

Staff Report

Agenda Item: 6a

Title: ADA Action Plan

Action Discussion Informational

Date: July 26, 2016

Prepared By: David Rubedor, NCR Director

Attachments: ADA Action Plan

Requested Action

This item is for informational purposes only, no action is requested.

Background

ADA Action Plan

The Americans with Disabilities Act (ADA) Action Plan is an updated comprehensive policy document to comply with the ADA and enhance the City of Minneapolis' programs and services. The plan identifies the City's ADA infrastructure along with strategies and timelines for modifications and enhancements for barrier removal.

The City adopted a city-wide ADA Transition Plan in 1993. With the passage of the ADA in 1990, state and local government agencies were mandated to conduct self-evaluations to identify deficiencies and barriers for people with disabilities. At the time, the City's ADA Transition Plan outlined policies and strategies for modification and removal of physical barriers.

In 2015, the Neighborhood and Community Relations (NCR) Department elected to pro-actively conduct an evaluation of programs and services. At the same time, Finance and Property Services began an ADA assessment of city-owned and leased buildings. In 2012, Public Works evaluated City owned public right of ways, sidewalks and curbs. The culmination of NCR, Property Services, and Public Works assessments lead to the development of a comprehensive and updated ADA Plan.

The City's ADA Action Plan details the City's ADA infrastructure, policies and procedures for accessibility and inclusion of people with disabilities. Over the past 25 years, the ADA has grown and incorporated new standards, regulations and practices to remove barriers of access for people with disabilities. New regulations, standards and practices address emerging and

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evolving fields of accessible design, public space and building development, participation to decision making processes, and technology.

The City's ADA Action Plan is crafted to be comprehensive by including enhancements and improvements for programs, services, and policies to meet current and future regulations. It covers not only modification and removal of physical barriers but programmatic barriers as well. This is to elevate the City's operations to be accessible and inclusive of people with disabilities.

Timeline for development of the ADA Action Plan

- **2014**
 - November
 - Joint Council study session between NCR and Communications around LEP, language services and communication practices
- **2015**
 - January-May
 - NCR meet with the City Attorney's Office for initial evaluation process and plan development
 - Hired ADA Consultant through the City's RFP bidding process
 - June:
 - NCR and ADA Consultant began the ADA evaluation kick-off
 - Meet with department leaders and City Council to inform about what the ADA evaluation is and utilizing an engagement process
 - Briefing with City Coordinator's Office
 - Conducted first Accessibility Liaison Network on department participation and responsibility within the evaluation process. The liaison network is made up of 19 staff members representing 18 departments
 - Presented to Minneapolis Advisory Committee on People with Disabilities
 - Meet with Property Services and around respective evaluation work, information and partnership
 - July-September
 - NCR staff and ADA Consultant conducted 100+ hours of interviews with staff (from 15 departments) to learn about program and service protocols, policies and practices
 - ADA consultant implemented staff survey and public ADA Perceptions Survey
 - NCR and ADA Consultant hosted two electronic and information technology trainings
 - October-December
 - NCR's ADA Consultant submitted an evaluation report and recommended enhancements
 - Review of evaluation report with City Coordinator's Office
 - NCR received recommendations with department directors and program managers for input on corrective actions, implementation strategies, timelines and budget consideration

- NCR provided additional consultation on legal requirements, and current and best practices
- **2016**
 - January-May
 - NCR worked with departments on contributed sections to the plan
 - Worked with Property Services and Public Works on contributed executive summaries
 - Department leaders received draft copies of the plan for review and comment
 - June
 - Reviewed plan with City Coordinator's Office
 - Initiated legal review

The ADA Action Plan includes:

- Legal requirements: The plan fulfills ADA Title II requirements by identifying an ADA Title II Coordinator, grievance procedure, internal workgroup (Accessibility Liaison Network), and public commission (Minneapolis Advisory Committee on People with Disabilities).
- Program and Service enhancements
 - Opportunities to increasing staff capacity and knowledge on accessible practices
 - Captioning informational videos and public meetings
 - Resource allocation for development of accessible materials and content
 - Improving the City's website accessibility to achieve WCAG 2.0 Level AA
 - Public education campaign on emergency management and people with disabilities
- Executive summary for corrective actions of city owned and leased spaces (Property Services)
- Executive summary for corrective actions for City owned right of ways, sidewalks and curbs (Public Works)