

GWArc, Inc.
Summary of Accessibility Plan for FY 18

Introduction: The ADA Accessibility Plan FY18 was written by a committee comprised of the CEO, Program Directors and GWArc participants. This is the tenth year with the addition of GWArc individuals to the committee and adds the perspective of the persons served. GWArc continues to strive for accessible space, modifications, materials and programming for its participants and their families/guardians. While all programs meet ADA specifications, the Committee will seek additional changes to improve GWArc.

Some initiatives are ongoing, as they cannot be completely achieved in one year. New initiatives strive to increase and strengthen participant voice and choice at GWArc.

Goals for the coming year:

Architectural –

- Investigate modifications for accessibility to kitchens at both sites

Environment –

- Assessment/modification of room usage and furniture, materials storage for greater accessibility by participants in both locations (ongoing)

Attitudinal Changes –

- Education of stakeholders in People First language; additional opportunities for stakeholder input into programming choices; participant and staff training in cultural competency
- Continued use of People First Language materials to educate all stakeholders, including van drivers (ongoing)
- Continued diversity training and activities for GWArc participants and staff (ongoing)

Communication –

- Continued annual information sharing sessions to GWArc participants on Operational Plan, Performance Analysis, Accessibility Plan, Certification reports, and Annual Budget
- Creation of functional sign language class for CBDS participants and staff
- Implementation of monthly newsletter for all GWArc participants

Finances –

- Seek additional funds for capital improvements, program modifications and workforce development (ongoing)
- Explore possible additional fundraising events for Recreation Program

Employment –

- Increase marketing of GWArc participants as employees in independent and group supported employment in the community through cable tv spots, newsletter and other media

Transportation –

- Use of GWArc's two vans and accessible vendor transportation options for recreation programming; communicate to families/guardians/residential supports to support their efforts to continue attendance at GWArc recreational events; grant

writing for additional funds for trips, continued applications for The Ride eligibility

Technology –

- Continue upgrade of assistive devices to meet the interests and needs of persons supported at GWArc

Community Integration – *GWArc only schedules community trips for Day Program participants and for Recreation Department activities to venues that are accessible.*

- Increase volunteers, cultural and recreational activities at accessible venues for Day Programs and Recreation Department activities

Conclusion: GWArc considers the Accessibility Plan to be of utmost importance and we work to overcome barriers to persons served, families/guardians and our employees. We will strive to meet and overcome these barriers in a challenged economy.