

Family Resource Network

Rebecca: Hello! Welcome. We're happy to have you here today for the presentation for IHC Academy

of the Family Resource Network,

talking about their inclusivity toolkit and the importance of people with disabilities

as thought leaders.

My name is Rebecca Martin, and I'm a graduate

assistant with the grant facilitation team at the Rutgers University Edward J.

Bloustein School of Planning and Public Policy, working to coordinate the New Jersey Inclusive

Healthy Community's training series and IHC Academy trainings.

We're thrilled to have you here for Family Resource Network, who has a long history of

serving people with disabilities in New Jersey. Before we begin,

I'd like to do a few housekeeping notes for you.

We would like you to be aware that we're recording the event.

We have enabled captions for the event, and I've spotlighted the ASL interpreter for ease

of access. There will be time for questions and answers

towards the end of the conversation. Today please feel free to add any questions that

come up in the chat or hold them until the

end, and you'll have the opportunity to unmute

if you'd like to ask directly. Given your interest in today's training opportunities,

we would like to update you about future ones as well.

So if you would like to opt out of receiving information about the IHC program, you can

indicate this to me in the chat or you can email me, and I'll put my email in the chat

in a moment.

Screen reader accessible slides for today's presentation are available, and I'll also

place a link for their download in the chat in a moment as well. And then, finally, I'd

like to take a moment to express our deep appreciation to Peri Nearon and her team at

the New

Jersey Division of Disability Services for making this training series and the entire

IHC grant program possible.

And now, without further ado, I will turn

it over to The Family Resource Network.

Jenna: Thank you, Rebecca, and thank you, everyone for joining us.

This presentation will be about creating inclusivity in the community and the workplace. Like Rebecca

mentioned, we're from The Family Resource Network. My name is Jenna Bottiglieri, and I'm the health promotion coordinator.

I'm going to bounce it to Paul to give us a little introduction on himself.

Paul: Hi everybody. I'm Dr. Paul Muniz. I am the Senior Vice President of Community Engagement at the Family Resource Network. It's nice to meet you.

Thank you, Paul and Richard, if you wouldn't mind introducing yourself.

Richard: My name is Richard Hood. I'm one of the consultants on this most recent cohort, and my role was to create the written Inclusive Healthy Communities Accessibility Guide.

Thank you, and last but not least, Kiernan. Kiernan: Hi! My name is Kiernan Dempsey.

I am a consultant editing a promotional video for the inclusivity scorecard.

Jenna: Thank you guys. I'm going to let Paul start the presentation.

Paul: Awesome. Thank you, Jenna. So I wanted to spend a few minutes before we jump into

the wonderful work that Jenna and her team have been doing on the accessibility, uh,

inclusivity scorecard –

excuse me – by talking a little bit more broadly about the Family

Resource Network's commitment to inclusivity. On this the slide before you see the logos

of our new brand refresh, which I love. The Family Resource Network is comprised of

three organizations that fall under our umbrella:
Autism Family Services of New Jersey, Caregivers

of New Jersey, and Epilepsy Services of New
Jersey. The new logo that we put together,

you can

see that it's this interweave. And this interweave
is symbolic. It's purposeful.

The idea is that across these three organizations
and the work we do, we are aiming to promote

inclusivity and engagement and integration
at every step, at every turn. We look to promote

these things in hiring, recruiting, and retaining
employees with disabilities at

every level of our organization, ensuring
that all of our staff have the proper resources,

technology,

and support they need to be successful. Next
slide, please, Jenna.

I did not see this version of this. This is
an awesome picture. Thank you.

Jenna: I added that.

Paul: So when it comes to diversity, equity, and

inclusion,

FRN really takes a holistic approach and aims

to address representation disparities and
differential feelings of belonging across

all axes.

We've recently, along with our rebrand, just

released our new strategic plan
blueprint, which includes HR

initiatives aimed at attracting talent from
across diverse talent pools.

We do this by things like community engagement
events, like job fairs or employee referral

programs. We target marketing
and services to areas with diverse populations.

A lot of people are not aware of how segregated
the environment in New Jersey is.

And you know that for lack of a better [Crosstalk]

A lot of people are perhaps not aware of how
segregated New Jersey is by things like class

and race, and because of that, you know, not
that that's a good thing, but we can target

areas to be able to promote diversity throughout
the organization both internally in the

things we do and externally in the programs
and services we deliver.

We're also working to do things like making
new inroads with diverse vendors and partners.

And we provide robust DEIB training for staff
and leadership to accomplish these goals,

senior leadership, with the exception of me,
because I'm new, has been trained in diversity,

equity, and inclusion through Florida Southern
University, and we've been

working with Alexina Consulting for the last
three years to really make moves in terms

of genuine inclusivity across all relevant axes.

Next slide, please. So when it comes to accessibility, the Family Resource Network is committed to

treating all people in a way that allows them to maintain their dignity and independence.

We believe in integration and equal opportunity. We are committed to meeting the needs of people

with disabilities and do so by preventing

and removing barriers to accessibility. Now I know that lots of organizations out there

have beautiful accessibility statements like that.

One thing I really love about the Family Resource Network is that we're genuinely about it from

top to bottom, both internally and externally.

Next slide, please. So we have an accessibility plan.

It is a living, breathing document that, whenever it needs to be updated, it will be.

But we have a committee that has come together that evaluates barriers to accessibility on

a regular basis, including barriers that might have to do with attitudes and behaviors of

anyone involved in an interaction. Barriers that come from information and communication,

technology, organizational arrangements within FRN. Are there things that we need

to do to restructure, to make sure that everyone

can fully participate in the work we do, and

also sort of more traditional things like architectural and physical barriers.

We're always on the lookout for those things, and, of course, when our staff or participants

bring up that something is needed, we look into it on a case by case basis.

And once it barrier is identified, committee members create an action plan to reduce or

eliminate the barrier as possible.

This last point, I think, is very much in

alignment with the spirit of the inclusivity scorecard and the accessibility toolkit. This

deep-seated drive that we have at the Family Resource

Network to truly and genuinely make strides in addressing these barriers instead of just

putting Band-Aids over them.

Jenna: Sorry I was muted. Thank you, Paul. I'm gonna take it over from here and discuss

our inclusivity scorecard and toolkit, which has been the

primary focus of this last cohort of the IHC grant program and was designed and developed

in the first cohort of the program.

So what is the inclusivity scorecard

and toolkit?

It is a self-assessment tool that is aimed

to determine the inclusivity and accessibility

of a public space or venue.

The scorecard and toolkit were both developed from focus groups with perspectives of individuals,

with disabilities, their families, advocates, and other community members.

It is used by management and owners or by consumers and visitors.

It assesses five main priority areas, including accessible approach and entrance, access to

services, goods and supports, access to restrooms, approachability of staff,

and website accessibility. The toolkit is accompanying the scorecard and contains a

South Jersey recreational accessibility guide and a promotional video.

The perfect score for your scorecard is a 25 in each priority area.

The higher your score, the more accessible and inclusive your space is.

The rankings are 1, being poor, which is not inclusive of

people with disabilities. 2, fair. 3, good. 4, very good. And 5, excellent, which

would be fully inclusive of all abilities.

Here are just some photos of us evaluating the scorecard which was our primary focus

for this past cohort.

It was developed in cohort 1, and cohort 2

was really used to evaluate it to ensure that

it was a reliable and valid tool.

Our partners and supporters for this project. Stockton University has worked closely with

us to evaluate and research the scorecard. Our supporters are the New Jersey Division

of Disability Services, New Jersey Department of Environmental Protection, and Rutgers University.

The first priority area of the scorecard assesses accessible approach

and entrance.

This really means the parking lot. If the

parking lot is paved, or if it's on rocks, if they have an adequate number of handicap

parking spaces, or any handicap parking spaces at all.

Does the facility use ramps?

Do they have curb cuts. Do they only have

stairs as an option to enter the building?

Are there any automatic door openers? How

heavy is the door?

Does it require more than 5 pounds of force

to open the door?

Does your facility have materials in multiple

different formats?

Are there elevators? Are the elevators working,

and are service animals or personal assistants allowed within the facility?

The second priority area of the scorecard is access to services, goods, and supports.

So this really focuses on when you actually get inside of the building,

how disturbing could the noise, smells, and brightness be for people with any kind disability?

Does your facility have hours specific for people with disabilities?

Or do they highlight hours on their website where it's most busy

so people might want to avoid these certain times? Are aisles wide enough for a wheelchair

to go through, or are they too narrow?

Tablets. So you'll see in the photo that I included on the left.

It's actually a photo of WaWa. But is a tablet that you order on tall enough for somebody

with a disability or short enough for somebody with a disability?

Do you consider visual and cognitive impairments

when including certain asks on the tablet? Are interpreter services available throughout

the building. Is the location easily navigated on GPS, Uber,

Lyft, any kind of transportation company? Is there a map of the facility to easily guide

through?

Is your facility culturally relevant? Are signs easy or even like your goods and services

easy to understand regardless of experience and knowledge?

And is there a sliding cost for all participants?

The third piece of the scorecard is about restrooms and access to restrooms.

So a couple of things that we look for in the scorecard would be the automatic door opener.

If there is one, the toilet height, adult changing tables, availability of hygiene products

for all, counter sync height, accessible stalls, cleanliness, and if there is a cleaning schedule,

alerting staff if an emergency occurs, is there an

option to even do that, and what would the course of action be if there were the option?

Are the family restrooms available on the first floor, or are they on the second floor

and the elevators broken?

So someone with a wheelchair might not be able to access it.

How many stalls are in the restroom? And is there availability of any gender neutral restrooms?

The fourth priority area assesses staff. So how approachable is your staff?

Are they willing to assist with somebody with a disability? Do they know how to assist somebody

with a disability?

Maybe it's not so much willingness but just knowledge about how they are unsure about how to help.

Does your facility offer staff trainings to

maybe increase inclusivity and accessibility within your location?

Do individuals with disabilities have an active role in the planning process of staff trainings?

And are your staff identifiable? So does your staff have a uniform or a name badge so

somebody, if they needed assistance, could easily identify who is staff and who's not?

The last priority area of our scorecard assesses website accessibility.

So can the content be transferred in other formats?

Are your fonts inclusive? Meaning, is it really bright yellow where someone might not be able

to read properly on the screen?

Or is it dark and large font and color where it would be easy to read for any ability?

Is there alternate text for images? Is there representation of people with disabilities on your

website in the photos. Again, is there a map of the facility located on your website?

And does your website have site map navigation?

So we did spend, like I mentioned, we spent this last cohort evaluating the scorecard

that was developed in cohort 1.

It has been evaluated at 49 locations.

Each location is located in Atlantic, Cape May, Ocean counties, and every location that

we evaluated the score card in

were all outdoor, recreational, and coastal zones.

So this means we use the scorecard – obviously, you can see I'm standing on the boardwalk –

so we were outside the boardwalk. We were in beaches, marinas, trails, parks,

anywhere outdoors within those three counties. We're currently undergoing 20 additional evaluation sites

So we are going to move a little bit northern and evaluate in 20 sites in Burlington, Camden,

and Gloucester counties, and we will be continuing the work in the coastal zones, and this time

we're also going to evaluate overburdened communities that is

defined by the New Jersey Division of Environmental Protection.

And I'm happy to report that through our evaluation studies this past cohort, we are confirmed

to be a reliable and valid tool by the statistician we've been working with.

So that kind of sums it up for the scorecard, and the toolkit, like I briefly mentioned in the beginning,

will be accompanying the scorecard. So you're going to use the scorecard to assess

your inclusivity and accessibility within the space. So like I mentioned, it's those five priority

areas. Let's say that you score poorly on restrooms.

Let's say you score a 12 out of the 25 perfect score. You're going to use our toolkit to increase

your score and overall become more inclusive.

The idea is to hopefully, eventually have it as an interactive web page where it'd be

really easily navigable,

if that's a word. Easy to navigate, I guess, is a better word. And you can just click on

the picture that you're looking to increase accessibility in. So here's a little like snippet of the draft that we have.

This is what it's going to look like. Each one of the areas underneath the priority area will be exactly from the scorecard.

So the exact sentence that you're looking to increase in it'd be really clear for you

direction and solution on how to better the score. It will also be publicly available

to accompany the scorecard on the FRN website.

So a part of the toolkit will not only just be solutions to better your score.

We have also included a South Jersey Recreational Accessibility Guide and a promotional video.

I'm going to pass it over to Richard to describe his workflow, and how he wrote up the guide.

Richard: Okay, so as some of you may not have heard in the beginning, my name is Richard Hood.

I am a consultant on this project, and my role was to create an accessibility guide

for South Jersey.

For the counties of Atlantic, Burlington, Camden, Cape May Cumberland, Gloucester,

Salem, and Ocean, which I don't really consider South Jersey, but Central Jersey gets no respect,

and we just had to lump it in there. So it looked

at a variety of categories from public transportation,

paratransit, any sort, anything to do with fitness or tourism trails, beaches, fishing,

medical care, a whole variety of event, or of different programs

and services, and really all it consisted of was just gathering information.

Some of it was the website information. Some of it was for a lot of the fitness facilities.

I would actually have to call and ask them about like the layout of their facilities,

and some of the, some of the tourist spots had more accessibility, like it was more prominent

on their website.

So, for example, the Jersey Shore Blue Claws baseball team had an entire ADA accessibility

tab on their web page.

So actually in that one, I actually had to condense what they had for the sake of the

guide, whereas for a lot of others there was maybe only a couple of sentences or couple

of paragraphs of information that I would then just have to paraphrase and put it in

the guide.

So I just would hope that this guide, and I also look through different organizations,

such as the Y and the Arc.

I found some websites. One is called A Day in Our Shoes, and it's about ...

And that listed beach accessibility in different towns for disability, people with disabilities.

Several beach towns also had listings on their own website.

Ventnor and several others that listed on their website

the accessibility features. So certainly it is a hope of mine, with the accessibility

guide, that all of those different sources of information can be brought together for

people in these counties to know, and maybe people will be more willing to go to different

places if they know through the accessibility guide or later on through the

toolkit, if they know for a fact how and that they will be accommodated, and how they might

be more inclined, to number 1,

get out in the community, and number 2, patronize a certain venue where, okay,

I know this place is more accessible than that place. So this is the one I'm gonna go to.

Jenna: Excellent. Thank you so much, Richard. This guide consists of locations

listed in those categories that are deemed inclusive through their website, or from calling.

It is our future aspiration to hopefully collaborate our scorecard with these locations that are

already deemed inclusive and from there create further partnerships. And

again hope that they're utilized more in the community.

Kieran is also on this call. He also has crafted a promotional video that's not just publicly

released yet, but we will share it soon.

Kiernan, do you mind sharing a few words about the video and your process with editing?

Kiernan: Yes, definitely. So I'm currently working on editing a promotional and educational video

about the inclusivity scorecard.

The video is produced by the FRN team in collaboration with a videographer from Stockton.

It will explain what the scorecard is, how it works, and how it can help businesses and

public venues, and other places like that, to be more inclusive.

It includes, quotes from FRN and Stockton employees, and it also includes interviews

with people with disabilities and their caregivers.

These interviews have them talk about some

first-hand experiences where they encountered

a place that wasn't as inclusive as it could be.

We hope that this video will help people in public places, and who own businesses and

people like that to think harder about how inclusive their place is, and what sorts of

people they might be accidentally leaving out. The video will point to both the scorecard

and toolkit as a resource that

they can use to help improve the inclusivity of their place, and make it more welcoming

to everyone.

Jenna: Thanks so much, Kiernan.

So I mentioned before about some future aspirations we have for the scorecard, which

is highlighting in future those locations on our website that have scored highly, and

we're hoping that we can collaborate with those locations that are listed throughout

the accessibility guide.

Another large goal that we have for the scorecard is mandatory usage instead of

voluntary or maybe even incentivize participation of the scorecard.

We hope that as many locations in New Jersey can use it and want to use it as possible.

And that wraps up our presentation. Thank

you, the IHC Academy for having us, and

if anyone has any questions I'm happy to answer.

Rebecca: Thank you so much. That was very informative.
It was a great presentation.

I see that Rich has a question he'd like to
ask, so we'll jump in there.

Go ahead! Rich!

Richard: This might be kind of a offhanded question,
but you had mentioned cultural relevancy on

one of the slides.

Obviously, I understand what that concept means, but what does that mean

relevant to the guide in the toolkit, just
out of curiosity?

Jenna: No, that's a really good question. I think
that it's important to note those things throughout

the scorecard

if a place is culturally relevant or not.
This can mean, in addition to a disability

and all abilities, and I think that there's ...
it's a little more detailed on the actual

scorecard about precisely what we're looking
for.

But I think we're just making sure that it
is relevant for all backgrounds and cultures.

Good question, though.

Rebecca: If we have any other questions, please feel

free to put anything into the chat, if you'd

like, or you can unmute and ask yourself. I have a question, so I'll start off with that.

I'm interested in why you've ... the strategy behind deciding to go towards the coastal regions and using that as kind of your first environment for testing.

Jenna: No, that's another really good question. We actually formed a partnership with the New Jersey

Department of Environmental Protection, and they were really interested in having us use it in coastal zones.

So we were more than willing to try it out there first.

It's been very successful bringing it to beaches and all those publicly accessible places.

It's really aligned with our goals at FRN.

And it's been really a good opportunity to not only think of buildings, but also think of places that are free to access and outdoors.

So, yeah, it was really that partnership that brought us there.

But it's ... we hope in the future that we can also expand to buildings and other locations.

Rebecca: Thank you. I'm sure there are more questions. Who has something they would like to ask?

Jenna: No, it is definitely a lot of information. I also want to mention that John's comment

in the chat. We absolutely want that.

And we will definitely share it with you as soon as it is available and ready.

Rebecca: So I guess I'm gonna put you on the spot a little bit.

I know a little bit about the background of your project, in the beginning of the development.

So I know that people with disabilities have been part of advising on this project from

the very beginning, and I was wondering if you could speak a little bit to your processes

there, or sort of the values behind using people with disabilities as thought leaders

that have informed this project as it's developed.

Jenna: No, that's a great question. It's actually funny.

I was a graduate student on the first cohort of this project, and I was actually at the

first focus group for the scorecard.

So it very ... is full circle for me. So at the very first focus group we had, I was very

involved in the Get FIT program at Rowan,

so we used a lot of the participants and families that we had access to

there. We invited, I believe, someone from the Arc was there.

I think someone from the Y as well was there, so we had advocates and community members.

And basically it was just a big conversation about what are the struggles you face in public areas?

And what are things that you feel businesses are not so considerate or inclusive of?

And really it came from those conversations. I remember being very surprised about how

much restrooms were a problem.

I think that most of the conversation was about the restrooms, and how it's the almost

always an issue in public locations.

So I hope that kind of answers your question we really wanted to include voices of people

that actually are experiencing this and it was, I think it was a really good conversation

to have, and obviously it led us here.

We did do some research as well in addition to the focus groups, but the focus group was

really like the main drive for the information on the scorecard.

Rebecca: Thank you. Let's see, we have a question in the chat.

Adrian would like to know what are next steps, and what is on your bucket list for inclusion.

It's great question, Adrian.

Jenna: That is a really good question. So our next steps are definitely to have it be evaluated

a little more like I had mentioned.

We're undergoing 20 additional locations from there.

We'd love for it to be publicly accessible.

We really want to encourage as many New Jersey businesses and locations to use it as possible.

I've always envisioned the scorecard to hopefully be, you know, when you go to a business and

there's like a stamp of approval from like the Department of Health, where it's like

inspected.

I would really love for the scorecard to be like that

one day. Where you walk in, and there's a sign that says deemed inclusive from the inclusivity score card from FRN

and DDS. And I think that's kind of the avenue that we're looking for it to be where it's

kind of a norm and not something

that it's not talked about. So that's a big goal that we have. Another goal we have –

I think I mentioned it a little in the presentation – is the locations that we've identified through

the Recreational Accessibility Guide

were deemed inclusive, again, just through their website, just through their phone or

through a phone call.

But we really would like them to utilize the

scorecard as well.

That would be kind of another next step for us and really just promoting it and making the toolkit that interactive really easy to use site. But the end of the day we'd really just love for more people to be using it.

Rebecca: Are there any, like, do you feel that the scorecard will be universal in a way that will work well for businesses and schools, and anything like that as well?

Because I know that you're testing it mostly in outdoor spaces. So I'm just interested in that.

Jenna: Yeah, yeah. So there has been conversation of having some extension pieces where the questions being asked in certain locations will be a little more tailored to the location of where we're testing it, if that makes sense. So the coastal zones, obviously, like a beach does not have an elevator, right? So we're working on ways to make each extension more tailored to the location.

And we also want each place to score high, obviously. So if we have a question about elevators on the beach, clearly, they're not gonna get the full score that we want them to.

So we are working like I mentioned, tailoring to each location to ensure, like, the best score and obviously more inclusivity and accessibility.

Rebecca: Thank you. I have a question from John in the chat. He says that he's wondering if you're speaking with the folks at Pinelands Preservation Alliance –

another grantee – about access to outdoor places, parks and natural areas.

Jenna: We definitely are, actually, so that partnership with DEP was brought through from the IHC project and from DDS.

And they are another grantee with DEP. So we've been working very closely with them, and they've

been extremely helpful in us finding locations to evaluate the scorecard in, and they've

used it themselves, which has been fantastic. So we definitely ... they've been an excellent

partner. And yes, we've definitely been in communication with them.

Rebecca: Thank you. If anybody else has any questions, you'd like to put in the chat.

I mean I could just keep asking questions because I have ... I find this very interesting.

I have a design background, too, so it's right on my alley. [Crosstalk] But I guess in the meantime I'll ask

I think you mentioned that, and correct me I'm wrong, but I think you mentioned that

you were thinking about ways to incentivize people to participate with this, and I was

just kind of wondering what you were envisioning might be needed to get people on board, especially

from like businesses and things

like that?

Jenna: That is a really really good question. So honestly, we're just beginning those conversations.

I think that a large incentive would be to highlight those locations through our website.

And really promote them. That would be the number one incentive that I've thought of thus far,

if Paul or Liza want to add anything to that ... I ... please feel free.

But we are working on thinking of ways to increase participation in the scorecard and

that's our number

one goal really is to increase the amount of users using it.

So, yeah, Paul, Liza, do you feel like you wanted to add anything to that question?

Paul: Of course. And you know this, this is one of those those sort of design issues that

gets very complex very quickly.

And we are on the front end of this. So what ends up coming of these conversations we're

having could be very different than what I say

right now. But there's incentives along two dimensions, right?

There's incentives for the organization, the location that might be completing the scorecard,

right? And then there's incentives for us

at FRN as well, right?

And we want to be mindful of incentives going in both of those directions. So potential

arrangements, for example, could be using a strategy where, if a location wants to implement

the scorecard, they could either download it and complete it

themselves, or hire us to do it for them, right?

That would be an incentive structure that

faces FRN.

Again, will that actually materialize? I don't know. It's just an example of what could happen,

right? On the other side of things, in early development, one strategy we might take is

really looking carefully at those businesses and organizations in New Jersey who have taken

genuine strong steps to promote

genuine inclusion and target them first and highlight them as leaders of the community.

That's something that will incentivize them and also build inroads between them and our

organization, right?

So these sort of all encompassing, holistic, robust, and sort of win-win solutions

are exactly the types of solutions that we're after.

It's just going to take probably a few more months of sorting out what that actually means.

Rebecca: Thank you. I really appreciate that. I see that Rich has his hand up.

Richard: Sorry, if I may. Who is that that just spoke, Paul? Right? Is that Paul who just spoke?

Paul: Correct.

Richard: Off of what you were saying about the holistic incentive,

that's probably a really good idea, because on one hand, yeah, maybe using

money, for example, to just say, we'll give you a few hundred bucks, that might not really

work above and beyond just doing a bare minimum.

And certainly getting goodwill would actually help them get more business.

So it could benefit them in the long run to, you know, every business theoretically has

to be somewhat ADA compliant. Whereas, if they're saying we're gonna go above and

beyond ADA compliant, thanks to the help we get from IHC grant that could be a win

for them. Obviously, for a for-profit company, they also have to think about money where

they can be like, hey, these people, you know, we're getting more people to come to our place,

so this will help offset the cost that we're making this extra effort,

maybe it's costing us a little bit extra now, but then it'll ... they'll get more money because

they'll get more people coming from this different community.

Paul: Precisely. And you know, one thing that's interesting is that there's some

models that already exist that we're looking into that have been able to do this in a way

that opens up revenue streams. So for example, you could think ... I'm sure at least some people

in the

room have heard of the LEED certification for the eco-friendliness of a building, right?

That is something that organizations will pay to have that certification done, right?

And then we will help, you know, point them in directions that they can improve, right?

So LEED is just one of the suite of examples of building certifications and location certifications

that already exist and have already been

well received. Right? So these are the sorts of things, the novel strategies we're exploring,

because something is simple as making it a cash transfer the novel strategies were exploring

because something as simple as making it a cash transfer – Hey, we'll do

the Inclusivity Scorecard if you pay us, right? That creates a barrier to entry,

and in effect it defeats our point because it ruins inclusion for an Inclusivity Scorecard, right?

Richard: No, I wasn't. Oh, sorry! [crosstalk].

And I wasn't even just saying, you know, dangle a hundred bucks in front of them and say,

do it, and we'll get you the 100 bucks I was more or less saying, you know, maybe like

you say help defray the cost, and then they'll have again they won't have to maybe

put out as much money. And oh, by the way, if they can get the positive publicity through

FRN or the IHC site or whomever.

Hey, that's more people that see, hey, we're above and beyond ADA accessible

So why can't, you know, this large segment of the population, who might not have known about

us before,

come on down and check us out?

Paul: Absolutely.

Rebecca: Thank you. I am trying to be mindful of time, because I know our interpreter has another

event as well.

Right at the end of this. So thank you so much for interpreting for us today.

We may take a few more questions, but I understand you have to leave, so thank you.

I'm excited to hear about the scorecard it's been something I've been following for

a couple of years, and it really seems like it's coming along.

And I think has a lot of potential to make positive changes in New Jersey.

I was wondering, I guess, as sort of a final question, how you feel, because you know FRN

has a long history in New Jersey and has a lot of partners and relationships throughout

Central and South New Jersey,

specifically, and I was wondering how you feel those relationships have been important

to the development of the scorecard or will be important as you roll this out and make

this really get a toehold in the New Jersey community working toward inclusion?

Jenna: Those partners have been essential, honestly. We've been working with those partners, not

only just for the focus groups and beginning conversations, but just having them evaluate

the scorecard, use the scorecard and your location and let us know your feedback so

we can improve it and make it

the best scorecard possible. They've been amazing partners, and even in the future we'd

love to work with them for them to actually utilize the completed finalized, and publicly

available scorecard and then promote that as well, so our partners have been essential.

I keep on saying it. But like it was, really, they're great. And I think that's a good question

that you had. And we'll continue to flourish those

partnerships once it's actually available,

and we actually promote it to the communities.

Rebecca: Great. Thank you so much. Are there any final words anybody would like to say, or any final

questions as we're wrapping up?

I want to thank you all so much for your time. I think this presentation was fantastic, and

really told us a lot about what you're doing.

I again want to thank the Division of Disability Services for supporting IHC, giving us the

opportunity to have these presentations.

And we had Jacqui here with us today. She just had to run, but she said also that she

really enjoyed the presentation.

So thank you all very much, and thank you.

Jenna: Yes, thank you, DDS, and thank you to all of our partners and supporters.

Thank you all for coming and enjoying the presentation with us.

Rebecca: Take care, everyone. Bye-bye.