



# Promotion of Minority Owned and Minority Oriented Opportunities Special Committee



# Staff Updates



## Office of Equal Opportunity

Torey Alston  
Equal Opportunity Director &  
ADA Coordinator

## **ADA SELF-EVALUATION PLAN PHASE I: PROGRAMS, SERVICES & ACTIVITIES**

# ADA Self-Evaluation Process

- Equal Opportunity Director/ADA Coordinator kicked off process in July 2016
- Charter Officers identified ADA Departmental contacts (subject matter experts) to respond to self-evaluation survey
- Received 100% participation from GG and GRU
- Public Input – City Commission, Disability Advocates, Community Groups, Staff, etc.
- Special thank you to “Discussion Starter Team”, internal staff and stakeholders

# ADA Self-Evaluation Process

- The Americans with Disabilities Act of 1990 (ADA) has been hailed as one of the most significant civil rights laws since the Civil Rights Act of 1964. On July 26, 1990, former President George Herbert Walker Bush signed the Americans with Disabilities Act into law.
- The ADA is a comprehensive civil rights law for persons with disabilities in both employment and the provision of goods and services. The ADA states that its purpose is to provide a clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities.

# ADA Self-Evaluation Process

- The ADA applies to situations in these five areas: *(Refer to Page 4 in report)*
- Employment [Title I]
- **State and local government [Title II]**
- Public accommodations (private businesses) [Title III]
- Telecommunications [Title IV]
- Transportation and miscellaneous provisions [Title V]

## **Key Principles of Title II** *(Refer to Page 4 in report)*

- **1. Policy and Operations**
- **2. Communication**
- **3. Integration**
- **4. Physical Access**



## **Title II Requirements** *(Refer to Page 6 in report)*

- **Designate a responsible employee to coordinate and ensure ADA compliance.**
- **Provide notice of ADA requirements.**
- **Establish a grievance procedure.**
- **Conduct a self-evaluation.**
- **Develop a transition plan.**

## **Self-Evaluation Focus** *(Refer to Page 8 in report)*

- Customer Service
- Notice Requirements
- Print Information
- Television and Audio Visual Public Information
- Website
- Public Telephones and Communication Devices
- Accessible/Adaptive Equipment
- Public Meetings
- Transportation Services
- Tours and Trips
- Use of Consultants and Contractors
- Emergency Evacuation Procedures
- Special Events and Private Events on City Property
- Training and Staffing
- Facilities
- Suggestions

# ADA Self-Evaluation Process

## Public Engagement & Comment Period

- **11/28/16** – ADA Departmental Contacts and City’s “Discussion Starter” Team
- **11/30/16** – Placed on OEO Website and pushed on social media (Facebook and Twitter) for public comment
- **12/01/16** – Human Rights Board and Citizens Disability Advisory Council
- **12/05/16** – City Commission
- **12/21/16** – Promotion of Minority Owned and Minority Oriented Opportunities Special Committee

# ADA Self-Evaluation Process

## **General Findings** *(Refer to Page 10 in report)*

- The biggest and overwhelming response from the survey was “I Don’t Know” to a supermajority of all questions.
- In general, most department staff have limited familiarity serving or interacting with people with disabilities and receive little to no regular training to better assist them.

## **Equal Opportunity Director/ADA Coordinator Recommendations**

***(Refer to Pages 11-12 in report)***

# Next Steps

The Equal Opportunity Director/ADA Coordinator recommends initiation of a Phase II ADA Self-Evaluation Process focused primarily on facilities, through collaboration of charter officers and department heads. This internal self-evaluation would focus on approach and entrances, access to goods/services, restrooms, public access, golf facilities, play areas, swimming pools, etc. Upon completion of this Phase II Self-Evaluation Process, staff will create a Transition Plan proposing a comprehensive blueprint going forward.

# Committee Action

- The Equal Opportunity Director/ADA Coordinator recommends the City Commission accept the Phase I ADA Self Evaluation Plan, recommendations and require on-going updates on citywide progress through city staff and impacted stakeholders and authorize the Equal Opportunity Director/ADA Coordinator to begin work on Phase II ADA Self-Evaluation Process; Place on the 01/05/17 consent agenda for final approval by the City Commission.