Access Equity:

Driving Indiana Infrastructure and Communities to the Next Level

Presenters

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Health by Design

Health by Design collaborates across sectors and disciplines to ensure Indiana communities have neighborhoods, public spaces and transportation infrastructure that promote active living for all

Walking ● Biking ● Transit ● Land Use

American's with Disabilities Act (ADA)

- Became law in 1990
- Offers protections against discrimination
  - Requires reasonable accommodations for employees
  - Imposes accessibility requirements on public accommodations
- Communities must ensure their infrastructure and programs become accessible
  - Requires self-evaluation and transition plans

Photo: Dan Burden

Communities for Everyone

Aging Populations Drive the Need for Access

PERCENTAGE OF U.S. POPULATION AGES 65 +
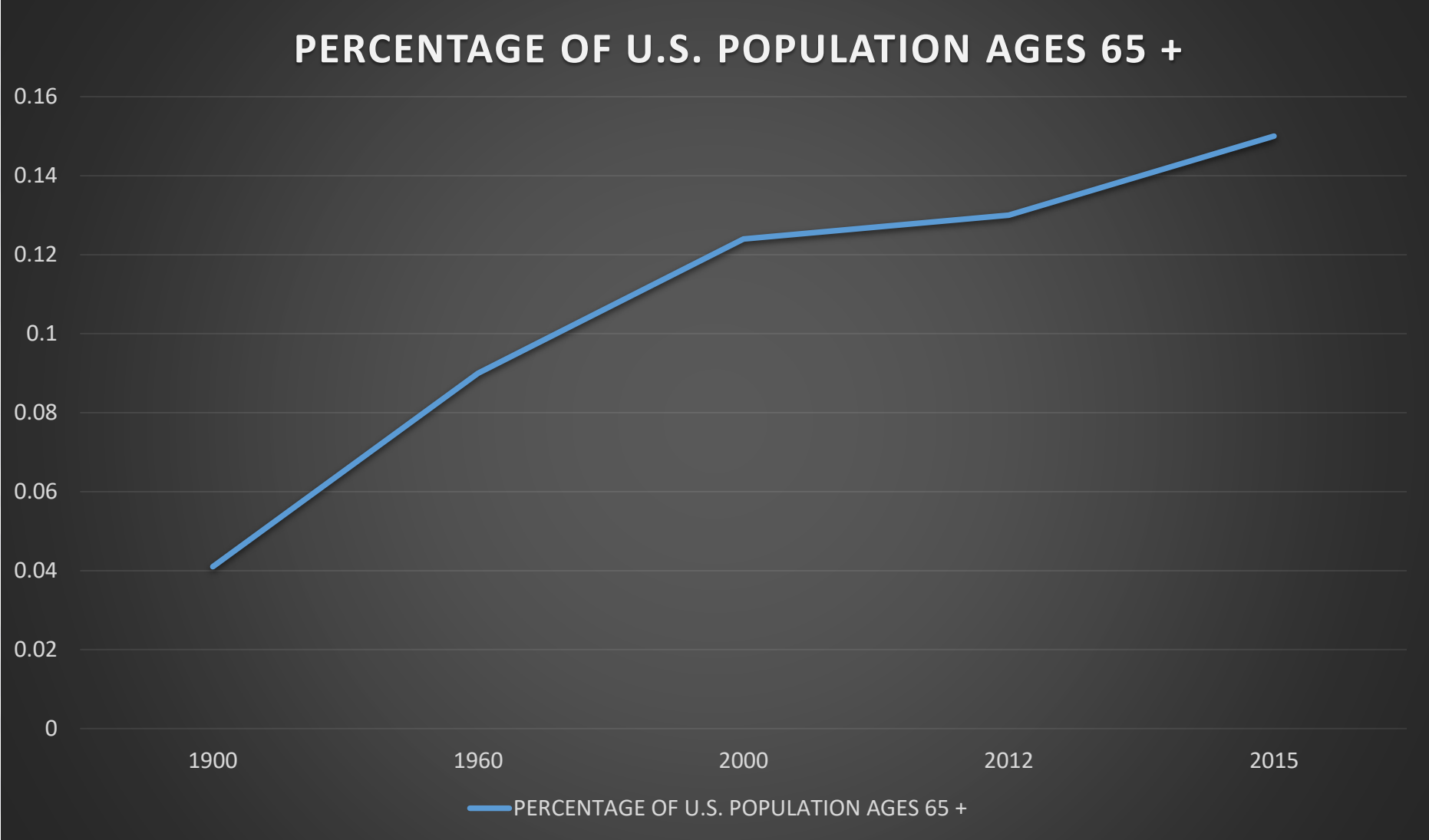
100,000 people retire every day

1 in 5 of "us"
will experience a disability

Transportation Options

Photo credit: www.colerain.org

Photo credit: www.wikipedia.org

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Photo credit: www.stokesentinel.co.uk

Photo credit: hendricksseniors.org

Photo credit: http://www.pedbikeimages.org/danburden

What Makes a Community Livable?

- Safe

- Secure

- Housing

- Transportation

- Facilitates Aging In Place

- Fosters Engagement

  - Civic

  - Social

  - Economic

Benefits of a Livable Community

- Healthier residents

- Safer communities

- Cleaner environments

- Greater access to jobs, shopping and services

- Independence and mobility for all

- Enhanced social and civic engagement

- Strengthened economies
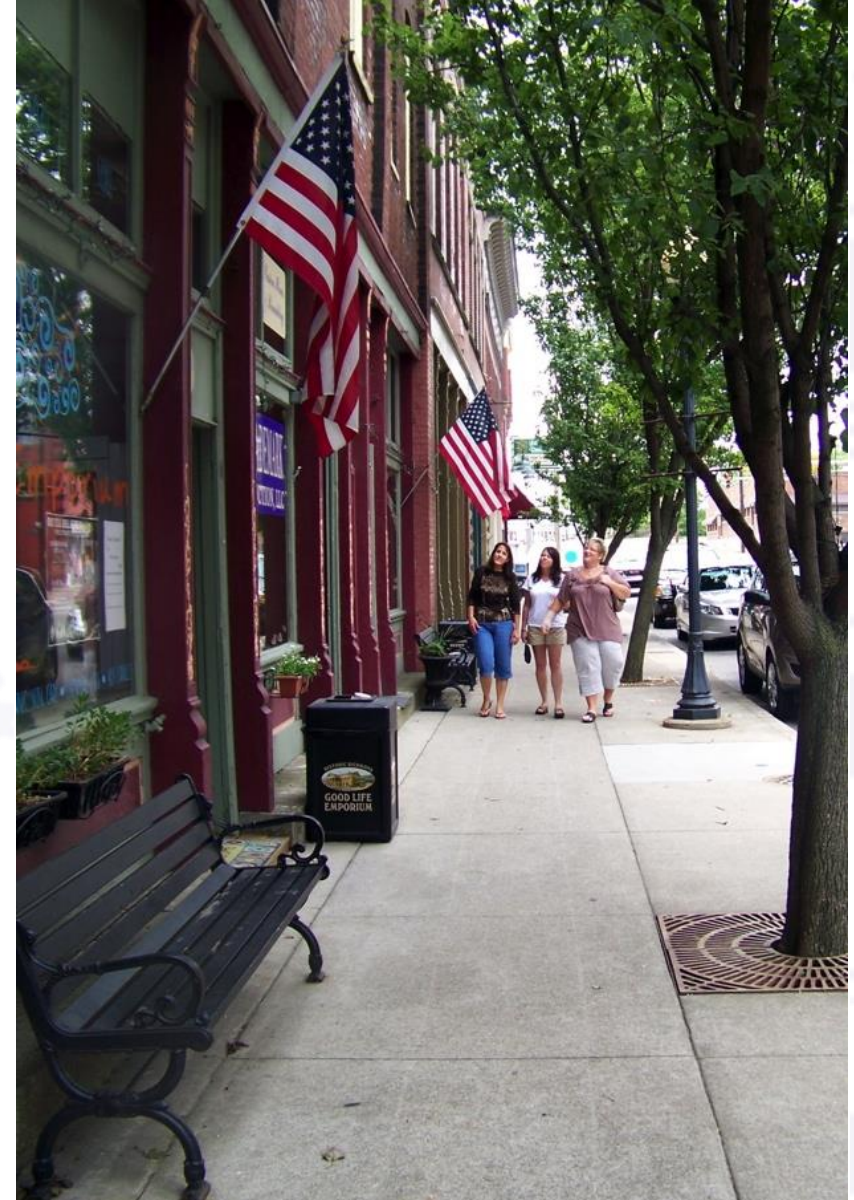
How Do We Facilitate Livable Communities?

Creating Livable Communities

- Policies - that support and encourage active communities

- Plans - that create a vision of what could be

- Programs - that promote active living environments

- Projects - that implement community change

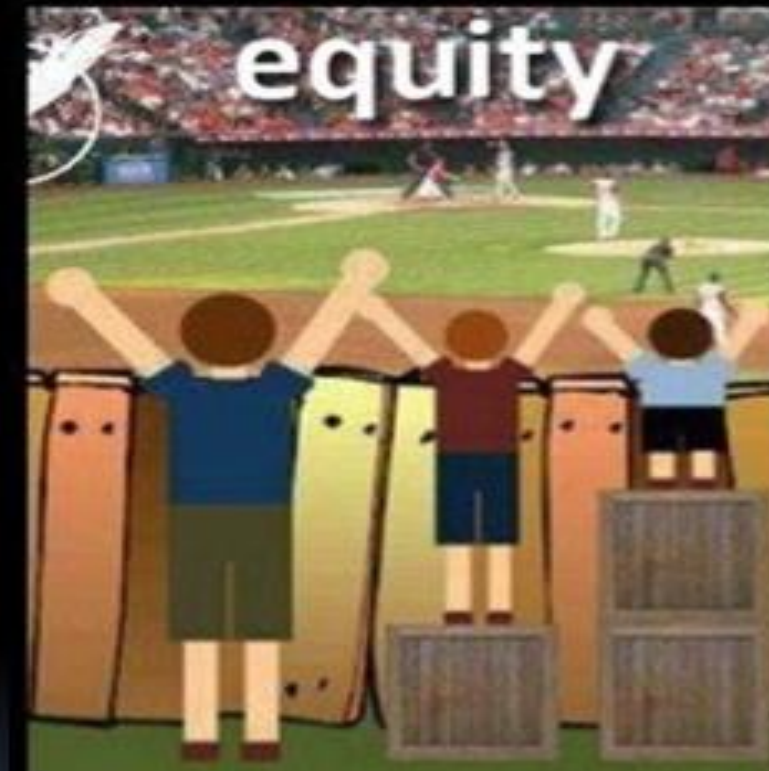- Performance measures - to make sure it all works

Equality

Equity

EQUALITY VERSUS EQUITY

In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

No – You are not "Grandfathered In!"

Myth: City governments and other public buildings often believe that they are protected by a "grandfather" clause in the ADA.

Fact: Though flexible, there is no "grandfather" clause in the ADA.

Requirements: State and local governments must comply with Title II of the ADA; must provide *program access* for people with disabilities to the whole range of city services and programs.

Role of the local government: facilitate community improvement

EDUCATE!

- Tax incentives for ADA improvements
- Common ADA violations
- People with disabilities belong in the community
- Create a small business guide for ADA that works for your community
- Disability etiquette

ENCOURAGE!

- Long-term planning for what is readily achievable
- Encourage small steps
- Grassroots & Community organizations to include accessibility in their projects
- Include people with disabilities in planning

Meaningful Public Relations

- Opportunity to support small businesses and people with disabilities

- Include access achievements in projects/campaigns

- Demonstrate values & mission
  - Spirit of the law, not the letter of the law!

- Outreach and communication
  - Listen to the things that people with disabilities want in a community
  - Partnerships
    - Indiana Statewide Independent Living Council
    - Centers for Independent Living (CILs)

Bloomington, Indiana

- Accessible Bloomington page on city website
  - Includes disability resources
- Council for Community Accessibility
  - AccessAbility Decal Program
  - Annual Awards
- Emergency Preparedness info
- Free ADA evaluations for small businesses
- March Disability Awareness Month Calendar of Events
- Two accessible playgrounds

AccessAbility

People with Disabilities Welcome

Council for Community Accessibility.
Community and Family Resources Department.
City of Bloomington

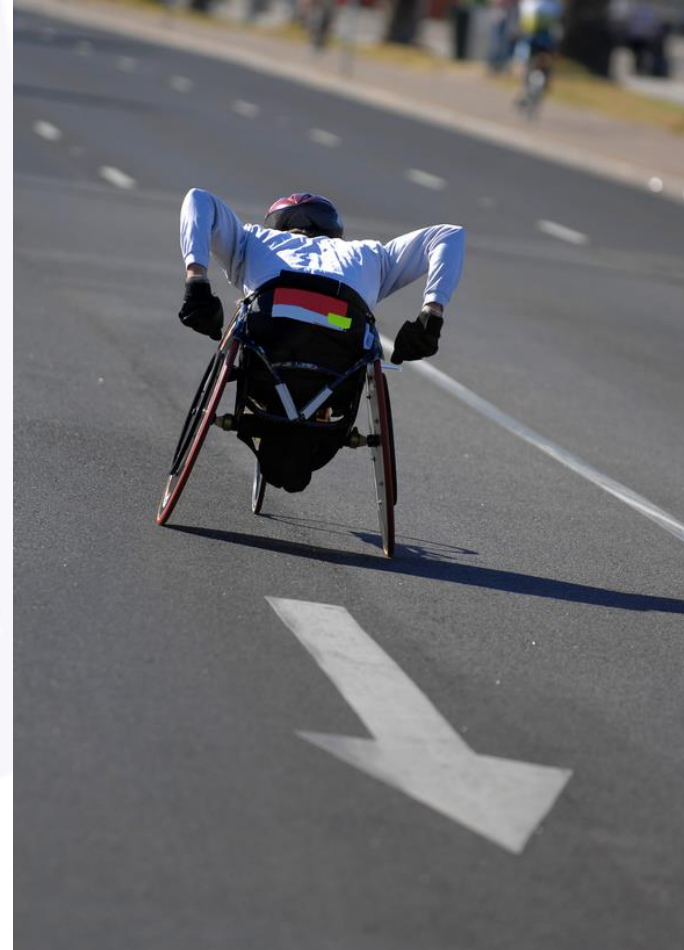# Paint the Towne (Richmond, Indiana)

- Small interactive art business in a historic district
- Moved locations
  - Ensured Accessibility in new location
    - Ramp
    - Accessible bathrooms
    - Ease of Access

Goals of the ADA

- Equal opportunity
- Full participation
- Independence
- Economic self-sufficiency

Our Mission
It is the mission of this association to provide for the free flow of information for communities in Indiana regarding ADA & Title VI compliance, and provide a forum for ADA & Title VI Coordinators to advance the principles of the Americans with Disabilities Act, and Title VI of the Civil Rights Act.

Indiana ADA & Title VI Coordinators' Association

What We Do

- Collaborate with INDOT, ADA Indiana, and other affiliated groups to better understand the best practices of the ADA & Title VI, and how they can be implemented in your community

- · Develop a network of coordinators to communicate issues, concerns, strategies, and solutions for community transition to ADA & Title VI compliance

- · Engage community leaders

- · Provide interpretation and clarification through networking opportunities

- · Share training opportunities, grant and funding resources, and conference information

ASSOCIATION RESPONSIBILITIES AND DUTIES

This association acts as a conduit between all current and future entities that address the ADA, Title VI, and related issues.
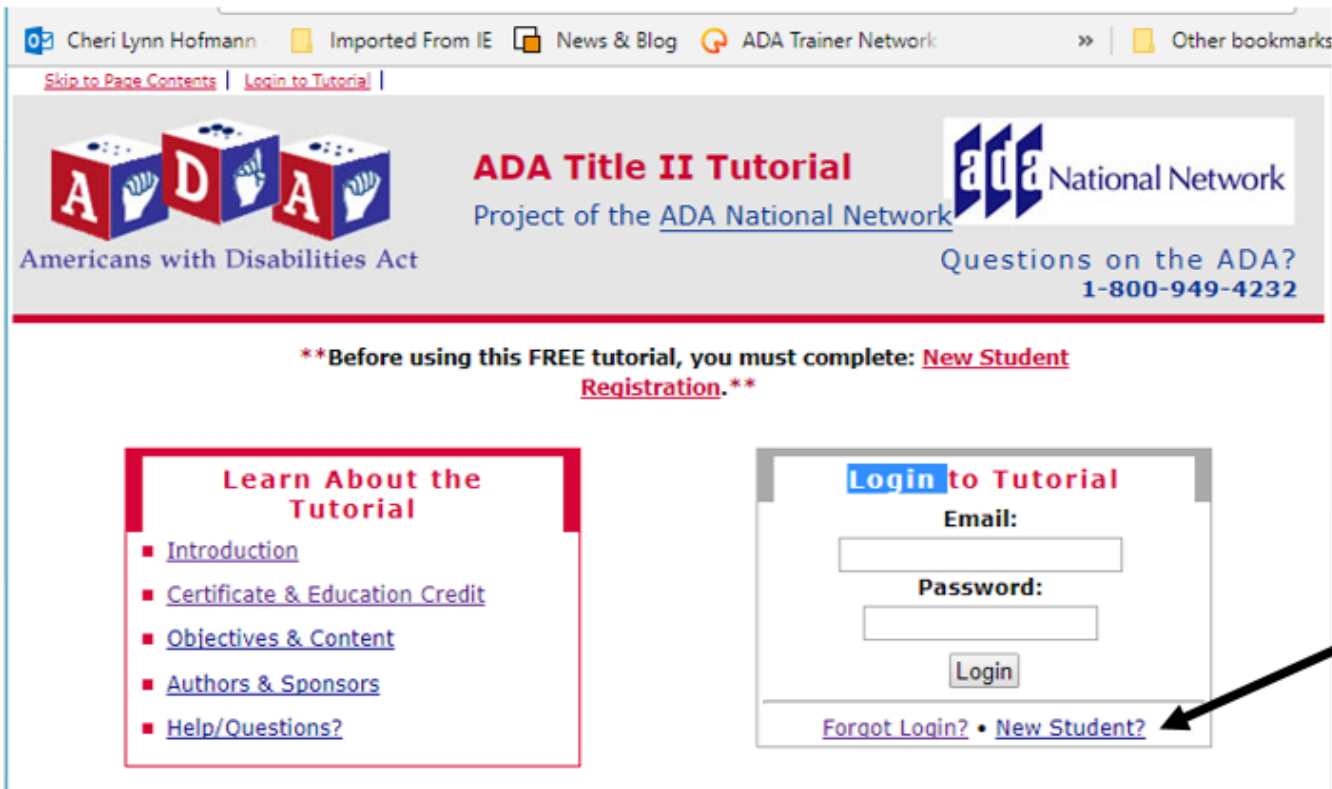
Due to our relationship with AIM (Accelerate Indiana Municipalities, formerly known as IACT) and INDOT (Indiana Department of Transportation), we are able to maintain a database to facilitate communication with and for Local Public Agencies (government entities).

We value and acknowledge that our relationship with AIM and AIC (Association of Indiana Counties) are an integral part of our outreach and mission and we will maintain affiliate status with both.

Membership dues afford us the opportunity to provide training opportunities.

ADA Coordinator's Assn. / INDOT recommend:

To Register for the Title II Tutorial: http://www.adatitle2.org/

Click on New Student to begin registration. YOU must register for each course separately. You can use the same email and password for each course.

Tips: Choose one email and always use that email to login to the tutorial, even when using a different computer. Enter a valid email so that a reminder can be sent if you ever Forgot Your Login. Keep in mind to access the tutorial your login must be entered exactly as registered, including spacing, punctuation, and capitalization.

*Email [   ]

Suggest using ALL lowercase for email and password. There is no need to use special characters

*Password [   ]

*Password Again [   ]

Participant Information***First Name** [   ]

*Last Name [   ]

*Organization [INADA   ]

Everyone must use: INADA

*State/Province [▼]

*Zip/Postal Code [   ]

*Position/Role

[State/local government agency   ▼]

Suggest using State/Local Government agency

If other position, please list [   ]

Education Credit(**Note:** Review Certificate, CEU, & CRCC Requirements.)

Not required. But, in order to receive must get a 90% or better to apply.

Do you plan to try to earn education credit for this tutorial?

a. ◉ Yes

b. ○ No

WHY we recommend this FREE course:

Upon completion of this course, you will be able to:
- Discuss the purpose of the ADA using a civil rights framework.
- Identify the five titles of the ADA.
- Define the general nondiscrimination requirements of the ADA.
- Explain each nondiscrimination requirement using 1-2 real-life examples.
- Identify the defenses or limitations of each nondiscrimination requirement.
- Locate and use various resources for information on the ADA.

If you need help or have questions on registration:
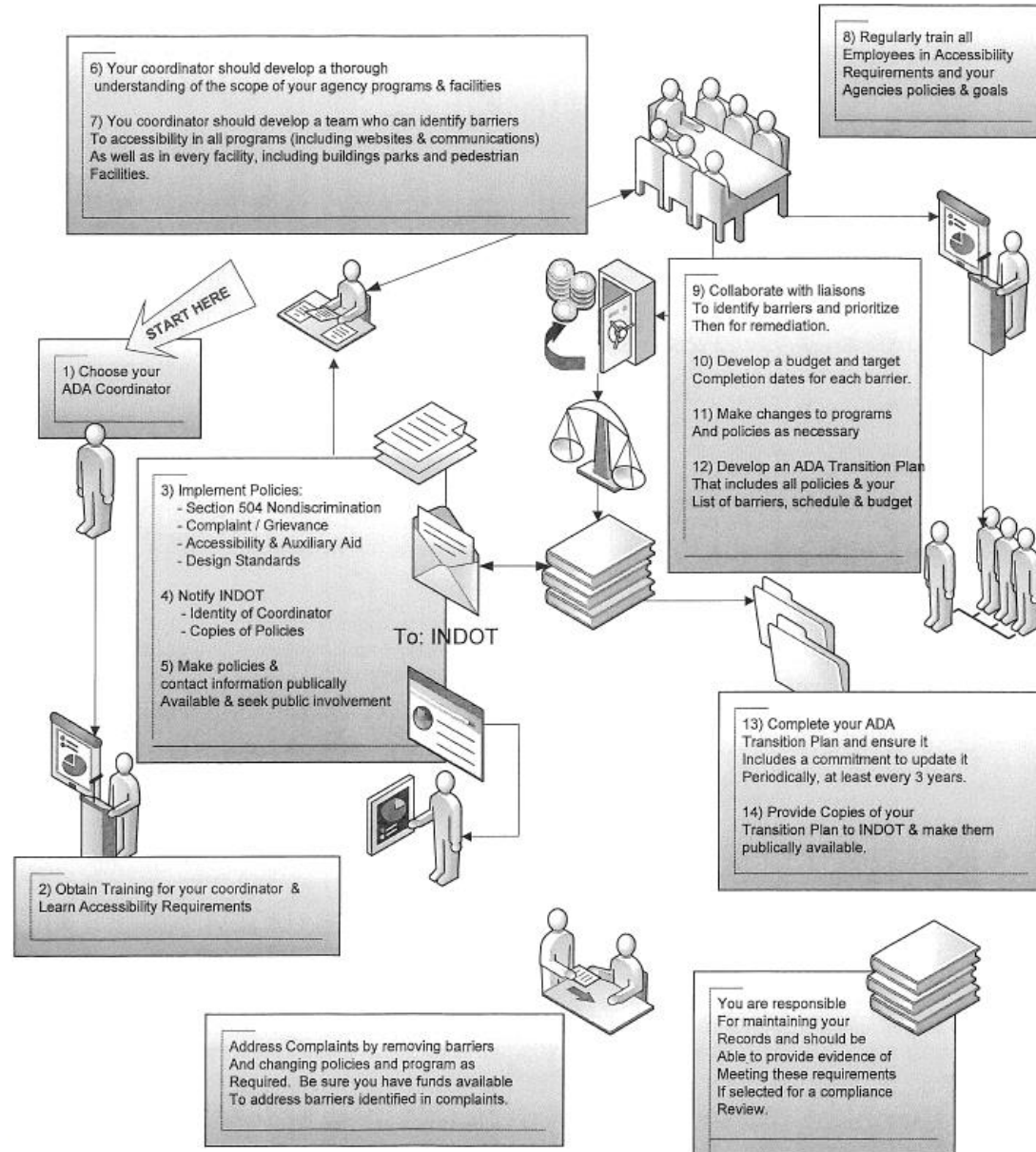
Contact: Southeast ADA Center
Email: ADAsoutheast@law.syr.edu
Phone: 404-541-9001 (voice) or 800-949-4232 (voice)

ROADMAP TO ADA COMPLIANCE
For Indiana Communities

6) Your coordinator should develop a thorough understanding of the scope of your agency programs & facilities

7) You coordinator should develop a team who can identify barriers To accessibility in all programs (including websites & communications) As well as in every facility, including buildings parks and pedestrian Facilities.

8) Regularly train all Employees in Accessibility Requirements and your Agencies policies & goals

START HERE

1) Choose your ADA Coordinator

3) Implement Policies:
- Section 504 Nondiscrimination
- Complaint / Grievance
- Accessibility & Auxiliary Aid
- Design Standards

4) Notify INDOT
- Identity of Coordinator
- Copies of Policies

5) Make policies & contact information publically Available & seek public involvement

To: INDOT

9) Collaborate with liaisons To identify barriers and prioritize Then for remediation.

10) Develop a budget and target Completion dates for each barrier.

11) Make changes to programs And policies as necessary

12) Develop an ADA Transition Plan That includes all policies & your List of barriers, schedule & budget

13) Complete your ADA Transition Plan and ensure it Includes a commitment to update it Periodically, at least every 3 years.

14) Provide Copies of your Transition Plan to INDOT & make them publically available.

2) Obtain Training for your coordinator & Learn Accessibility Requirements

Address Complaints by removing barriers And changing policies and program as Required. Be sure you have funds available To address barriers identified in complaints.

You are responsible For maintaining your Records and should be Able to provide evidence of Meeting these requirements If selected for a compliance Review.

ADA Accessibility Resources:

For Indiana Communities

1. Visit INDOT's website: **www.INDOT.IN.gov**
   - Click on the **"Nondiscrimination & Accessibility"** link on the left
   - Choose Resources for **"Subrecipients of Federal Funds"**
   - Click on **Title VI/ADA Information & Resources for Indiana Communities** to expand.
2. Start by downloading the **Subrecipient Technical Assistance Tool.** This tool provides information on the following:
   - An overview of the law as it relates to Title VI & ADA Requirements
   - An overview of how INDOT monitors our subrecipients of federal funds
   - A list of each program requirement for ADA (and Title VI) compliance
   - A page covering each requirement and providing information about best practices, pitfalls, and templates available to you.
3. **Identify your ADA Coordinator and be sure they attend Title VI training.**
   - Training videos are available on this website from our annual program summit
   - Live training occurs in every district and registration will be available online
4. **Feel free to download templates for program documents and policies. Templates are available for:**
   - Your section 504 nondiscrimination policy
   - Your grievance / complaint policy, procedure and log
   - Your training program for your employees on your agency's accessibility policies
5. **Connect to the ADA Coordinator Community (optional) via the Coordinators Association for peer support: https://aimindiana.org/members/affiliate-groups/indiana-ada-coordinators-association/**

6. **Implement ADA Accessibility Requirements**
   - Implement all required policies & adapt templates to your agency.
   - Identify barriers to program and facility access in your community, including websites.
   - Collaborate with program and facility leaders to prioritize and schedule barrier removal. Seek public involvement as you prioritize barriers for removal.
   - Identify target completion dates (schedule) for each barrier and adopt a budget that addresses remediation according to this schedule.
   - Keep the list of what you have completed and what work is left to do updated continually.
   - Develop your ADA Transition Plan that includes this schedule & budget, all your agencies ADA policies, identifies your design standards, and includes contact information for your ADA Coordinator by name. Indicate in this plan how often it will we updated, ideally at least every three (3) years.
   - Continue to seek public involvement on your ADA Transition plan and make it publically available.
7. **Train all your agency employees** in your accessibility policies. Ensure they know how to process and report issues and complaints and who the ADA Coordinator is if they identify a barrier.
8. **Provide copies** of all your program documents to INDOT and update INDOT as changes are made.
9. **Retain records of all compliance efforts. Keep complaint records for three (3) years from date of last action.**

Contact Us

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