

## Dr. Rhoda Overstreet-Wilson

Dr. Rhoda Overstreet-Wilson was born and raised in Auburn New York. She is the Executive Director of a well-known and loved residence for the elderly in Auburn, the Westminster Manor Adult Home. She is married to Roy Wilson and they have two adult children. Dr. Overstreet-Wilson received her Doctorate in Education from St. John Fisher College after successfully defending her dissertation on Gender Microaggression in July 2020. She is currently completing the New York State requirement to become a certified Nursing Home Administrator.

Prior to working with the elderly population, she worked for over twenty years in the juvenile justice system. Dr. Overstreet-Wilson is certain that her career path was preparation for her life's calling and that is to inspire change for the greater good. She worked for decades advocating for youth and their families in a system that was unfair and inequitable and knows firsthand the despair it causes. She is a firm believer in servant leadership, and she demonstrates that through her attitude and actions.

She is currently the Board President of the Booker. T. Washington Community Center, the Vice President of the Auburn Cayuga Branch of the NAACP, and an Auburn Enlarged City School District board member. Additionally, she serves on several other boards in the Auburn community for the purpose of advocacy and representation. Dr. Overstreet-Wilson believes that the development of intentional partnerships is the key to change and when partnerships are strong, all things are possible. She has purposefully cultivating community connections that have given her a platform to be a change agent.

## Stephanie Hutchinson

Stephanie Hutchinson is a lifelong Auburnian and has served as the Executive Director of the Auburn Housing Authority since April 2010. During her tenure, the Housing Authority has prioritized the modernization of Housing Authority apartment complexes and the expansion of Housing Authority programming to include households experiencing homelessness and low-income households facing adversity in the rental market due to poor rental histories, criminal histories, or disability and/or substance abuse disorders. The Housing Authority has also taken an active lead in the community on issues surrounding homelessness, including as administrator of the local Homeless Taskforce and as sponsor and developer of Merriman Circle, a 28-unit supportive housing complex that provides permanent and transitional housing for homeless families. The Housing Authority has also prioritized developing partnerships with local human services organizations and schools to find ways to better serve the Housing Authority's residents and program participants.

Prior to working for the Housing Authority, Stephanie worked for three years as a Senior Management Analyst for the Onondaga County Division of Management and Budget, where she oversaw the budgets for the Onondaga County Sheriff's Office, the Onondaga County District Attorney's Office, the Department of Correction, and the County's Insurance Fund. She holds a master's degree in Public Administration with a concentration in State & Local Government Financial Management from Syracuse University and a bachelor's degree in Industrial & Labor Relations with joint concentrations in Economics and Statistics from Cornell University.

Stephanie has been a member of the Board of Trustees of Cayuga Community College since 2016. She has served as Vice President of the Board and currently chairs the Board's Finance Committee. She also serves on the Board of the Genesee Elementary Scholarship Program, which provides scholarships to former Genesee Elementary students who are pursuing college degrees or job skills training. Stephanie participated in the Leadership Cayuga Class of 2012. She resides near downtown Auburn with her husband and two children.

## **Stephen F. Lynch, AICP**

- Director, Cayuga County Department of Planning & Economic Development
- Executive Director, Cayuga County Development Corporation
- Member, Cayuga County Ag & Farmland Protection Board
- Member, CNY Regional Planning & Development Board
- Vice-Chair, Cayuga County Convention & Visitor's Bureau
- Member, Cayuga County Water Quality Management Agency
- Immediate Past Executive Director, Cayuga County Industrial Development Agency
- Former Director, City of Auburn Office of Planning & Economic Development
- Since 2006 Steve has been Director of the Cayuga County Department of Planning & Economic Development and the Executive Director of the Cayuga County Development Corporation.
- From 2006 to 2013, Steve was the Executive Director of the Cayuga County Industrial Development Agency.
- Steve has over twenty-years of experience in public participation, meeting facilitation and the delivery of planning, zoning, community and economic development services to the residents of Auburn and Cayuga County. Prior to his current position with Cayuga County, Mr. Lynch was the Director of Planning and Economic Development for the City of Auburn, NY and Executive Director of the City of Auburn Industrial Development Agency (AIDA).
- Steve holds a Master's Degree in Landscape Architecture from the State University of New York College of Environmental Science and Forestry in Syracuse NY and has an extensive knowledge of state and federal legislation with regard to Planning, Zoning, Land Use, Community and Economic Development.
- Steve is an active member of the American Planning Association, the American Institute of Certified Planners and the NYS Association of County Planning Directors.

Cayuga County Law Enforcement Collaborative on Police & Community Relations  
Biographical Statement for William E. Berry, Jr.

My decision was made while peering out of a floor to ceiling window in the shared entranceway between Schuster Hall and the college library. During the spring semester of my sophomore year at Hunter College in the Bronx, CUNY (eventually renamed Herbert H. Lehman College,) I decided to pursue the necessary academic studies to work within the administrative trenches of academia. I wanted institutional change and surmised that the academy was the best juncture to influence and guide folks preparing to be college graduates. And this decision was made in the tumultuous times of the Sixties, empowering Black Power movement and sweeping cultural change in America. After earning a Master's degree at Boston University and turning down entry faculty positions, I completed full-time doctoral coursework at New York University (with the distinction of being a scholarship student at both institutions.) while working full-time for NYC's largest Head Start program located at 14 centers throughout Central Harlem.

As Coordinator of Social Services, I managed social, health, family, child, volunteer services, and parent involvement initiatives for the families of over 500 children. Interestingly, I did my first "ride -a-long with NYPD during those Harlem years and encouraged my parents to do the same to develop a "different" relationship with local precincts. Eventually, the pull of the academy positioned me as the first Black dean at SUNY at Stony Brook where in addition to academic responsibilities, I taught part-time in the undergraduate history department while continuing as an adjunct in the Black Studies Department at Lehman, an academic department that I fought to create while a student. After Stony Brook, I managed Antioch University's graduate and undergraduate programs in Maryland and taught at both levels of study; returned to Harlem as dean of student affairs at Malcolm-King College; served as a senior administrator and executive assistant to the president at Rockland Community College eventually followed by another senior level deanship that was one of three reporting directly to the college president at Cayuga Community College. I was tasked with handling strategic planning and institutional initiatives (I also taught in the social science department) and developing the yet to be campus in Fulton, NY. After leaving CCC, I ventured back downstate to serve as a senior level associate dean and executive assistant to the president at York College, CUNY. I retired as vice president of student affairs for the two campus Briarcliffe College located in Nassau and Suffolk County on Long Island. I became a resident of Auburn in 1997 and regardless of where I worked, I maintained residency in the city and county.

While at CCC, I was fully active in the civic life of the city. From serving on the boards of the local NAACP, Booker T. Washington Center, Auburn Downtown Partnership, and earlier as a board member of the Martin Luther King Multi-Purpose Center in Rockland County and a member of Auburn's Business Improvement District, Mayor's Committee on *Undoing Racism*, City of Auburn Annual Action Plan/ Community Development Block Grant (CDBG) Human Services Proposal Review Committee, City of Auburn Arts & Culture Project Program Funding Review Committee and member, Joint Occupational Education Committee, B.O.C.E.S. of Cayuga and Onondaga Counties. I also served as an inaugural member of the Education Committee, Harriet Tubman Center for Justice and Peace and a reader at Seymour Library and Auburn High School's National African American Read-In. During my various higher education appointments, I served as a consultant for several federal and state departments and supplemented those activities with volunteer work with the Harriet Tubman Home, Inc. and other local businesses.

I am a certified diversity trainer and led the County of Nassau's ERASE Racism program while at Briarcliffe College. I have presented at numerous national conferences and chaired far too many campus or regional work groups that dealt with crisis management, governmental relations, assessment and outcomes, strategic planning, and college security in addition to liaison work with the United Way of Rockland County.

Until its December 2019 closing, I managed First Love Ministries Soup Kitchen in Auburn; designed daily menus; coordinated inventory, and cooked. Currently, in addition to proactive and long range work with city and county law enforcement, fire department, Auburn school system and several community agencies, I publish an on-line multicultural literary and visual arts journal; am married and grandfather to three granddaughters and two grandsons ranging in age from three months to seven years of age. An adult son lives in Maui and married daughters in Brooklyn and Clarence Center, NY with the youngest daughter living independently in Auburn where she works.

## Brian K. Hartwell, Ed.D.

Brian Hartwell is an educator that has served students in the great State of New York for the past 25 years. For the last three years, Dr. Hartwell has served as the District Superintendent for the Sole Supervisory Area made up by the Cayuga-Onondaga BOCES region. Additionally, Dr. Hartwell serves as the Chief Executive Officer of the Cayuga-Onondaga BOCES. Prior to coming to the Finger Lakes, Dr. Hartwell served as the Superintendent of Schools for Pulaski Academy & Central School District in northern NY.

Brian began his career in education as a high school social studies teacher. After nine years in the classroom, Brian moved to the world of administration where he served as an assistant high school principal, house principal and executive high school principal.

Dr. Hartwell's education includes a Bachelor's Degree in Economics from LeMoyne College, Master's Degree in Curriculum & Instruction from the State University of New York at Oswego, Certificate of Advanced Study in Education Administration from the State University of New York at Oswego and completed the Superintendent Development Program from SUNY Oswego. Dr. Hartwell earned his Doctorate in Executive Leadership from St. John Fisher College in Rochester in 2016.

Brian and his family reside in Owasco.

## Brian Myers

My name is Brian Myers and I am a patrol Sergeant with the Cayuga County Sheriff's Office. I was born and raised in the Town of Moravia here in Cayuga County. I was originally employed by CCSO as a custody officer in the jail for three years. I then went to the City of Cortland Police where I worked as a patrolman for two years. I attended the Broome County Police Academy. I transferred back to CCSO and have been working here for five years. During my time as a Deputy I became an FTO, an accident reconstructionist, and a member of the Tactical Response Team. I was promoted to the rank of Corporal in 2019 and recently promoted to the rank of Sergeant and I am currently working as the day shift sergeant.

Bud Shattuck

Mayor – Village of Union Springs

Retired from Tompkins County – Workforce and Economic Development

Currently :

Cayuga County Development Corporation

CCPUSA (County Power Authority)

Cayuga Lake Watershed Intermunicipal Organization

Past:

Lansing Town Board (10 years)

Chair and leadership positions on numerous other boards

Education:

TC3 – Human Services

Empire State College – Government Relations

Married – wife Christina Cummings

## Chris Major

My name is Chris Major and I'm currently a Police Officer with the City of Auburn Police Department. Following graduation in 1992 from Auburn High School, I earned my Bachelor's Degree in Public Justice from Oswego State University. In 1998, I started Majorpalooza which is a not-for-profit charitable organization that supports at risk youths. Since 1998, Majorpalooza has donated tens of thousands of dollars to local causes and families in need. After being hired by the City of Auburn in 2001, I had the privilege of working as a School Resource Officer from 2005-2019. I recently returned to the patrol division where I plan on finishing my career. I'm currently married with three kids and live with my family in Auburn.



Debby McCormick

City Councilor, City of Auburn

I am serving my second term as an Auburn City Councilor. Prior to that I served the city as City Clerk for 13 years and I was employed by Cayuga Bank as Marketing Assistant. I have an Associate Degree in Police Science from CCC.

As a City Councilor I represent the City on the Auburn Downtown BID Board and Owasco Lake Watershed Management Council.

My community service and other affiliations include:

- Big Brothers Big Sisters Board Member (which is no longer active in Cayuga County)
- Tomatofest of CNY Board Member
- Hospice -volunteer
- 1<sup>st</sup> Amendment 1<sup>st</sup> Vote Board Member
- Graduate of Inaugural class of Leadership Cayuga
- Cayuga County Social Justice Collective - member
- WomenElect – Facilitator

Aside from a few years in Norfolk Virginia while my husband was in the Navy, Auburn has been my home.

## Elane M. Daly

Elane Daly is a Cayuga County Legislator in District 11 in the City of Auburn. Elane was elected to the legislature in 2017, and will complete her first term this year.

Prior to becoming a Legislator, Elane had a 35+ year career working for Cayuga County. She has a strong Public Health background beginning as a Public Health Nurse, rising to become the Director of Public Health, eventually culminating her career as the Director of Health and Human Services, a position she held for 14 years. She continues her service to the community in her retirement. Along with serving on the Legislature, where she Chairs the Health and Human Services Committee, she currently serves on the Board of Auburn Community Hospital and of Unity House and is a member of the Community Services Board.

Elane is a lifelong resident of Auburn. She is a Graduate of Niagara University with a Bachelor's of Science in Nursing. Elane is married to her husband Kevin and has two adult sons.

## Guy Thomas Cosentino

Guy Thomas Cosentino is the Executive Director of the Cayuga County Community College Foundation. The Foundation supports the students, faculty and the staff at the College on both its Auburn and Fulton campuses.

Prior to his current position, he was the Executive Director of the Stardust Foundation of Central New York, The Stardust Entrepreneurial Institute and Options For Independence. He served as Mayor of the City of Auburn in the 1990s. For nearly two decades, he has moderated the public affairs shows "Inside Government" and "Beyond the Front Page", which are produced at the College. Starting in the mid 1980's through the first half of 2015 he had a twice weekly column in The Citizen covering politics and public affairs, having written more 2,500 newspaper columns.

Mr. Cosentino attended Auburn area schools and has a degree in History from Syracuse University, graduating in 1985.

Over the years he has served on numerous not for profit boards, including the Seymour Library Foundation Board, where he now serves as Secretary to the Board. During the last year he was the Chair of Cayuga County's Complete Count Committee for the United States Census.

He lives in the City of Auburn with his wife, Crystal, and active 8 year old son, Samuel.

## John Socci

My name is John Socci and I am a lifelong resident of Auburn and the surrounding area. I attended the Auburn school system from kindergarten through high school and graduated in 1979. I then attended Cayuga Community College studying liberal arts. I continued attending college taking many night courses throughout the years.

I joined the United States Marine Corp in 1981 and served in the active reserve for 6 years reaching the rank of Sargent before being honorably discharged. In 2017 I retired from New York State Electric and Gas Corporation after spending 35 years as a Lineman, Chief Lineman and Line Supervisor. I am currently working for LaBella Associates as a Field Construction Manager in their Program Management division. In this role I oversee construction projects in the electric utility industry.

My wife Tina and I were married in 1981 and recently celebrated 39 years together. We raised three children, Katie, Jennifer and Christopher and currently have three Grandchildren.

In 2011 our world was shattered when our eldest daughter Katie was killed by her estranged fiancé. Katie was a wonderful individual. She loved life and was compassionate and responsible to all. She worked as a Registered nurse and was known for the personal touch she always extended to her patients. She left an eighteen month old daughter, Sydney whom we immediately took care of and have since adopted. Two years later we were again crushed as our son Christopher tragically passed away from a drug overdose. Though he had previously battled with addiction we were so confident that he was on a path to success having recently graduated as a aircraft technician. We will never know what led to his relapse.

Since experiencing these unthinkable tragic events my wife and I have spent considerable time and effort trying to make some difference and help others avoid what we were forced to endure. Working to combat issues such as domestic violence and drug addiction had become a regular part of our lives. My wife started a non profit which has raised substantial monies for local organizations like Vera House, Cayuga-Seneca Agency and other local charities. I was privileged to be one of the founding board members of HEAL, whose mission continues to be defeating the plague of opiate addiction everywhere. We have worked with local law enforcement to try and better understand our communities and what they need to better protect and serve them. During our times of tragedy we were so fortunate to be aided by true professionals, not only in their occupational skills but in the quality of their character and their generous willingness to convey it.

We will always endeavor to help those in need and to help those who provide much needed aid to others.

I anxiously look forward to the mission ahead with the full confidence that we all can make a better community through understanding it's challenges and working together to meet them. Again, thank you.

John Socci

Rev. Joshua Czyz, MATS

Chaplain: United States Secret Service, NYDOCCS, CNYACOP, Auburn & Syracuse Police Departments, Onondaga & Cayuga Sheriff's Offices, CNYACOP

Joshua has been in full time ministry since 1997 and has served as a chaplain and CISM team member since 2008. He is currently the EAP Coordinator at the correctional facility where he serves and Peer Support Team Member/Leader where he serves as chaplain.

Joshua has a Bachelor of Science in Bible with a Major in Pastoral Ministries from University of Valley Forge. He earned his Master of Arts in Theological Studies (Mdiv. Eq.) from Northeastern Seminary. He is currently working toward earning his Doctor of Ministry Degree with a focus in Peer Support.

Josh and his wife, Rachel, have 6 boys who keep their lives quite active! They enjoy boating in the finger lakes or riding with Josh on the Harley.

Mobile: (315) 415-3316.

Email: [joshua@criticalsupportservices.org](mailto:joshua@criticalsupportservices.org)

## Laurie A. Piccolo

I have resided in Auburn for most of my life, excluding when I attended college in Boca Raton, Florida. I have two siblings, a sister who resides in Auburn and is a small-business owner with her husband; and half-brother that resides in Ft. Myers, Florida who has a history of a career in law enforcement and is currently a small business owner. Our father owned a used auto parts business for 25 years in Auburn and our mother was the nurse manager of the psychiatric unit at Auburn Memorial (Community) Hospital for 27 years.

I am a graduate of Syracuse University's School of Social Work. I began my career as a hospital social worker, became the director of social work at the County nursing home then the administrator of a 60-bed adult care facility for the chronically, mentally ill in Weedsport, NY. I held the position of administrator for 14-years prior to accepting my current position as the executive director of Community Action Programs Cayuga/Seneca (CAP). I have been the executive director of CAP for close to 10 years.

## Lloyd Hoskins

Lloyd Hoskins is a criminal justice/police science graduate of Auburn Community College. He received his Bachelor of Arts in Public Justice, a Master of Science in Management, and a Master of Business Administration from the State University of New York at Oswego.

Lloyd is the Executive Director of the Cayuga County Youth Bureau, STOP-DWI Coordinator, and also Administrator for the Cayuga County Assigned Counsel program. In his capacity as Youth Bureau director and Assigned Counsel administrator, Lloyd has a vast knowledge of countywide youth development programs as well as criminal justice reform. He has worked extensively with the Cayuga County Magistrates Association and with attorneys assigned to the 18b panel on bail reform. In early 2020, he led the county's efforts in the implementation of a Centralized Arraignment Program.

Lloyd has served on a number of boards including STOP-DWI, Cayuga County Family Court Alternatives for Placement, Chief Defenders Association, Cayuga County Human Services Coalition, United Way, Cayuga Community College Foundation, City of Auburn

Drug Treatment Court, Runaway/Homeless Youth, 7<sup>th</sup> Judicial Assigned Counsel task force, and Matthew House.

In 1996, Lloyd was recognized by the Cayuga County Bar Association with the Liberty Bell Award. This award was for outstanding service provided to strengthen the American system of freedom under law within the spirit of our Constitution.

In addition to his work with the Youth Bureau and Assigned Counsel program, Lloyd also serves as criminal justice adjunct faculty at Cayuga Community College.

## Heather Petrus, MS, LMHC

Heather Petrus, MS, LMHC, is employed as the Executive Director of Cayuga Counseling Services and has been committed to and passionate about victim services since her career began in 2000. Cayuga Counseling Services, Inc. is a not-for profit human services agency that has been committed to providing services to meet the needs of children and families since 1921. CCS has an operating budget of over 6 million dollars, employs 85 staff members and operates 41 diverse human service programs in Cayuga, Onondaga and Tioga Counties. Services range in scope from preventive to outpatient mental health treatment. CCS is the umbrella and lead agency for many County-wide multi-disciplinary team collaborations including the County's Rape-Crisis Program, Child Advocacy Center, Children Victimized by Substance Abuse Program, and Child Fatality Review Team. The agency also provides adult and juvenile alternatives to incarceration and detention programming.

Heather attained her Master's Degree in Psychology with a specialization in Mental Health Counseling in 2000 from Nova Southeastern University in Miami, Florida and has worked in the field for over 20 years in various roles at CCS prior to accepting the Executive Director position in 2011. Her past roles at Cayuga Counseling Services include employment as a therapist, Director of SAVAR, Director of Child and Adolescent Day Treatment, Clinic Director and Deputy Director. Heather has a demonstrated and extensive accomplished history of program development and operations as well as grant implementation and oversight and a sound understanding of finance.

Ms. Petrus serves on many state, regional and local committees committed to program development and system redesign including the State's Child/Adolescent Day Treatment Program Re-Design Team, Onondaga County Alternatives to Incarceration Advisory Board, New York State Regional Partnership for Youth Justice Steering Committee, and the Regional Juvenile Justice Reform Re-Design Team. In addition, Ms. Petrus provided consultation to NYS Office of Mental Health certified Child/Adolescent Day Treatment Programs throughout New York State to help programs reduce the use of physical restraint and seclusion by utilizing crisis prevention and intervention techniques.

Since her reign as Executive Director, Ms. Petrus has secured over 2 million dollars in State and Federal funding to develop and implement innovative programs and collaborative multi-disciplinary initiatives to meet the needs of our community. Heather has presented at National and State Conferences as well as a select group of representatives from the United States Department of Justice and Congress regarding victim services, the importance of multi-disciplinary collaboration and innovative program design. In 2006, Ms. Petrus was awarded the Mental Health Provider of the Year and was the Director of the Program (Child/Adolescent Day Treatment) that won the Program of the Year.



Lt. Michael J Wellauer

Road Patrol Division Commander

Cayuga County Sheriff's Office

Michael J Wellauer has over 25 years' experience with the Cayuga County Sheriff's Office. He currently holds the rank of Lieutenant and is responsible for the Patrol Division, which consists of the Patrol, Special Patrol and Civil Sections along with other specialized units. His career in Law Enforcement began in 1995 when he was hired and attended the Central New York Police Academy. He holds a Bachelor's degree from SUNY Oswego in Public Justice. Throughout his time on patrol he spent several years in DWI and Traffic Enforcement, pursued various training as a member of the Sheriff's Office SWAT Team, Accident Reconstruction Team and eventually was promoted to the rank of Sergeant in 2003. In 2007 he was promoted to his current position. In addition to these duties, he is also an Adjunct Instructor in the Criminal Justice program at Cayuga Community College since 2013. Aside from his pursuit of professionalism in serving Cayuga County, Michael's most valued time is spent with his wife and four children along with many friends and faith family.

## Mayor James Basile

I am presently the mayor for the Village of Fair Haven. I have a civil engineering background and worked for Raytheon corporation for 15 years in construction of power plants and a mass transportation project. I spent the next 15 years working in healthcare construction (Hospitals, nursing homes, assisted living, etc.). Presently, I've spent the last 10+ years working in construction of K - 12, college/universities (Dorms, theater, sound chamber, science laboratory, a parking garage, some break wall work in Oswego Harbor and a hand full of other miscellaneous projects.

Frederick E. Cornelius

Detective Lieutenant

Criminal Investigations Division Commander

Frederick Cornelius is a professional police officer with over 25 years of experience with the Cayuga County Sheriff's Office. He currently holds the position of Detective Lieutenant where he commands the Criminal Investigations Division. He started with the Sheriff's Department in 1995, after attending the Central New York Police Academy where he was the Valedictorian of his class. He worked in the Patrol Division from 1995 until 1998 with the last 18 months of that time being spent focused on DWI enforcement. In 1998 he was promoted to the position of Criminal Investigator (Later changed to Detective) and held that position until 2007 when he was promoted to Detective Sergeant. He was predominantly charged with the investigation of Child Sexual Exploitation and pornography offenses for over 20 years. He was promoted to his current rank in 2019. He has held many positions in the Sheriff's Office including SWAT Team Leader, Evidence Technician, New York State Fire Investigator, Drug Recognition Expert, Accreditation Manager, Critical Incident Negotiations Team Leader, and others. He has been a Certified Police Instructor for more than 19 years, teaching many topics in various police academies around Central New York as well as having an array of training responsibilities inside and outside the Sheriff's Office. He currently holds a certification as a NYS Master Police Instructor. Fred is also an Adjunct Instructor of Criminal Justice at Cayuga Community College teaching classes in Investigations and Criminal Justice Ethics, a class that he developed for the curriculum. Fred has a Bachelor's Degree in Criminal Justice Administration and a Master's Degree in Public Administration. Fred is married, has four children and 5 grandchildren.

Nate Garland  
Assistant Corporation Council  
City of Auburn

Nate Garland is an Assistant Corporation Counsel for the City of Auburn. A graduate of the University of Buffalo and William Mitchell College of Law, Nate has worked in both private practice and the public sector. Nate identifies the time he spent as an Assistant District Attorney in the Cayuga County District Attorney's Office as among the most rewarding years of his legal career. A lifelong Cayuga County resident, Nate lives in Auburn with his wife Kristin and children Josephine and Atticus.

## Bob Ellison

Bob Ellison serves as Chairperson of the City of Auburn Human Rights Commission which has as its mission to encourage and ensure that every individual has an equal opportunity to participate in the economic, cultural, and intellectual life of the community regardless of disability, creed, race, gender, age, or national origin.