as of November 2022

All updates are in the Plans and Activities Column: *Planned and suggested actions are italic with red for activities by prior commissioners*

Activities that have happened are on the FY 21-22 Activities Summary | *Activities that are scheduled / ongoing are in italics* | **Future activities are in bold**

**Exhibit C**

**OAKLAND MAYOR’S COMMISSION ON PERSONS WITH DISABILITIES (MCPD)  
STRATEGIC PLAN 2023**

<p>and the availability of Crisis Intervention Training (CIT) for officers.</p> <p>Proposal for an annual report regarding the policing of PWD’s in regard to:</p> <p>Stop reports, call response, Crisis Intervention Training and Policy and Procedure Updates</p> <p>Departmental / City Stakeholders:</p> <p>OPD, CPRA, DVP, OFD (MACRO), OIG</p>		<p>– Office of the Inspector General</p> <p><a href="#">Guillermo Cespedes Chief of Violence Prevention</a></p>				
<p><b>GOAL AREA 1</b></p> <p><b>POLICING /SAFETY</b></p> <p><b>1.2 MCPD will advocate for improved safety services for the disability community and the community in general in the face of emergencies and natural disasters.</b></p>	<p><b>Previous</b></p> <p>2022 Lynne, Keeton, and Eberhardt</p> <p>2021 Lynne and Nakamura</p> <p><b>Current</b></p>	<p><a href="#">Oakland Fire Department (OFD)\ Emergency Management Services Division (EMSD)</a></p> <p>EMSD staff: Brianna Horton,</p>	<p><a href="#">CRIL (Community Resources for Independent Living https://www.crilhayward.org/</a></p>			<p>MCDP will request a report from EMSD and other possible stakeholder departments regarding:</p> <p>What disaster / emergency services are provided and or considered for persons with disabilities?</p>

**Exhibit C**

**OAKLAND MAYOR’S COMMISSION ON PERSONS WITH DISABILITIES (MCPD)  
STRATEGIC PLAN 2023**

<p><b>ACTIONS 1.2</b></p> <p><b>POLICING /SAFETY</b></p> <p><b>CORE Training, are they training people with disabilities? Who are they training? What are the trainings provide? Report back on planned drills and simulations for the city (EOC). What type of inclusive outreach is happening? How is information being communicated?</b></p> <p><b>Possible ongoing staff meeting for PAFN.</b></p> <p>When would you like the report to be completed by? Presented by what meeting date.</p>	<input type="text"/>	<p>Jessica Feil, Olga Crowe,</p>				<p>Who is being trained?</p> <p>What training is provided?</p> <p>Can EMSD come to a commission meeting and present the training content?</p> <p>Request an information report addressing the questions above. Decide by when and what should be in the requesting memo.</p> <p>Find out if staff attends Partnership for Inclusive Disaster Strategies meetings. Who attends?</p> <p>Disaster response drills, are PWD included? As well as planning for PWD?</p>
--	----------------------	--------------------------------------	--	--	--	--

**Exhibit C**

**OAKLAND MAYOR’S COMMISSION ON PERSONS WITH DISABILITIES (MCPD)  
STRATEGIC PLAN 2023**

<p><b>GOAL AREA 2</b> <b>ENVIRONMENTAL IMPACTS AND CONCERNS</b> 2.1 Increasingly poor air quality and the need for clean air refuges is a specific concern and a permanent issue going forward. Accessible shelters and transportation to them are critical to community safety.</p>	<p><b>Previous</b> 2018 Ryan, Lynne, and Nakamura</p> <p><b>Current</b></p>	<p>City Administrator’s Office (policy)</p> <ul style="list-style-type: none"> <li>- Chief Resiliency Officer</li> <li>- Sustainability Division</li> </ul> <p><a href="#">Environmental Services Division of Oakland Public Works</a></p> <p><a href="#">Housing and Community Development</a></p> <ul style="list-style-type: none"> <li>- <a href="#">Rent Adjustment</a></li> </ul> <p><a href="#">Planning and Building</a></p> <p><a href="#">Neighborhood Law Corps</a></p>			<p>No City mandate on these standards</p> <p>Infrastructure costs / budget?</p>	<p><i>Continue collaborations and regular updates from</i></p> <p>MCPD will advocate for accessible clean air safe spaces and accessible transportation to them in emergencies and for improved in home air quality for all residents.</p> <p>MCPD will collaborate with Environmental Services Division in the next year, as they develop their plan to electrify all buildings by 2040, to assure that all residents with access and functional needs, including renters, have equal and even priority access to critical air quality improvement upgrades.</p> <p>MCDP will request a report and distribute a memo requesting information on:</p>
<p><b>ACTIONS 2.1</b> <b>ENVIRONMENTAL IMPACTS AND CONCERNS</b> Is there a citywide policy that addresses this issue? Is there a way this is being enforced?</p> <p>OPW and OAKDOT report to MCPD on if these issues are part of their strategic plans or being considered</p> <p><b>Emergency Management Services Division - Emergency</b></p>						

**Exhibit C**

**OAKLAND MAYOR’S COMMISSION ON PERSONS WITH DISABILITIES (MCPD)  
STRATEGIC PLAN 2023**

<p><b>Respite Center Training Informational Report</b></p>		<p>Department of Transportation</p> <ul style="list-style-type: none"> <li>- Mobility Division</li> </ul> <p>Emergency Management Services Division</p> <p>Human Services Division - Senior Services</p> <p>Oakland Public Library</p> <p>Parks, Rec and Youth Development</p> <p>State policies?</p> <p>Alameda County policies?</p> <p>City of Oakland General Plan</p> <ul style="list-style-type: none"> <li>- Housing, safety, environmental justice</li> </ul>				<p>Are the impacts of air quality for PWD part of strategic plans or being considered?</p> <p>In Emergencies: Are shelters equipped with central air and filtration system?</p> <ul style="list-style-type: none"> <li>- Which companies are being contracted with?</li> </ul> <p>Inquiry as to how does in home air quality get addressed on the city, county and state levels? Specific to renters? Homeowners in multi-unit buildings (condos / apartments)?</p> <p>EMSD to share Emergency Respite Center Training with MCDP for review and feedback.</p>
--	--	--	--	--	--	---

**Exhibit C**

**OAKLAND MAYOR’S COMMISSION ON PERSONS WITH DISABILITIES (MCPD)  
STRATEGIC PLAN 2023**

<p><b>GOAL AREA 3</b> <b>ACCESSIBILITY OF CITY PROGRAMS/ SERVICES/ ACTIVITIES / FACILITIES</b></p>	<p><b>Previous</b> 2022 Tevelson and Moore 2021 Tevelson, Sperling 2017 Meu</p>	<p>ADA Programs Division MCPD Office of the Mayor City Administrator's Office</p>	<p>Budget Engagement Process  Life Enrichment Committee of the Oakland City Council  Forums and panels hosted by allies such as labor and other potential allies.  Town hall events and Candidate debates to meet candidates running for office</p>	<p><i>Suggested plan will require support and action from multiple people to spread out responsibilities/ are these potential ad hoc committees for specific budget and election cycles?</i></p>	<p>Commission members will continue to advocate for ADA Programs to be under CAO for oversight and effectiveness.  Commission members will develop a presentation for Mayor and Council Members and new City Administrator in regards to ADA Programs and their position in the organization</p>
<p><b>3.1 MCPD will provide input to the City regarding Oakland’s ongoing development and implementation of its ADA Plan.</b></p>	<p><b>Current</b></p>				
<p><b>ACTIONS 3.1</b> <b>COMMISSION ROLE AND INPUT</b></p>					
<p>The commission will continue to recommend to the City Council, City staff, and the Mayor’s Office the need to maintain and enhance the effectiveness of the ADA division by restoring and adding funding for services and programs.  It is also critical that the ADA Programs Division have a more autonomous position within the City</p>					

**Exhibit C**

**OAKLAND MAYOR’S COMMISSION ON PERSONS WITH DISABILITIES (MCPD)  
STRATEGIC PLAN 2023**

<p>department hierarchy to better monitor the ADA Transition Plan progress and assist City Departments with recommendations to meet their individual compliance requirements. MCPD advocates that ADA Programs Division fall directly under the City Administrator.</p> <p>Maintain an advocacy role to keep ADA programs under the new CAO for the reasons above.</p>						<p>MCDP proposes to create an inclusion tool that would work to help departments consider a PWD lens when making decisions about accessibility.</p> <p>Commission members will create the toolkit for users and have ADA Programs present it to city departments.</p> <p>Creation of a survey / questionnaire with community involvement.</p>				
<table border="1"> <tr> <td data-bbox="113 917 468 954"><b>ACTIONS 3.2</b></td> </tr> <tr> <td data-bbox="113 954 468 1024"><b>COMMISSION ROLE AND INPUT</b></td> </tr> <tr> <td data-bbox="113 1024 468 1279"><b>Accessibility to public spaces and the right of way. Addressing barriers in public areas and the enforcement of these issues.</b></td> </tr> <tr> <td data-bbox="113 1279 468 1404"><b>Inclusion Tool - Series of questions that would ask if the</b></td> </tr> </table>	<b>ACTIONS 3.2</b>	<b>COMMISSION ROLE AND INPUT</b>	<b>Accessibility to public spaces and the right of way. Addressing barriers in public areas and the enforcement of these issues.</b>	<b>Inclusion Tool - Series of questions that would ask if the</b>						
<b>ACTIONS 3.2</b>										
<b>COMMISSION ROLE AND INPUT</b>										
<b>Accessibility to public spaces and the right of way. Addressing barriers in public areas and the enforcement of these issues.</b>										
<b>Inclusion Tool - Series of questions that would ask if the</b>										

**Exhibit C**

**OAKLAND MAYOR’S COMMISSION ON PERSONS WITH DISABILITIES (MCPD)  
STRATEGIC PLAN 2023**

<p><b>MCPD has been consulted with.</b></p> <p><b>Development of survey / questionnaire from CBO’s to come up the questions.</b></p> <p><b>MCDP proposes to create an inclusion tool that would work to help departments consider a PWD lens when making decisions about accessibility.</b></p>		<p>OAKDOT</p> <ul style="list-style-type: none"> <li>- Bike lane infrastructure</li> <li>- Micro mobility companies</li> <li>- 311</li> <li>- Parking Enforcement</li> </ul> <p>Public Works</p> <p>OPD Traffic</p> <p>ADA Programs</p>			<p>Barriers:</p> <p>Budget</p> <p>Input received too late in the general plan process?</p> <p>Timing of engagement?</p> <p>Early engagement should be addressed with MCPD sooner.</p>								
<p><b>GOAL AREA 4</b></p> <p><b>Ensure Affordable and ADA-compliant Accessible housing stock</b></p> <p><b>Notes for next meeting:</b></p> <p><b>Keep the goal area 4, but make the action items for specific with desired outcomes and action.</b></p>	<table border="1"> <tr> <td><b>Previous</b></td> </tr> <tr> <td>2022 Smith (formerly 3.3), Hattersley</td> </tr> <tr> <td>2021 Gregory</td> </tr> <tr> <td>2020 Smith and Lynne</td> </tr> <tr> <td>2018 Gregory</td> </tr> <tr> <td><b>Current</b></td> </tr> <tr> <td> </td> </tr> </table>	<b>Previous</b>	2022 Smith (formerly 3.3), Hattersley	2021 Gregory	2020 Smith and Lynne	2018 Gregory	<b>Current</b>		<p>Director of Housing and Community Development</p> <p>City of Alameda (for Universal Design support and resource)</p> <p>Oakland Housing Resource Center</p>	<p>General Plan</p> <p>Budget Engagement Process</p>		<p>Grants and loans are usually not made available to renters, who make up a large portion of the disabled community.</p>	<p>Continue to advocate during every budget cycle for funding for accessibility modifications.</p> <p>Advocate for accessibility improvement funding grants available directly to renters. (see also 3.2)</p> <p>Make this issue part of</p>
<b>Previous</b>													
2022 Smith (formerly 3.3), Hattersley													
2021 Gregory													
2020 Smith and Lynne													
2018 Gregory													
<b>Current</b>													



**Exhibit C**

**OAKLAND MAYOR’S COMMISSION ON PERSONS WITH DISABILITIES (MCPD)  
STRATEGIC PLAN 2023**

<p><b>4.1 Advocate to ensure the accessibility and affordability of housing in Oakland.</b></p> <table border="1" data-bbox="128 407 468 508"> <tr> <td><b>ACTIONS 4.1</b></td> </tr> <tr> <td><b>AFFORDABLE HOUSING</b></td> </tr> </table> <p>Renter’s Rights: Ensure Oakland renters with disabilities have access to the same financial and/or civic benefits afforded to Oakland homeowners with disabilities.</p> <table border="1" data-bbox="128 846 468 1011"> <tr> <td><b>GOAL AREA 4</b></td> </tr> <tr> <td><b>Ensure Affordable and ADA-compliant Accessible housing stock</b></td> </tr> </table> <p><b>4.2</b> The MCPD recognizes a high prevalence of homeless individuals living in Oakland are also PWDs, often disconnected from services, and whereas the MCPD recognizes a responsibility to represent the voices of all PWDs living in the city, the MCPD will collaborate with official</p>	<b>ACTIONS 4.1</b>	<b>AFFORDABLE HOUSING</b>	<b>GOAL AREA 4</b>	<b>Ensure Affordable and ADA-compliant Accessible housing stock</b>	<table border="1" data-bbox="501 643 730 878"> <tr> <td><b>Previous</b></td> </tr> <tr> <td>2022 Eberhardt and Smith 2021 Smith and Eberhardt 2018 Smith</td> </tr> </table> <table border="1" data-bbox="501 938 730 1011"> <tr> <td><b>Current</b></td> </tr> <tr> <td> </td> </tr> </table>	<b>Previous</b>	2022 Eberhardt and Smith 2021 Smith and Eberhardt 2018 Smith	<b>Current</b>		<p>Homelessness Division</p> <p>East Bay Housing Organization (EBHO)</p>			<p>Still more requests for rehab than funds available even with “finding” \$500,000 in 2021</p>	<p>disability platform we request per 2.1</p> <p>MCPD will participate in the General Plan community engagement process just kicking off to promote Universal Design (UD)</p> <p>MCPD will support an Oakland elevator ordinance (like the one in Berkeley) that is currently under review in the office of the City Attorney.</p> <p>MCPD Vice Chair Smith has maintained contact with the Office of the City Attorney who has tabled this issue at the moment for election related priorities.</p> <p>Follow up with the General Plan about need for affordable housing and need to address homelessness from multiple angles. Present the need for access</p>
<b>ACTIONS 4.1</b>														
<b>AFFORDABLE HOUSING</b>														
<b>GOAL AREA 4</b>														
<b>Ensure Affordable and ADA-compliant Accessible housing stock</b>														
<b>Previous</b>														
2022 Eberhardt and Smith 2021 Smith and Eberhardt 2018 Smith														
<b>Current</b>														

**Exhibit C**

**OAKLAND MAYOR’S COMMISSION ON PERSONS WITH DISABILITIES (MCPD)  
STRATEGIC PLAN 2023**

<p>activities and initiatives addressing homelessness in the city, with the objective to improve conditions for and/or reduce the number of PWDs who are homeless in Oakland.</p> <table border="1" data-bbox="128 553 470 654"> <tr> <td><b>ACTIONS 4.2</b></td> </tr> <tr> <td><b>Unhoused Persons With Disabilities</b></td> </tr> </table>	<b>ACTIONS 4.2</b>	<b>Unhoused Persons With Disabilities</b>						<p>improvement funding directly to renters to avoid accessibility issues that force senior and persons with disabilities (who are a large proportion of renters) into homelessness.</p>
<b>ACTIONS 4.2</b>								
<b>Unhoused Persons With Disabilities</b>								
<p><b>GOAL 5.0</b> <b>Civil Liberties</b> <b>ACTIONS 5.1</b> <b>Monitor and possibly get a presentation from CCSF Care Court pilot program</b></p>								