



## COMMISSION ON DISABILITY ISSUES

January 17, 2024, 3:30 P.M.

Pursuant to safe practices during COVID-19 pandemic, all in-person meetings are cancelled until further notice. The meeting was held virtually to allow for healthy practices and social distancing. The meeting was accessible at provided link to allow for participating virtually and/or calling in.

### Minutes

#### 1. Call to Order/Roll Call

The meeting was called to order at 3:48 p.m. Those present and absent were:

**Present:**

Sue Kroeger  
Zach Coble, Chairperson  
Lily Bogan

**Representing**

City Manager  
Ward 4  
Ward 6

**Absent:**

Derrick Espadas  
Ray Jordan

**Representing:**

Mayor's Office  
Ward 5

**Staff and Others Present:**

Rebecca Hill  
Chris Desborough  
Shayna Durazo  
Suzette Yaezenko  
Stephanie Alvarez  
Rene Figueroa  
Valerie Alvorardo Sipp

EOE Office  
Staff  
Director of HR  
Lead Analyst HR  
City Clerk's Office  
City Clerk's Office  
Guest

## **2. Approval of Minutes: December 20, 2023**

It was moved by Commissioner Kroeger, duly seconded, and carried by a roll call vote of 3 to 0 (Commissioner Jordan and Espadas absent), to approve the Minutes of December 20, 2023.

## **3. Call to Audience**

None

## **4. Discussion With Human Resources Regarding Recruitment, Hiring and Retention of People with Disabilities.**

Chairperson Coble started discussion by introducing Suzette Yaezenko Director of Human Resources, Ms. Yaezenko ensued in conversation by first introducing herself and colleague Shayna Durazo who is the lead Human Resource Analyst. She began with a slide show highlighting the recruitment process project which they anticipate being launched in March, it entails things such as "WORKDAY", accessibility support, screen reader focus indication, keyboard support along with mandatory training. She further explained by showing the hiring process, which is in the mid stages of creating an onboarding project, building out a truly appropriate process and utilizing the accessible system and what is missing in terms of resources. She noted more would be known closer to June. Next priority subject was retention, they are currently looking at policies, verbiage, language, discrimination policy, professional development, as well as mentorship to help with retention.

Commissioners Kroeger, Bogan and Chairperson Coble had follow up questions regarding the process for requesting accommodations, medical paperwork, forms, current amount of active accommodation requests and training. Ms. Durazo and Ms. Yaezenko fielded the questions, noting the current process for accommodation requests, that currently there are 43 active accommodations within the city of Tucson and a priority is to have a better training process in the near future.

**5. Recruitment of Commissioner Volunteers to Draft CODI Annual Report and Report on City Employment of People with Disabilities.**

Chairperson Coble asked for volunteers to help draft the reports, there were no volunteers. Chair Coble will take the lead on drafting up the reports and Commissioner Bogan and Kroeger offered to assist and proofread the reports regarding the meetings with HR and employment of disabled job applicants.

**6. Discussion Regarding Scheduling of an Informal CODI Picnic.**

Chairperson Coble briefly discussed meeting informally in person, which was agreed by all to table for the next meeting. Chair Coble wants to discuss this item when all commissioners are present.

**7. Announcements**

Chairperson Coble briefly spoke stating next month there will be a staff member from the Complete Streets Coordinating Council.

**8. Adjournment: 4:49 pm**