



CITY OF HENDERSONVILLE DIVERSITY & INCLUSION ADVISORY COMMITTEE

City Hall - Council Chambers | 160 Sixth Avenue E. | Hendersonville, NC 28792
Tuesday, November 12, 2024 – 5:30 PM

AGENDA

1. **CALL TO ORDER**
2. **PUBLIC COMMENT**
3. **APPROVAL OF AGENDA**
4. **APPROVAL OF MINUTES**
 - A. July 9, 2024 - *Jill Murray, City Clerk*
5. **NEW BUSINESS**
 - A. Approval of 2025 Annual Schedule of Meetings - *Jill Murray, City Clerk*
 - B. City Manager Hurricane Helene Report Updates – *John Connet, City Manager*
 - C. Black History Month – *John Connet, City Manager and Allison Justus, Communication Manager*
6. **OTHER BUSINESS**
7. **ADJOURNMENT**

The City of Hendersonville is committed to providing accessible facilities, programs and services for all people in compliance with the Americans with Disabilities Act (ADA). Should you need assistance or an accommodation for this meeting please contact the City Clerk no later than 24 hours prior to the meeting at 697-3005.



**CITY OF HENDERSONVILLE
DIVERSITY & INCLUSION ADVISORY
COMMITTEE**

City Hall - 2nd Floor Meeting Room | 160 6th Avenue S. | Hendersonville NC 28792
Tuesday, July 9, 2024 – 5:30 PM

MINUTES

Present: Chair Josh Williams, Richard Reagan, Bruce Mills, Florence Allbaugh

Absent: Eric Gash and Vice-Chair Nancy Diaz

Liaisons: Mayor Barbara G. Volk and Melinda Lowrance

Staff Present: City Manager John Connet, City Clerk Jill Murray, Communications Manager Allison Justus,

1. CALL TO ORDER

Chair Josh Williams called the meeting to order at 5:31 p.m. with a quorum of members in attendance.

2. PUBLIC COMMENT

Joan Saniuk thanked everyone for all that they're doing. I know what you're doing and you're doing the right thing. Keep going.

Leslie Carey gave thanks for the mural that Diamond Cash did. It looks wonderful and has gotten a lot of compliments. I want to also thank the Board for honoring Crystal Cauley. She had a lot of leadership in Hendersonville. Her vision was to include everyone in Hendersonville.

3. APPROVAL OF AGENDA

Florence Allbaugh moved, seconded by Richard Reagan to approve the agenda as presented. A unanimous vote of the Committee followed. Motion carried.

4. APPROVAL OF MINUTES

Florence Allbaugh moved, seconded by Richard Reagan to approve the minutes of May 14, 2024 as presented. A unanimous vote of the Committee followed. Motion carried.

5. OLD BUSINESS

A. Approval of Diversity & Inclusion Committee FY 2024-2025 Workplan – John Connet, City Manager

City Manager Connet presented his updated workplan attached below, putting each item in a category of importance for the committee to work on, number 1 being most important and going on from there.

Focus Area	Workplan Item	Responsibility	Schedule	Status	Notes	Ranking
Communication						
	Ensure critical documents are printed in English and Spanish	City Staff	Next three months			1
	Review website contact information to ensure it is consistent and easy to find. Update Public Services Information.	City Staff	Next three months			3
	Review imagery to ensure website and social media represents the community	Communications Team	Next twelve months			4
	Language or Hearing Interpretation for Public Meetings (Request Policy)	City Management	Next three months			2
Outreach						
	Hold a City Information and Career Fair (s) at location (s) where underserved residents are likely to attend.	City Staff	Next twelve months			2
	Host a multi-cultural day or International Festival	Committee	TBD			3
	Setup meetings between operational departments and local advocacy groups. Give tours or create speakers bureau.	City Staff and Committee	Next six months		6/21/24 - Latino Advocacy Coalition Meeting	1

Accessibility						
	Conduct a City building ADA Accessibility Audit	Public Works Department	Next twelve months			1
	Develop a consistent citizen complaint process for use by all departments.	City Management	Next three months			2
	Identify Historic or culturally significant properties for consideration by Historic Preservation Commission	Historic Preservation Commission	Next twelve months			3
	Evaluate Street Naming Policy	City Staff and Committee	Next twelve months			4

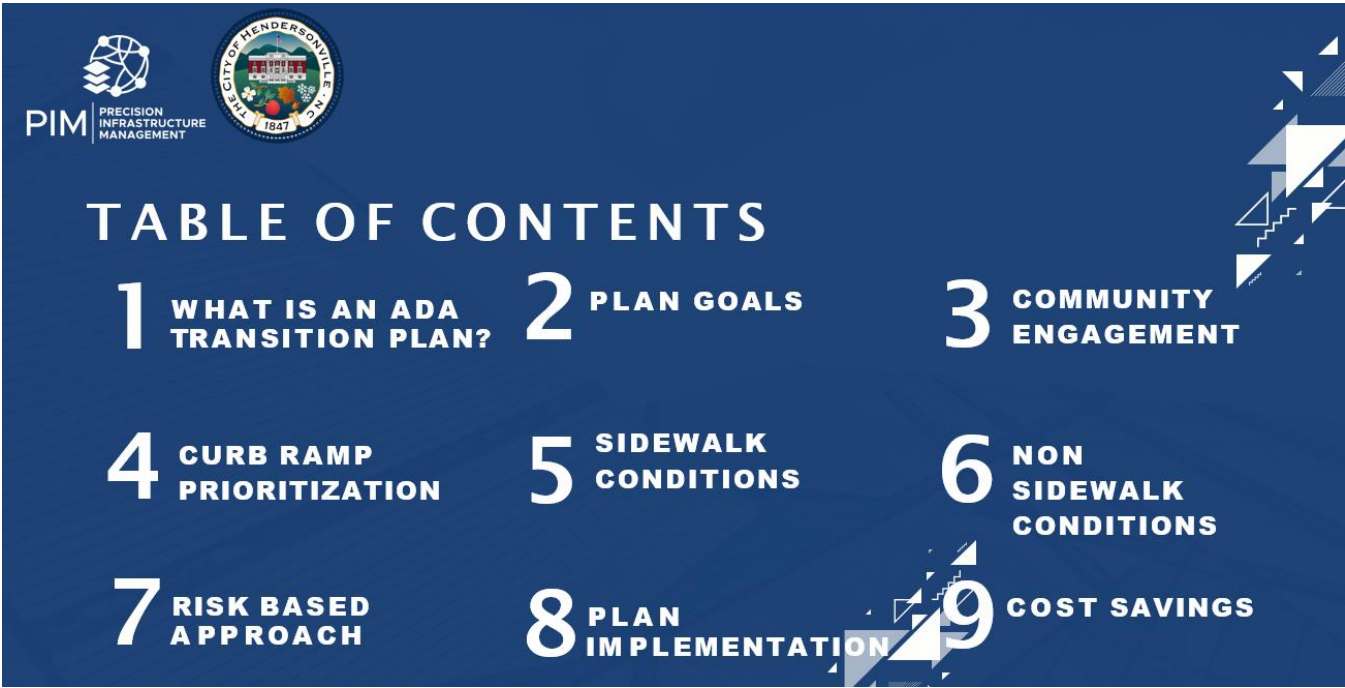
Focus Area	Workplan Item	Responsibility	Schedule	Status	Notes	Ranking
Training						
	Staff training on how to communicate effectively with individuals who may not use English as dominant language.	Human Resources Department	Next six months			2
	Staff training on how/when to assist individuals with disabilities.	Human Resources Department and ADA Advocates	Next six months			2
	Leadership training focusing on Emotional Intelligence	Human Resources Department	Ongoing			1
	Recruitment and interview skills training	Human Resources Department	Ongoing			2

Policy Review						
	Review hiring / recruitment procedures to ensure a diverse candidate pool is presented for all jobs.	City Staff and Committee	Next three months			1

6. NEW BUSINESS

A. Presentation of ADA Transition Plan – Brent Detwiler, Public Services Director

Brent Detwiler presented the following ADA Transition Plan to the committee.





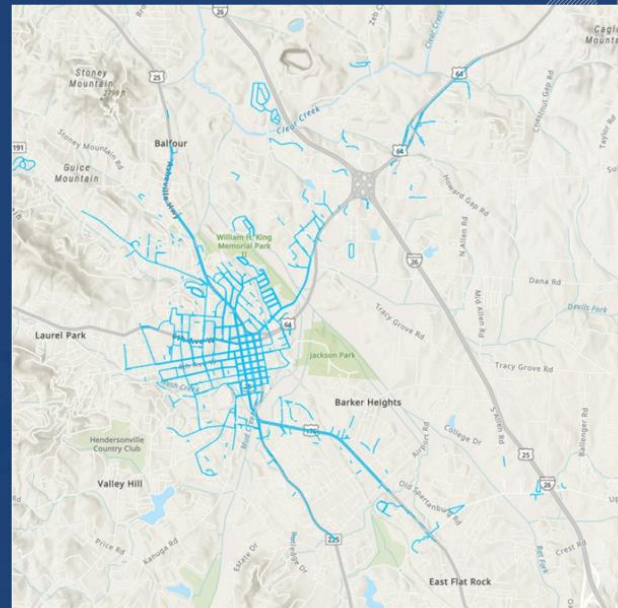
WHAT IS AN ADA TRANSITION PLAN

- A Federal requirement that DOJ and NCDOT policy mandates municipalities to develop and implement
- A roadmap that inventories and prioritizes what and when improvements to existing infrastructure should occur to bring infrastructure up to ADA and PROWAG standards
- Full development includes a comprehensive self assessment of right of way, facilities, parks, programs, policies, services, and communications



INTRODUCTION

- 15,137 total population
- 6.12% population increase/year in 2021
- 72.02 Miles of Sidewalk





PLAN GOALS

- City Wide Engagement Process
- Condition Assessment of Sidewalks and Curb Ramps
- Identify ADA Barriers
- Develop Sidewalk Asset Management Plan
- Risk Based and Data Driven
- Set Annual Budget for Accessibility Improvements



COMMUNITY ENGAGEMENT SUMMARY

Key takeaways from the engagement survey include:

- 37% use walking/wheeling for transportation
- 38% sidewalk highest priority improvements
- 48% regularly participate in programs & services offered by the City



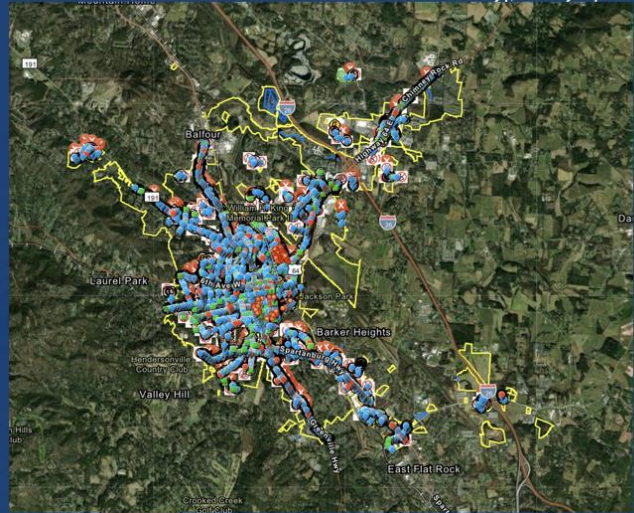


PIM PRECISION INFRASTRUCTURE MANAGEMENT



ROW SIDEWALK CONDITION ASSESSMENT

- 72.02 Miles of Sidewalks
- 12,309 ADA Barriers
- 10 ADA Deficiency Categories
- Curb Ramps PROWAG
- Risk Based Modeling
- ArcGIS Integration



PIM PRECISION INFRASTRUCTURE MANAGEMENT



CURB RAMPS

- 1,678 assessed
- 98% of curb ramps were non compliant



Priority 1

Priority 1 includes curb ramps with any of the following barriers that are also within 1/16th mile of either a residential disability ramp, public facility, or park.

- No curb ramp
- Replacement required
- Inaccessible
- No compliant landing
- Width < 4 ft.
- Running slope > 12%
- Cross slope > 2.8%



Priority 2

Priority 2 includes curb ramps with any of the following barriers.

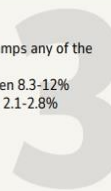
- No curb ramp
- Replacement required
- Inaccessible
- No compliant landing
- Width < 4 ft.
- Running slope > 12%
- Cross slope > 2.8%



Priority 3

Priority 3 includes curb ramps any of the following barriers.

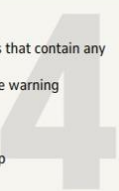
- Running slope between 8.3-12%
- Cross Slope between 2.1-2.8%



Priority 4

Priority 4 includes curb ramps that contain any of the following barriers.

- Non-compliant detectable warning
- No flush transition
- Flare slope > 10%
- Counter slope > 5%
- Trip hazards on curb ramp





WATER PONDING ON ACCESSIBLE ROUTES

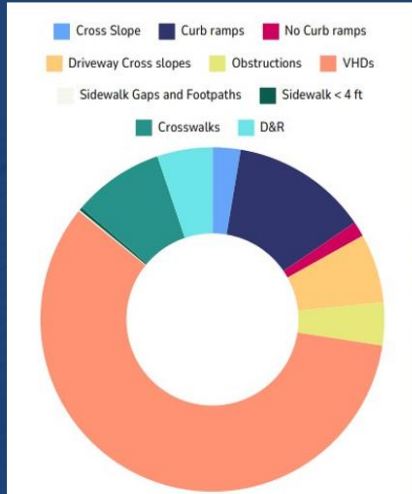
- Lead to ADA Barriers
- 2 to 4 instances per mile of sidewalk



SIDEWALK CONDITIONS

Not PROWAG Compliant

- Sidewalk Conditions: 11.1k
- 58.4% of total ADA barriers are trip hazards






Cross Slope > 50 ft.	344
Crosswalks	1,116
Driveway Cross Slopes	846
Obstructions	524
Vertical Height Displacements	7,582
Demolition & Replacement	675
Sidewalk < 4 ft.	37



NON SIDEWALK CONDITIONS

• Non Sidewalk Conditions: 1,150



Hendersonville Crosswalk		1,116
Hendersonville Sidewalk Gaps LT 100ft or Footpaths		17
Hendersonville Residential Ramps		17

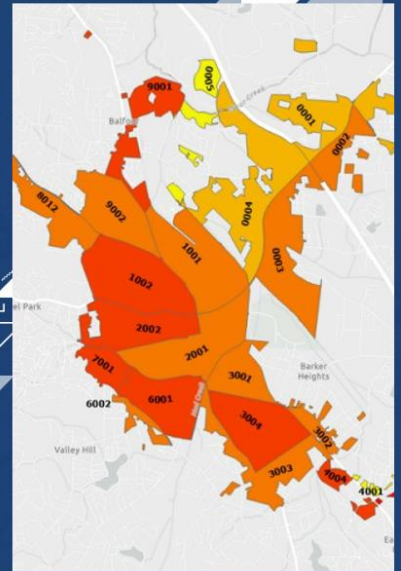
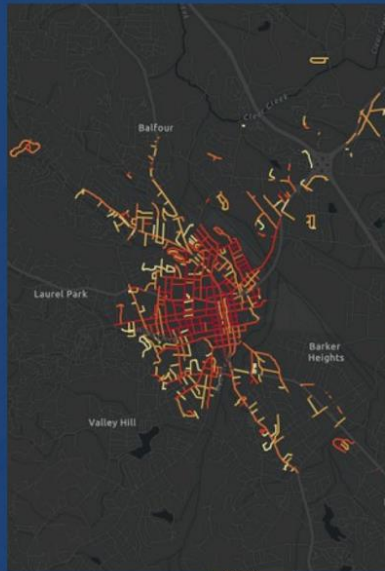


RISK BASED APPROACH

Risk = deficiencies per mile

New Plan

- Proactive
- Risk Based by Street & Census Block Groups
- Prioritization Plan

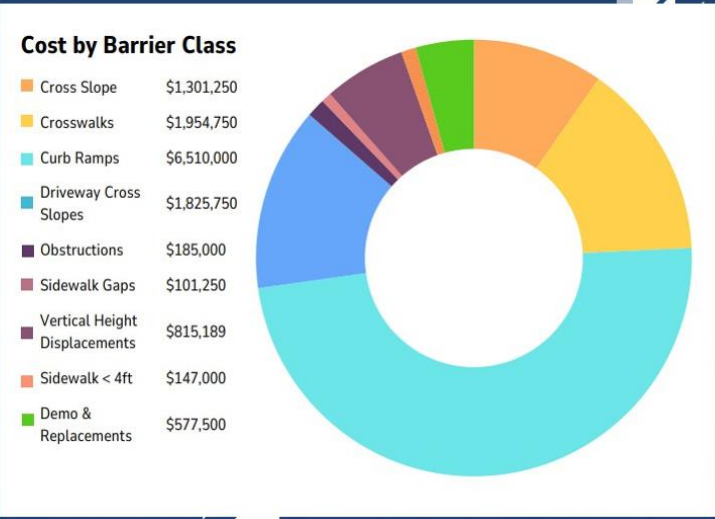




PLAN IMPLEMENTATION

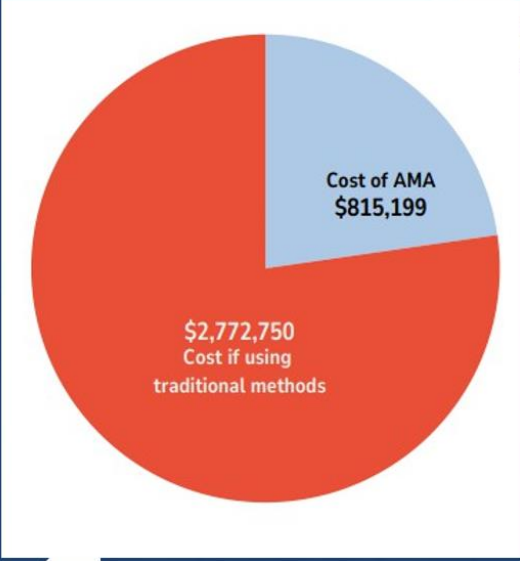
Repair Costs

- Total: \$13.4M
- SW: \$6.7M
- Curb Ramps: \$6.5M
 - P1: \$392k
- 10 year plan: \$900k



COST SAVINGS

- Not everything needs to be D&R
- Alternative Maintenance Activity savings: **\$1.9M**
- Trip Hazards = 58.4% of ADA barriers, 7% of budget



7. OTHER BUSINESS – None

8. ADJOURNMENT

There being no further business, Florence Allbaugh moved, seconded by Bruce Mills, to adjourn the meeting at 6:12 p.m. Motion carried unanimously.

Josh Williams, Chair

ATTEST:

Jill Murray, City Clerk

NOTICE

City of Hendersonville Diversity & Inclusion Advisory Committee | 160 Sixth Avenue East Hendersonville, NC 28792

CITY OF HENDERSONVILLE

Diversity & Inclusion Advisory Committee

2025 ANNUAL SCHEDULE OF REGULAR MEETINGS

The following Regular Meetings of the City of Hendersonville **Diversity & Inclusion Advisory Committee** are held **Bi-Monthly on the second Tuesday of January, March, May, July, September, and November at 5:30 p.m.** in the 2nd Floor Meeting Room inside of City Hall located at 160 6th Avenue East, Hendersonville NC.

The following regular meetings have been scheduled for 2025:

January 14, 2025

March 11, 2025

May 13, 2025

July 8, 2025

September 9, 2025

November 11, 2025

Meetings are open to the public.

Josh Williams, Chair

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Adopted: 11/12/2024 *Posted 12/01/2024*
<https://www.hendersonvillenc.gov>



CITY OF HENDERSONVILLE AGENDA ITEM SUMMARY

SUBMITTER: John Connet, City Manager **MEETING DATE:** 11/12/2024
AGENDA SECTION: NEW BUSINESS **DEPARTMENT:** Administration
TITLE OF ITEM: City Manager Hurricane Helene Report Updates – *John Connet, City Manager*

SUGGESTED MOTION(S):

NA

SUMMARY:

City staff continues to move forward with recovery activities following Hurricane Helene. The City Manager will provide a report regarding these activities at all City Council meetings for the foreseeable future.

BUDGET IMPACT: \$ TBD

Is this expenditure approved in the current fiscal year budget? TBD

If no, describe how it will be funded. EnterTextHere

ATTACHMENTS:

TBD



CITY OF HENDERSONVILLE AGENDA ITEM SUMMARY

SUBMITTER: John Connet **MEETING DATE:** 11/7/2024
AGENDA SECTION: OTHER BUSINESS **DEPARTMENT:** Administration
TITLE OF ITEM: Black History Month – *John Connet, City Manager and Allison Justus, Communication Manager*

SUGGESTED MOTION(S):

NA

SUMMARY:

We will request input from the committee regarding Black History Month ideas.

BUDGET IMPACT: \$

Is this expenditure approved in the current fiscal year budget? EnterTextHere

If no, describe how it will be funded. EnterTextHere

ATTACHMENTS: