

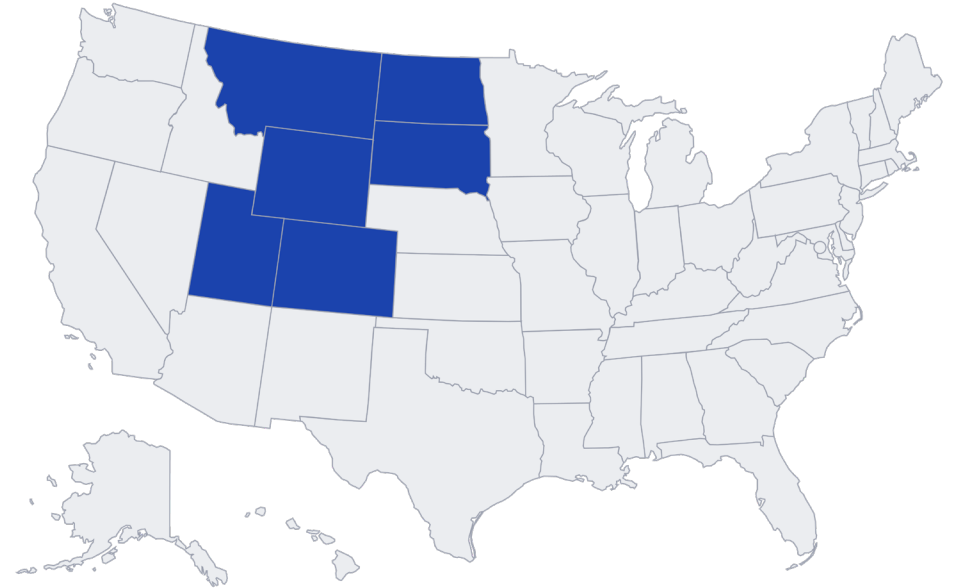


ROCKY MOUNTAIN  
A D A C E N T E R

C O • M T • N D • S D • U T • W Y

# Accessibility & Your Community

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Rocky Mountain ADA Center

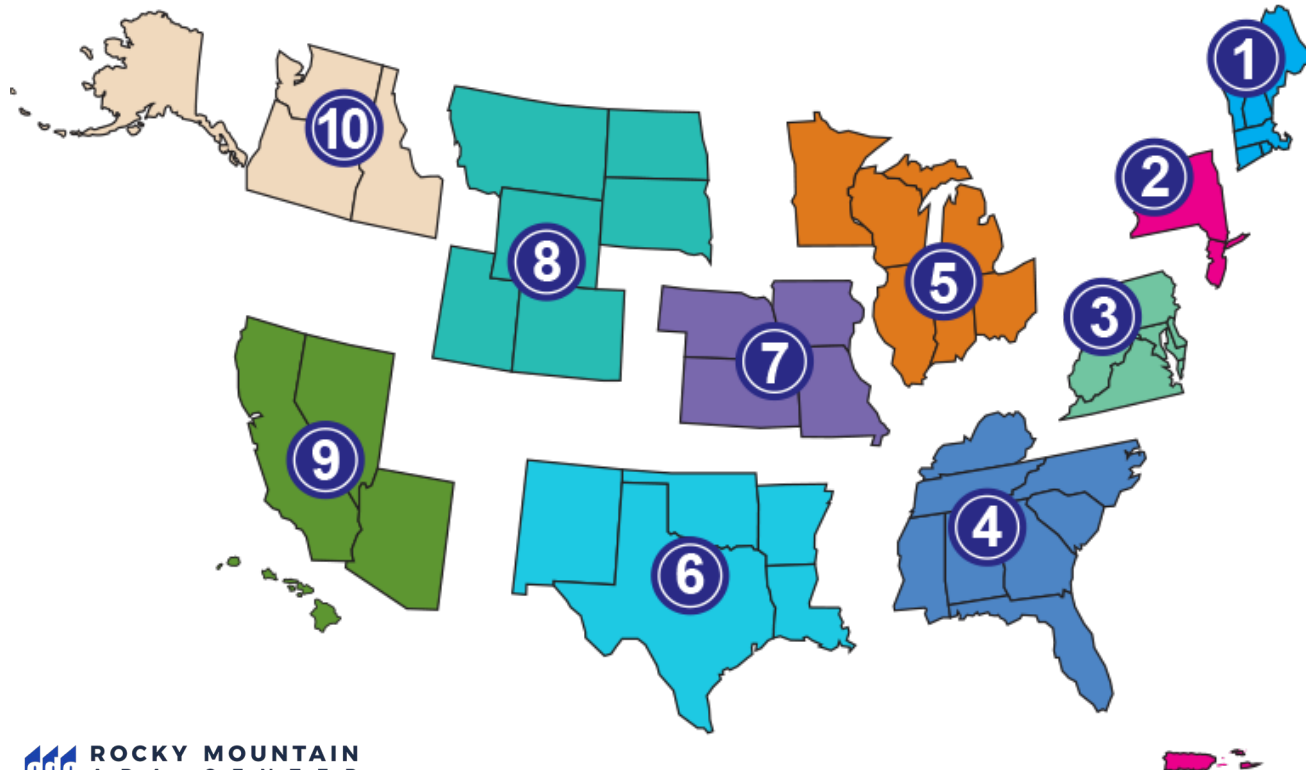


## Contact Information

Regional ADA Centers

1-800-949-4232

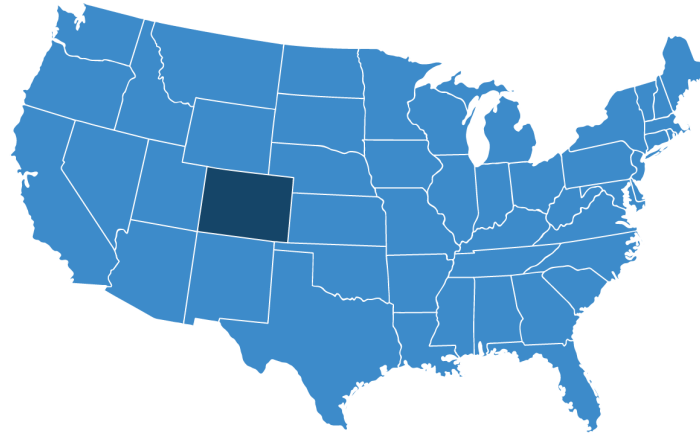
[www.adata.org](http://www.adata.org)



What we do:

- Technical assistance
- Refer and network
- Conduct research
- Provide training
- Publish and share materials
- Social media

# COLORADO DISABILITY FACTS



**584,000+**

Coloradans  
have disabilities,

or **11%**  
of the population.



**COGNITIVE**  
**227,000+**

Number of people with  
cognitive/learning disabilities.

.....



**MOBILITY**  
**285,000+**

Number of people with  
physical disabilities.

.....



**VISION**  
**107,000+**

Number of people with  
visual disabilities.

.....



**AUDITORY**  
**192,000+**

Number of people with  
hearing disabilities.

.....

# The Importance of Accessibility



Can acquire this identity today



Largest minority group in the country and world



Reported disability numbers are likely lower than reality (identity conflicts, underdiagnosed, fear of stigma)



Disabilities can be viewed as the product of an inaccessible world, not individuals' limitations



Community leaders have significant influence in removing barriers

# Benefits of Accessibility

## **Fostering Inclusivity:**

- Breaks down barriers for individuals of all abilities.
- Cultivates a sense of belonging, promoting active civic participation.

## **Amplifying Community Engagement:**

- Encourages diverse voices in public discourse.
- Enriches democratic participation in town hall meetings and civic activities.

## **Enhancing Representation:**

- Ensures equitable representation in political processes.
- Strengthens the democratic foundation of local governance.

# Relevant Laws

## Americans with Disabilities Act

- Amendments likely forthcoming

## Rehabilitation Act of 1973

## Colorado Anti-Discrimination Act (CADA)

## CO HB21-1110

- SB23-244

## CO HB23-1032



# Colorado's Legislative Landscape

## **Aligning with Legal Mandates:**

- Compliance minimizes risk of liability.
- Demonstrates commitment to upholding citizens' rights and dignity.

## **Building Trust and Legitimacy:**

- Compliance fosters transparency in governance.
- Signals dedication to fairness and equality, building trust with constituents.

## Requirement:

# Accessibility Audits and Improvements

- Do you have a Self-Evaluation?
- Do you have a Transition Plan?
- Do you have an ADA Coordinator?
- Is your website accessible?
- Do you have:
  - Nondiscrimination Policy
  - Grievance Procedure

## Requirement:

# Effective Communication

- Captions
- Amplification/microphones
- Assistive Listening Systems
- Communication Access Real-Time Translation (CART)
- Sign Language Interpreter
- Readers
- Audio & Video Description
- Live Description Services



## Best Practice:

# Know Your Audience

- Disseminate information through multiple channels.
- Ensure digital information is accessible.
- Provide materials ahead of time.
- Plan to provide alternate format materials.



Best Practice:

# Solicit Accommodation Requests



- Ask for accessibility requirements during registration.
- Make sure requested accessibility accommodations get arranged.

Best Practice:

# Microphone and Sound System

- Have several microphones available.
- Repeat audience questions before responding.
- Don't assume you're loud enough as is.



## Best Practice:

# Provide Accessible Introductions

1. Your name
2. Your pronouns (as comfortable)
3. Your visual description
4. Content warnings for sensitive material, including images and discussion
5. Your position and institution
6. The title of your presentation
7. Instructions on how to ask questions
  - Offer several ways to ask and respond to questions



# Best Practice: Accessible Public Speaking



- Be visible
- Use plain language
- Speak slowly and clearly
- Describe contextual information
- Allow extra time

## Requirement: Accessible Location

- Make sure you have investigated whether your event location is accessible.
- This includes all meeting rooms used, bathrooms, entrances and exits, paths of travel, etc.
- Consider using [ADA Checklist for Existing Facilities](#).



## Best Practice:

# Room Setup



- Aisles should be clear and wide enough for wheelchairs.
- There should be unobstructed spaces for wheelchair users to sit.
- Ensure there aren't any cords that could be a tripping hazard.
- Accommodate people who need to sit up front or in the back.

## Best Practice:

# Feedback and Continuous Improvement

- Solicit feedback from disabled citizens
- Provide multiple opportunities to share feedback in a variety of methods
- Review accessibility efforts at regular intervals
- Incorporate feedback, fresh ideas, new technologies, and innovations

Best Practice:

# Staff Training and Awareness

- ADA Rights and Responsibilities
- Disability Etiquette
- Using Assistive Devices and Technology
- Service Animals
- Internal Accessibility Policies
- Disability Employee Resource Group (ERG)

## Best Practice:

# Representation

- Engage disabled citizens
- Integrate people with disabilities as peers and constituents
- Employ people with disabilities at all levels of the organization

Best Practice:

# Community Outreach and Engagement

Disability Advisory Committee

Partnerships

- Disability organizations

Emulate the successful practices of others

Network within the industry

Make commitment to inclusion externally visible

**Best Practice:**

# Balancing Budget and Staff Demands

## **Strategic Resource Allocation:**

- Prioritize accessibility initiatives based on impact.
- Identify areas for targeted improvements in public spaces and digital communication.

## **Collaboration with Municipal Staff:**

- Emphasize strategic importance of accessibility.
- Ensure budgetary allocations align with inclusive community goals.

## **Leveraging Innovation and Partnerships:**

- Explore cost-effective solutions through partnerships.
- Foster a culture of innovation to navigate budget constraints.

# Your Role

## **Leadership in Inclusive Communities:**

- Mayors drive social inclusivity, going beyond administrative efficiency.

## **Accessibility Unlocks Representation and Engagement:**

- Recognize accessibility as the key to equitable representation and community engagement.

## **Strategic Mayoral Actions:**

- Understand and align with legislative mandates, navigating budget and staff demands strategically.

## **Legacy of Inclusivity:**

- Mayors shape a lasting legacy by championing accessibility, leaving an indelible mark on community identity.

# Remember...

- The true measure of a just and compassionate society lies in how it **values and uplifts the lives of people with disabilities**, recognizing that their inclusion is a cornerstone of social progress.
- Building a society that fully embraces people with disabilities bolsters human dignity and human rights, signaling to the world that **diversity and inclusivity are non-negotiable tenets of our shared humanity**.
- Inclusivity for people with disabilities isn't merely a moral imperative but a strategic advantage, as harnessing the talents, creativity, and potential of this significant portion of the population drives **innovation and economic growth**.
- True societal progress is marked by the removal of barriers, the amplification of diverse voices, and the **celebration of every individual's unique contributions**, making the journey toward a more inclusive society an endeavor that benefits all.

# Resources

## **National League of Cities (NLC) - Inclusive Cities Initiative**

**Link:** <https://www.nlc.org/inclusive-cities>

## **United States Access Board**

**Link:** <https://www.access-board.gov/>

## **National Council on Disability (NCD)**

**Link:** <https://ncd.gov/>

## **Job Accommodation Network (JAN)**

**Link:** <https://askjan.org/>

## **National Organization on Disability (NOD) - Leading for Disability Inclusion**

**Link:** <https://www.nod.org/>

## **ADA-PARC**

**Link:** [https://adaparc.shinyapps.io/ADA\\_PARC/](https://adaparc.shinyapps.io/ADA_PARC/)

# We're here to help.



Emily Shuman



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[RockyMountainADA.org](http://RockyMountainADA.org)



719-433-7637



9:00 a.m. – 4:00 p.m. MT  
Monday – Friday



# Questions?