



ADVANCING ABILITIES AND INCLUSION 2019 – 2020

The City of Tempe's Advancing Abilities and Inclusion Resource Guide

INCLUSION

- Strategic Management Goal 3.13 – The Disability Social Inclusion measure is to achieve a score of 100 on an index of factors that supports inclusion, decreases stigma, increases participation in governance, and reduces isolation and poverty. The metrics have been refined from ten to five factors listed below; each will represent 20 points. Activities for each are under refinement: Communication, Housing, Employment, Transportation and Services. For updates contact ADA Compliance Specialist [Michele Stokes@tempe.gov](mailto:Michele_Stokes@tempe.gov).

ADA TRANSITION PLAN IMPLEMENTATION

- Strategic Management Goal 3.14 – The ADA Transition Plan is a legal defense against charges of discrimination, as well as compliance. A Phase III of the ADA Self Evaluation and Transition Plan began July 2019, and covers 87 parks and facilities, 70 miles of main arterial streets' sidewalks (ROW) south of Guadalupe Rd., 20 miles of shared use paths, 22 accessible routes, 36 traffic signals, 840 ramps, 200 bus stops and shade. The estimated cost for ADA repairs for Phase I, which covers the downtown ROW, parks and transit stops is about \$12 million; Phase II, north of Guadalupe ROW, parks and transit stops is about \$38 million. For updates contact: Jeffrey D. Yazzie, EIT, MS, Project Manager/Civil Engineer: [Jeffrey Yazzie@tempe.gov](mailto:Jeffrey_Yazzie@tempe.gov) or ADA Compliance Specialist: [Michele Stokes@tempe.gov](mailto:Michele_Stokes@tempe.gov).
- ADA Story Map: The interactive Map showcases how Tempe is becoming a more accessible city. ADA data collected, in a friendly format viewable by all. See www.tempe.gov/ADA. For information contact GIS Manager, [Stephanie Deitrick@Tempe.gov](mailto:Stephanie_Deitrick@Tempe.gov) or ADA Compliance Specialist: [Michele Stokes@tempe.gov](mailto:Michele_Stokes@tempe.gov).

LOCAL DISABILITY SERVICES AND AGENCIES

- Access Tempe Guide. A map and list of 80 disability services available in the East Valley are provided. It is in beta version (available on a computer only) and we anticipate it will have scalability to facilitate use with smart phones, screen readers, and other assistive devices soon. The beta (draft) version is available at: <http://gis.tempe.gov/accesstempe/>.

EMPLOYMENT SUPPORTS

- Tempe's BEST: Tempe's BEST pilot program is funded in part by a grant from the Arizona Developmental Disabilities Planning Council (ADDPC). Goals: Change Tempe culture to facilitate inclusion; hire six part-time employees with developmental disabilities in competitive integrated settings and develop a municipal model for other cities to follow. Currently there are 11 applicants in the pool who are work ready. For information: Max_Ryser@Tempe.gov
- Employment First Tempe: Tempe is the first "Employment First" city in the state. Its purpose is to change city culture through training and policy to facilitate hiring of people with disabilities. For information: Michele_Stokes@tempe.gov .
- ADA Fund: Supplemental funds (\$30,000) awarded to support inclusion accommodation cost, i.e. ASL Interpreters, CART providers, etc., for meetings, events, services programs, activities conducted by departments and for employee accommodations.

TRAINING OPPORTUNITIES

- 2020 LDP: ADA Training: **DATES: Feb. 18, Apr. 14, Jul. 21, Nov. 17.** In response to feedback, quarterly sessions on ADA will be expanded. Sessions will be available on the following dates, from 9:30 – 12:00 at the TLC Room of the Tempe Public Library. Topics will be determined based on the feedback from the Advancing Abilities and Inclusions' meetings and department requests. For information: ADA Compliance Specialist, Michele_Stokes@Tempe.gov.
- LDP: BEST Training: Training on interviewing, accommodations and disability etiquette for city employees, from 9:30 to Noon, at the Tempe Public Library. **The 2020 sessions are: Jan 23; Mar 25; Jun 23; Sep 23.** Additional training for departments is available upon request. For information: Max_Ryser@Tempe.gov.

VISION

- ADA Wayfinding Pilot, funded through a Gila River Indian Community grant, provides wayfinding and audible schedule information at transit stops for patrons who are blind. This pilot application uses location aware technology to broadcast location and schedules using an audible application available via smart phone. **Update:** Efforts are in progress to expand the scope of the pilot program to various routes through funding from Valley Metro and other grants. For information: Michele_Stokes@Tempe.gov
- Safer Street Crossings. In the past 24 months, Tempe installed over 160 audible & vibro / tactile pedestrian signals for safer street crossings. For information: Julian_Dresang@tempe.gov.

COMMUNICATIONS

- Easy English/Plain Language Translations. Easy English facilitates written communication, wording, structure, and design which is so clear that the intended audience can easily find what they need, understand what they find, and use that information. For information: Michele_Stokes@Tempe.gov.
- Tempe 11 Captioning. Tempe captions city council meetings and select board meetings. Captioning of meetings facilitates communication with everyone. City produced Tempe 11 video productions are also captioned. For information: Greg_Wolfe@Tempe.gov.

MOBILITY AND ACCESS

- Playground standards for accessibility. Tempe has developed inclusion standards for to facilitate 100% inclusion in Tempe playgrounds. The Inclusivity Playground Manual defines an index of inclusivity, best practices and design principles to create optimal play value for children with and without disabilities. For information: David_McClure@Tempe.gov.

PEDESTRIAN SAFETY

- Accommodations for Curb Ramp and Sidewalk Barriers. City departments work together to address barriers to city right-of ways including sidewalks, curb ramps, crosswalks and signals. Requests for repairs are addressed as a high priority. For more information contact: Michele_Stokes@Tempe.gov.

ANTI-DISCRIMINATION

- Tempe Anti-Discrimination Ordinance includes Disability. Discriminatory practices impact growth and progress of people with disabilities. The purpose of the ordinance is to protect the dignity, rights, privacy, and interests of all people. For information see <https://www.tempe.gov/government/strategic-management-and-diversity/diversity/anti-discrimination-ordinance>.

For more information contact:

Michele Stokes, Tempe ADA Compliance Specialist

480-350-2704 (Captioned Phone)

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Email: Michele_Stokes@Tempe.gov