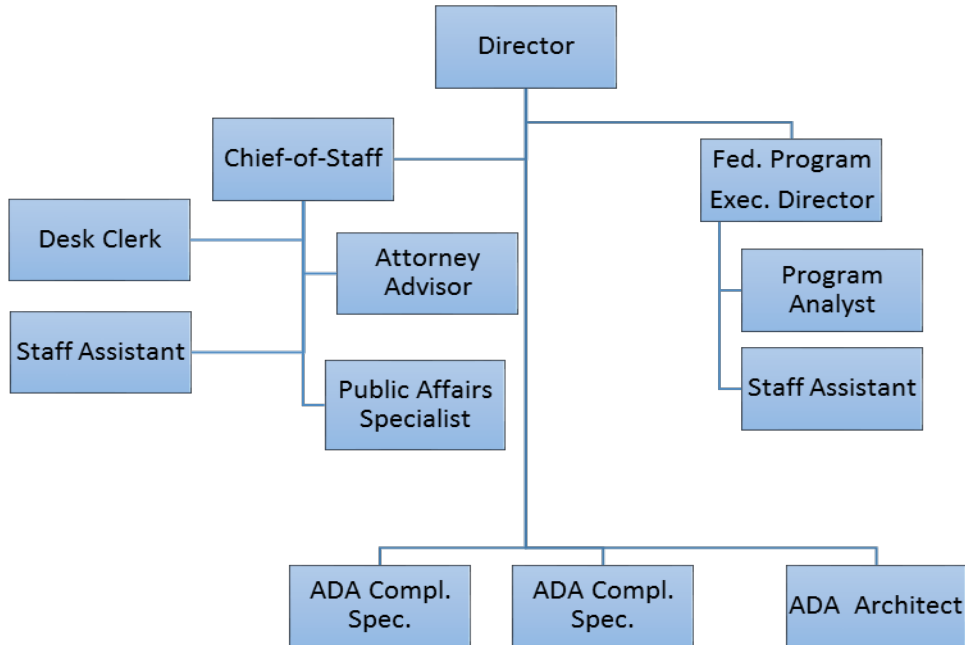


Council of the District of Columbia
COMMITTEE ON HUMAN SERVICES
2019 PERFORMANCE OVERSIGHT
1350 Pennsylvania Avenue, N.W., Washington, D.C. 20004

Attached please find responses to performance oversight questions for the Office of Disability Rights for FY2018 through 2019 to date.

Agency Organization

1. Please provide a complete, up to date organizational chart for each division within the agency, including a list of the employees (name and title) for each subdivision and the number of vacant positions in each subdivision.



Mathew McCollough	Director
Christina Mitchell	Chief of Staff (MS14)
Jessica Hunt	Attorney Advisor (LS13)
Anwar Mahmood	Architect (CS13)
Haydn Demas	ADA Compliance Specialist (CS13)
Susie McFadden-Resper	ADA Compliance Specialist (CS13)
Julia Wolhandler	Public Affairs Specialist (CS12)
Erica Paris	Staff Assistant (CS 9)
Naquran Smith	Clerical Assistant (CS 5)
Developmental Disabilities Council (DDC)	
Subdivision: Federally Funded	
Alison Whyte	Executive Director, DDC (MS14)
Sudie Johnson	Program Analyst, DDC (CS13)
Denice McCain	Staff Assistant, DDC (CS11)

- a. Please include explanation of the roles and responsibilities for each division and subdivision.

The Office of Disability Rights is not formally divided into departments. The ODR Director and Chief of Staff oversee the daily administrative, programmatic, budgetary, and managerial operations of the agency. The Attorney Advisor addresses legal issues on behalf of the agency brought forth by District officials and residents, drafts and develops ADA-related policy guidance, and oversees the implementation of the District's Olmstead Community Integration Plan. The Architect conducts assessments, develops reports, and provides technical assistance on improving the ADA architectural compliance of District-operated facilities and structures. The two ADA Compliance Specialists address complaints, provide training, and offer information, referrals & technical assistance to District residents and employees on issues involving employment rights, reasonable accommodations, housing, public rights-of way, and transportation. Additionally, one of the ADA Specialists administers the District's Effective Communication Program (i.e.: sign language services, Braille services, and other reasonable accommodations). The Public Affairs Specialist coordinates the agency's ADA training events, community events, and provides technical assistance on emergency preparedness. The Staff and Clerical Assistants provides support to the programmatic and administrative operations of the agency, including conducting ADA architect assessments on District-operated facilities and making appropriate arrangements for sign language services on behalf of District agencies. As required by Federal law, ODR is the Designated State Agency for the Developmental Disabilities Council (DDC). The DDC and its staff are entirely funded by the U.S. Department on Health and Human Services and charged with identifying and addressing the most pressing needs of our District residents with intellectual and developmental disabilities.

- b. For any organizational changes made during the previous year, please provide a narrative explanation of any organizational changes made during the previous year.

No organizational changes were made in FY18.

2. Please provide an up to date position listing for your agency, which includes the following information:

Name of employee or statement that the position

- a. Title of position; is vacant, unfunded, or proposed;
- b. Date employee began in position;
- c. Salary and fringe, including the specific grade, series, and step of position; and
- d. Job status (continuing/term/temporary/contract).

*List information by the division and subdivision

Title	Name	Hire Date	Salary & Fringe	Grade	Step	Series (Sal Plan)	Job Status
Agency Management Program (AMP)							
Attorney Advisor	Hunt, Jessica L	9/26/2011	127,164	13	4	LA0001	Reg
Director, Off. of Disability Rights	McCollough, Matthew	4/4/2010	159,954	E3	0	DX0000	Reg
Clerical Assistant	Smith, Naquran	1/9/2017	38,760	5	1	DS0087	Reg
Staff Assistant	Paris, Erica	2/5/2018	57,471	9	0	DS0087	Reg
Disability Rights Program (DRP)							
DRP - LOCAL							
ADA Comp. Spec. (Employment)	Demas, Haydn G	8/16/1999	117,698	13	7	DS0087	Reg
ADA Architect	Mahmood, Anwar	5/27/2008	120,861	13	8	DS0087	Reg
ADA Comp. Spec. (Public Works)	McFadden-Resper, Susie A	1/7/2008	117,698	13	7	DS0087	Reg
Chief of Staff	Mitchell, Christina R	9/15/2008	141,288	14	0	DS0086	Reg
Public Affairs Specialist	Wolhandler, Julia	2/19/2018	85,680	12	0	DS0087	Reg
DRP - FEDERAL (Developmental Disabilities Council)							
PROGRAM ANALYST	Johnson, Sudie B	5/6/2002	124,024	13	9	DS0087	Reg
STAFF ASSISTANT	Mccain, Denise	3/23/1987	84,823	11	8	DS0087	Reg
EXECUTIVE DIR	Whyte, Alison Lindsay	1/8/2018	124,236	14	0	DS0087	Reg
ODR TOTAL							

3. Please provide the number of vacancies for FY18 and FY19 to date, by program and activity.

There are currently no vacancies within ODR.

4. Please update the Committee on the agency's key performance indicators for FY18.

FY 2018 Performance Indicators			
Goal Description	Target Number	Actual Number	Achieved
Number of Employees and Customers Trained	1500	1671	Fully-exceeded
Percentage of sign language requests that are scheduled in 5 days	100%	100%	Fully
Percentage of requests that assistance is provided in 30 days	85%	96%	Fully-exceeded
Percentage of complaints, reasonable accommodation requests that were addressed within 30 days	90%	98%	Fully-exceeded
Percentage of DC-owned building requests that assessments were provided in 30 days	90%	98%	Fully-exceeded

5. Please list all employees detailed to or from your agency, if any. Please provide the reason for the detail, the detailed employee's date of detail, and the detailed employee's projected date of return.

ODR has no employees detailed to or from the agency.

6. Please provide the Committee with:
 - a. A list of all employees who receive cell phones, personal digital assistants, or similar communications devices at agency expense;

Employee	Title	Device
Mathew McCollough	Director	Cellphone
Christina Mitchell	Chief of Staff	Cellphone/Tablet
Julia Wolhandler	Public Affairs Specialist	Cellphone
Haydn Demas	ADA Compliance Specialist	Cellphone

- b. A list of all vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned;

ODR does not have any vehicles.

- c. A list of employee bonuses granted in FY18 and FY19 to date, if any;

ODR did not grant any bonuses.

- d. A list of travel expenses including the amount spent and the reason, arranged by employee;

Please see Attachment A

- e. A list of the total overtime and workman's compensation payments paid in FY18 and FY19, to date.

ODR did not pay overtime or workman's compensation.

7. How will the new changes to the Executive's organizational chart affect your office, how it functions and who you report to.

The Office of Disability Rights is now situated within the Internal Services Cluster, along with OCP, DCHR, ORM, DGS, OCTO, and OLRCB. This organizational change does not impact the overall operations and functions of the agency or our relationships and collaborative initiatives relating to ADA compliance with other agencies throughout the District Government.

Budget

8. Please provide a chart showing your agency's approved budget and actual spending, by program, for FY18 and FY19, to date. In addition, please describe any variance between fiscal year appropriations and actual expenditures for FY18 and FY19, to date.

FY 2018					
Program	Approved Budget	Revised Budget	Actuals	Variance	Comments vs Approved Budget
Agency Management Program (AMP)	418,916	378,916	363,948	54,968	The surplus is mainly due to vacancy savings.
Disability Rights Program (DRP)	1,606,707	1,425,813	1,311,514	295,192	\$8K surplus is due to telecommunications not having been assessed to the agency. \$12K surplus is due to Sign Language. \$95K Intra-D variance in Budget and Expenditures. \$180K is carryover grant 82MSDD (Developmental Disabilities).
Total	\$ 2,025,623	\$ 1,804,729	\$ 1,675,463	\$ 350,160	

FY 2019					
Program	Approved Budget	Revised Budget	Q1 YTD Expenditures (including obligations) as of 12/31/2018	Variance	Comments
Agency Management Program (AMP)	565,983	565,983	137,714	428,269	
Disability Rights Program (DRP)	1,497,593	1,503,113	262,148	1,235,446	
Total	\$ 2,063,576	\$ 2,069,096	\$ 399,862	\$ 1,663,714	

9. Please list any reprogramming, in or out, which occurred in FY18 or FY19, to date. For each reprogramming, please list the total amount of the reprogramming, the original purposes for which the funds were dedicated, and the reprogrammed use of funds.

2018

Reprogramming Amount	From (Agency/ Activity/Program)	To (Agency/ Activity/Program)	Description
\$ 40,000.00	JR0/1000/1090/Agency Management / Performance Management	AE0/2000/2002/Agency Management Program / Office of Agency Operations	To Fund NPS needs for Office of the City Administrator

2019

Reprogramming Amount	From (Agency/ Activity/Program)	To (Agency/ Activity/Program)	Description
N/A	N/A	N/A	N/A

10. Please provide a complete accounting for all intra-District transfers received by or transferred from the agency during FY18 or FY19, to date.

FY 2018			
Intra-District Transfers Sent			
Amount	Seller Agency	Buyer Agency	Service
49,677.00	Department on Disability Services (DDS)	Office of Disability Rights (ODR)	Newline Services
40,360.65	Office of Contracting and Procurement (OCI)	Office of Disability Rights (ODR)	PCARD
3,626.73	Executive Office of the Mayor Support Services (EOM)	Office of Disability Rights (ODR)	Telecommunications, transportation, courier, and associated general administrative services
3,604.79	Department of Human Services (DHS)	Office of Disability Rights (ODR)	Detailed FTE
4,381.10	Department of Public Works (DPW)	Office of Disability Rights (ODR)	Fleet Services
961.92	Office of the Chief Technology Officer (OCTO)	Office of Disability Rights (ODR)	Office 365
102,612.19			
Intra-District Transfers Received			
Amount	Seller Agency	Buyer Agency	Service
197,436.75	Office of Disability Rights (ODR)	Executive Office of the Mayor (EOM)	City Wide Sign Language Interpretation (SLI)
FY 2019			
Intra-District Transfers Sent			
Amount	Seller Agency	Buyer Agency	Service
None to Date	N/A	N/A	N/A
Intra-District Transfers Received			
Amount	Seller Agency	Buyer Agency	Service
None to Date	N/A	N/A	N/A

11. Please identify any special purpose revenue accounts maintained by, used by, or available for use by your agency during FY18 or FY19, to date. For each account, please list the following:
- The revenue source name and code;
 - The source of funding;
 - A description of the program that generates the funds;
 - The amount of funds generated by each source or program; and
 - Expenditures of funds, including the purpose of each expenditure.

ODR has no special purpose revenue accounts.

12. Please provide a list of all projects for which your agency currently has capital funds available. Please include:
- The amount of capital funds available for each project or fund;
 - Planned remaining spending on the project, by Fiscal Year;
 - A description of each project or fund; and
 - A status report on each project, including whether the project is on budget and on schedule, and if not, why not.

ODR has no capital funds.

13. Please provide the agency's fixed costs budget and actual spend for FY18 and FY19, to date. Please include a narrative description of any substantial changes in these costs.

FY 2018				
Fixed Costs	Budget	Expenditures	Variance	Comments
Telephones	8,028	-	8,028	ODR is a Local Agency as such budget remains with OCTO
Total	\$ 8,028	\$ -	\$ 8,028	
FY 2019				
Fixed Costs	Budget	YTD Expenditures (including obligations) as of 12/31/2018	Variance	Comments
Telephones	N/A	N/A	N/A	
Total	\$ -	\$ -	\$ -	

Contracting and Procurement

14. Please list each contract, procurement, lease, and grant (“contract”) awarded or entered into by your agency during FY18 and FY19, to date. For each contract, please provide the following information, where applicable:
- The name of the contracting party;
 - The nature of the contract, including the end product or service;
 - The dollar amount of the contract, including budgeted amount and actually spent;
 - The term of the contract;
 - Whether the contract was competitively bid or not;
 - The name of the agency’s contract monitor and the results of any monitoring activity

Contractor	Service Provided	Amount	Term	Competitively Bid (Yes/No)	Contract Monitor	Funding Source
Graham Staffing	American Sign Language Interpretation services for the District’s Effective Communication Program.	\$57,000 \$50,000	10/1/17 – 9/30/18 10/1/18 – 9/30/19	Yes	C. Mitchell	Local
ACSI	American Sign Language Interpretation services for the District’s Effective Communication Program.	\$107,000 \$80,000	10/1/17 – 9/30/18 10/1/18 – 9/30/19	Yes	C. Mitchell	Local
Career Discovery, Inc.	American Sign Language Interpretation services for the District’s Effective Communication Program.	\$59,410	11/1/2017 - 9/30/2018	Yes	C. Mitchell	Local
Context Global, Inc.	American Sign Language Interpretation services for the District’s Effective Communication Program	\$80,000	12/1/2019 - 9/30/2018	Yes	C. Mitchell	Local

Contractor	Service Provided	Amount	Term	Competitively Bid (Yes/No)	Contract Monitor	Funding Source
Institute for Educational Leadership	DC Advocacy Partners (DCAP) leadership and advocacy training program for people with developmental disabilities and their families.	\$74,948	5/16/18 – 9/30/18	Yes	A. Whyte	Federal
Quality Trust for Individuals with Disabilities	Development of a Parent to Parent chapter for peer supports in DC.	\$38,000	9/11/18 – 9/30/18 12/11/18 – 9/30/19	Yes	A. Whyte	Federal
Compass Group USA	Conference space at Gallaudet University's Kellogg Conference Center for DDC retreat.	\$2,654.04	3/1/18-3/6/18	No	A. Whyte	Federal
Parent to Parent USA	Technical assistance for developing a Parent to Parent chapter in DC.	\$10,000	9/20/18-9/30/19 11/16/18-9/30/19	No	A. Whyte	Federal
Quality Trust for Individuals with Disabilities	Advanced leadership, mentoring, and negotiation training for DCAP graduates.	\$27,740	9/18/18-9/30/18 11/16/18-9/30/19	Yes	A. Whyte	Federal
The Hamilton Group	Development of a new logo and marketing materials for the DDC.	\$12,000	1/28/19-9/30/19	Yes	A. Whyte	Federal
Chapters Ahead	Development of Next Chapter Book Clubs, inclusive book clubs, in DC.	\$10,000	2/22/18-9/30/18	No	A. Whyte	Federal

Xerox Corporation	Lease agreement for the copier and maintenance.	\$7,385.24	10/1/18 – 9/30/19	No (cont. of 60-mo. lease)	A. Whyte	Federal
Xerox Corporation	Lease agreement for the copier and maintenance.	\$8,024.24	10/1/17-9/30/18	No (cont. of 60-mo. lease)	A. Whyte	Federal
Contractor	Service Provided	Amount	Term	Competitively Bid (Yes/No)	Contract Monitor	Funding Source
National Association of Councils on Developmental Disabilities	Annual membership dues.	\$4,310	10/1/18-9/30/19	No	A. Whyte	Federal
National Association of Councils on Developmental Disabilities	Annual membership dues.	\$4,245	10/1/17-9/30/18	No	A. Whyte	Federal
Special Olympics DC	Young athlete leadership and advocacy training - GRANT	\$10,000	10/1/18-9/30/19	No	A. Whyte	Federal
Lifeline Partnership	Implementing a healthy eating and exercise program for people with disabilities - GRANT	\$7,525	10/1/18-9/30/19	No	A. Whyte	Federal
SchoolTalk DC	Implement a healthy relationships and sexuality learning and advocacy project – GRANT	\$9,815	10/1/18-9/30/19	No	A. Whyte	Federal
The Coles Group	Trainer support for administering a self-advocacy training program.	\$9,981	1/23/19-9/30/19	No	A. Whyte	Federal

15. Please provide a list of any contractors or consultants performing work within your office, including job description, salary, and length of contract and city of residence.

ODR did not use any contractors or consultants.

16. Please provide a list of all MOUs currently in place, any MOUs planned for the coming year, and a brief description of the purpose for each MOU.

#1. The District-wide Sign Language MOU between the Office of the City Administrator and ODR. On behalf of the participating agencies, the OCA ensures that the funding for sign language services are transferred Intra-District to ODR.

#2. The Washington Ear MOU between the Department of Disabilities Services and ODR. This MOU ensures Washington Ear audible services are provided to all blind District residents.

Agency Programs and Policies

17. Please list each policy initiative of your agency during FY18 and FY19, to date. For each initiative please provide:
- A detailed description of the program;
 - The name of the employee who is responsible for the program;
 - The total number of FTEs assigned to the program; and
 - The amount of funding budgeted to the program.

Objective 1: Evaluation and Compliance

INITIATIVE 1.1: Increase physical access to District-owned and leased facilities.

ODR consulted with District government agencies in order to establish appropriate priorities for capital improvements to DC facilities to provide ADA access. In FY 2018, ODR surveyed DC Parks and Recreation Centers to determine accessibility and provide recommendations for modifications, if appropriate.

Responsible Employees: Anwar Mahmood, NaQuran Smith

Total Number of FTE: 2

Total Amount Budgeted: No specific amount budgeted for this program.

INITIATIVE 1.3:

Reviewed community spaces to determine accessibility for seniors and persons with disabilities. ODR surveyed at least two (2) parks in each of the eight wards and provided recommendations for improvements.

Responsible Employees: Anwar Mahmood, NaQuran Smith

Total Number of FTE: 2

Total Amount Budgeted: No specific amount budgeted for this program.

Objective 2: Operations

INITIATIVE 2.1: Timely Sign Language Interpretation

ODR scheduled sign language interpretation within 5 days of the request 100% of the time.

Responsible Employees: Haydn Demas, Erica Paris

Total Number of FTE: 2

Total Amount Budgeted: No specific amount budgeted for this program.

Objective 3: Public Information and Outreach

INITIATIVE 3.1: The Olmstead Plan

ODR continued to monitor the District's compliance with the current three-year Olmstead Plan, which outlined the District's commitment to assist people with disabilities in transition from long-term care settings to home and community-based settings with proper supports. ODR ensured that the quarterly reports from each participating agency are published for public review. ODR continued to convene quarterly meetings of the Olmstead Working Group to discuss progress toward the goals of the current three-year Plan, as well as future community integration efforts in the District. ODR hosted two (2) Community Forums to provide information about the current Plan to the public.

Responsible Employee: Jessica Hunt

Total Number of FTE: 1

Total Amount Budgeted: No specific amount budgeted for this program.

18. Please provide a list of all studies, research papers, and analyses ("studies") the agency prepared, or contracted for, during FY18 and FY19, to date. Please state the status and purpose of each study.

ODR has not published any studies, research papers, or analyses.

19. Please list and describe any ongoing investigations, studies, audits, or reports on your agency or any employee of your agency, or any investigations, studies, audits, or reports on your agency or any employee of your agency that were completed during FY18 or FY19, to date.

Neither ODR nor its employees have participated in any investigations, studies, or audits.

20. If applicable, please explain the impact on your agency of any legislation passed at the federal level during FY18 or FY19, to date.

We are not aware of any federal legislation that would impact the agency at this time.

21. Please list all regulations for which the agency is responsible for oversight or implementation. Please list by chapter and subject heading, including the date of the most recent revision for each chapter.

ODR is responsible for oversight of the District's compliance with the Americans with Disabilities Act (ADA) Title I and Title II, as well as other federal and local disability rights laws, including the Disability Rights Protection Act of 2006, which created the office. Additionally, we assist the District to ensure compliance with the following:

- Section 504 of the Rehabilitation Act of 1973
- Fair Housing Act of 1968

- 21st Century Communications Video Accessibility Act
- Mental Health Consumers Rights Protection Act
- DC Human Rights Act of 1977
- DC American Sign Language Legal Recognition
- Mayor's Order 2012-160 on Video Accessibility for Persons who Are Deaf and Hard of Hearing
- Mayor's Order 2017-10 on Enhancing Compliance with the Disability Rights Protection Act and the ADA
- Mayor's Order 2008-38 on Establishment of the DC Commission on Persons with Disabilities
- Mayor's Order 2008-64 on Appointing the Office of Disability Rights as EEO Counselor for Employees with Disabilities

22. Did the agency meet the objectives set forth in the performance plan for FY18? Please provide a narrative description of what actions the agency undertook to meet the key performance indicators or any reasons why such indicators were not met.

All FY18 objectives and key performance indicators were fully executed and completed.

23. What has the agency done in FY18 to make the activities of your agency more transparent to the public?

In accordance with the Open Government requirements established in FY14, we have continued the efforts by creating online access to the following information

<https://odr.dc.gov/page/open-government-and-foia-odr>:

- Link to all employee salary information
- Administrative staff manuals and instructions
- Information explaining the rights of persons with disabilities
- Information dealing with the receipt or expenditure of public funds
- ODR Budget information
- Minutes of public meetings
- ODR FOIA officer and reports
- Organizational Chart
- A mechanism for the public to submit feedback on the agency's performance or other agency actions, [agency feedback link](#).

24. For FY18 and FY19, to date, how many and which facilities have been assessed for accessibility? Please provide a summary of the outcomes of your assessments by facility type.

ODR's compliance team assesses all bathrooms, paths of travel and points of entrance and egress for each District location. Please see Attachment B.

25. Please respond to the following for FY18 and FY19, to date:
- The number of complaints received by ODR;
 - Provide a breakdown of complaints received by category type and the number within each category type;
 - Indicate the agency or provider identified in the complaint;
 - Provide the outcomes or corrective actions to address each complaint; and
 - Provide the response time for responding to complaints.

The chart below shows the number of complaints received by ODR for informal dispute resolution; it also shows requests received for technical assistance around the ADA and other laws; and requests for referrals to agencies outside District government. ODR has managed to provide timely responses to all employees, constituent and visitors to the city; and have closed over 90 percent within 30 days.

CITA Category	FY18	FY19
Complaints	97	26
Information	177	35
Technical Assistance	249	55
Reasonable Accommodations	330	43
Miscellaneous	6	1
TOTAL RECEIVED	859	160

26. One of ODR’s objectives is to “improve the responsiveness of the government systems and employees to the needs of people with disabilities.” To that end, what efforts and strategies has the agency made in FY18 and FY19, to date, to improve the response of CFSA, DYRS, DBH, and DHS to the needs of parents with disabilities to have reasonable accommodations made so that they can access the services that these agencies offer?

CFSA, DBH, DYRS, and DHS are all participants in the District’s current 2017-2020 Olmstead Plan, which ODR oversees. The Plan outlines the District’s commitment to ensuring that people with disabilities have the proper supports to make meaningful choices about how they wish to participate in the community. Specifically, both DBH and DHS participate in the Olmstead Plan’s efforts around finding appropriate housing for individuals transitioning from long-term care, while CFSA and DYRS are involved in the Plan’s priority to support children and youth transitioning from residential treatment facilities or foster care.

27. What trainings has ODR provided to district employees and other agencies regarding:
- Creating compliant processes that are accessible to service users of various ability statuses?
 - How and when to propose accommodations to service users?
 - Federal and local disability rights law?

Training Title	Training Description	# of Participants
2017-2018		
Hypothermia In Service Training- (Security Staff Only)	General overview of disability sensitivity and ADA Title II to shelter employees	203
Effective Communication at Office of Campaign Finance	Overview of how to effectively communicate with people who are Deaf and Hard of Hearing, people who are blind or low vision, and people with disabilities in general	15
ADA Self-Assessment	Teaching ADA Coordinators to do agency self-assessments	22
ADA and Reasonable Accommodations	Overview of disability related sensitivity issues and ADA Title I	386
DOES Leadership Panel	Overview of disability leadership and inclusion.	20
Who Let the Dogs Out? Service Animal Webinar	Overview of the ADA and Fair Housing Act as it relates to service animals and ESA in shelters	397
ADA Title II- Accessible Government	Overview of the responsibilities of the DC Government agencies, contractors, and grantees with regard to residents and visitors with disabilities seeking government services. Learning about physical and programmatic accessibility requirements under the ADA	123
Disability and ADA 101	Overview of definition of disability under the ADA, people-first language, disability etiquette	52
Service and Emotional Support Animals	Overview of the ADA, Rehabilitation Act, Air Carrier Access Act, and Fair Housing Act as it relates to service and ESA	51
Person-Centered Training	Overview of person-centered thinking philosophy and teaching and supporting the use of this in service plans.	140
Emergency Preparedness Kick Off Forum	Overview of emergency preparedness for people with disabilities and ways individuals can create their own plan and support their community.	12
Disability History Trivia	Trivia of history of disability rights leaders, laws and regulations	6
Accessible Outreach on Social Media	Overview of the effective communication under the ADA, learning how to make Facebook, Twitter, Youtube, and Instagram accessible.	20

When Disaster Strike - Emergency Preparedness for State and Local Governments	Overview of Emergency Preparedness practices for state and local governments including the use of disability rights laws.	65
2019		
Hypothermia Training	General overview of disability sensitivity and ADA Title II to shelter employees	218
Disability Sensitivity Training	Overview of federal and local disability rights laws, disability culture, people-first language, effective communication.	60
Service Animals in Recreational Facilities	Overview of the ADA and how it relates to service and ESA, including real life scenarios from DPR managers	25
Disability and ADA 101	Overview of definition of disability under the ADA, people-first language, disability etiquette	20
Disability Mentoring Days	Overview of Disability rights laws as it applies to students and employees.	18
Discovering Deaf Worlds	Overview of the Office of Disability Rights and federal and local disability rights laws as it relates to the Deaf community.	300
The Invalid Corps	Documentary film of the "Invalid Corps", veterans with disabilities who protected the District of Columbia. Overview of the Office of Disability Rights and Federal and local disability rights laws.	35
Delegation – Georgia	Overview of federal and local disability rights laws, disability culture, people-first language, effective communication.	15
Service Animals - Bangkok Joes	Overview of the ADA and DC Human Rights Act as it relates to service and ESA in businesses	20
Cultural and Linguistic Competency	Overview of federal and local disability rights laws, disability culture, people-first language, effective communication.	175
Prince of Jordan and Entourage	Overview of federal and local disability rights laws, disability culture, people-first language, effective communication.	5
Accessible, Adaptive Recreation	Overview of federal and local disability rights laws, disability culture and history, people-first language, effective communication.	39

28. In the FY19 budget cycle, Council made \$15,000 available for Sign Language Interpretation Services for Advisory Neighborhood Commissioners. How much of these funds were used, and for what purposes?

As of February 6, 2019, the Office of Advisory Neighborhood Commissioners (OANC) has expended over 50 percent of the \$15,000 budget allotted for Sign Language Interpretation request at various meetings. Please see chart below:

OANC SLI REQUESTS FY 2019			
Date	Name	Event	Invoice
11/13/2018	ANC 5D	ANC Regular November Meeting	\$ 650.00
11/14/2018	ANC 6C	ANC Monthly Meeting	\$ 650.00
11/14/2018	ANC 2B	ANC November Meeting	\$ 390.00
12/1/2018	OANC	ANC New Commissioner Orientation	\$ 1,820.00
12/5/2018	ANC 6C	ANC 6C Planning & Zoning Meeting	\$ 800.00
1/2/2019	ANC 6C	ANC 6C Planning & Zoning Meeting	\$ 375.00
1/3/2019	ANC 6C	ANC 6C Transportation Meeting	\$ 640.00
1/8/2019	ANC 6C	ANC 6C Environment, Parks Meeting	\$ 660.00
1/9/2019	ANC 2B	Regular January Meeting	\$ 1,237.50
1/9/2019	ANC 6C	ANC 6C Monthly meeting	\$ 670.00
2/5/2019	ANC 2B	ANC Special February Meeting	\$ 263.00
		TOTAL as of 2/6/2019	\$8,155.50

ODR and the OANC are currently finalizing the Memorandum of Understanding in order for the allocated funds of \$15,000 to be transferred between the two offices.

The Office of Disability Rights recommends that the OANC and DC Council establish, implement, and fund a Reasonable Accommodation Program/Division by the beginning of Fiscal Year 2020 in order to effectively address the needs of constituents with disabilities, while meeting its legal obligations in accordance with Title II of the Americans with Disabilities Act¹.

¹ https://www.ada.gov/regs2010/titleII_2010/titleII_2010_regulations.htm

Attachment A – Federal Travel Expenditures

MEETING/CONFERENCE	REASON	TRAVEL DATES	NAME	COST
Second Annual LifeCourse Showcase	This was an opportunity to network and share with others using the Charting the LifeCourse Framework to enhance person center planning, education, transition and employment planning, self-advocates and family networks, and long term services and support provider systems.	April 18-20, 2018	Sudie Johnson Daisy Brown	\$1,195.06 \$1,161.70
Disability Policy Seminar	Individuals come from all over the country gather to network and share information, concluding with the participants speaking with their representative on Capitol Hill/DC City Council about issues affecting people with intellectual and developmental disabilities (I/DD).	April 23-25, 2018	Carol Grigsby Alison Whyte	\$375.00 \$375.00
Self Advocates Becoming Empowered (SABE)	Supporting these advocates to attend this conference helps the DDC meet the following goals from our Five Year State Plan, which was approved by the United States Department of Health and Human Services, Administration for Community Living:	June 7 - 10, 2018	Ricardo Thornton Donna Thornton Kris Guin Victor Robinson Verla Romero (PCA) Lucius Mangrum	\$1,459.85 \$1,001.10 \$1,089.75 \$1,459.85 \$325.00 \$236.00
APSE	The Association for People Supporting Employment First (APSE) hosts an annual conference that convenes experts on supporting people with disabilities to find and keep jobs. DC is an Employment First state and this conference helps us to network and learn about successful programs that we might want to bring to DC. It also allowed us to share information with others about how DC is using person centered thinking and the LifeCourse Framework to help people with developmental disabilities and their families think about employment.	June 25-28, 2018 June 25-July 1, 2018	Alison Whyte Sudie Johnson	\$1,668.48 \$1,757.48
National Association of Developmental Disabilities Councils (NACDD)	The DDC is one of the 56 member Councils of the NACDD. NACDD provides technical assistance, leadership development and training to the DDCs.	July 9-12, 2018	Ricardo Thornton Sudie Johnson Alison Whyte	\$300.00 \$375.00 \$375.00

Attachment A – Federal Travel Expenditures

MEETING/CONFERENCE	REASON	TRAVEL DATES	NAME	COST
<i>(NACDD Day of Dialogue)</i>		July 12-13, 2018	Ricardo Thornton	\$75.00
			Alison Whyte	\$75.00
			Grace Odrick	\$75.00
			Ron Hampton	\$75.00
			Sandra Prophet	\$75.00
			Yetta Myrick	\$75.00
			Caren Kirkland	\$75.00
Autism Society 50th Annual Conference	It is a goal of the DDC to reach all people with developmental disabilities and their families through our work. In DC, many people with autism do not qualify for services from DDS if they do not have an intellectual disability, so attending this conference was part of an effort to continue learning about trends and best practices for supporting autistic people.	July 10-12, 2018	Carol Grigsby	\$150.00
Portland Gathering	The Portland Gather is the largest annual conference of The Learning Community for Persons Centered Practices. DC has several Person Centered Thinking Trainers including the DDC Executive Director, and attending this conference allows us to stay current on changes in the field, training materials, and new training techniques.	July 22-29-2018	Alison Whyte	\$1,616.47
Community of Practice on Cultural and Linguistic Competence in Developmental Disabilities	DC is one of 10 states that was accepted into the National Community of Practice for Cultural and Linguistic Competence through the National Center for Cultural Competence. This conference was the annual meeting of all states that are participating and allowed everyone to share information, learn from each other, and strategically plan for the future.	July 23, 2018	Sudie Johnson	\$250.00
Leadership Academy for Cultural Diversity and Cultural and Linguistic Competence	The DDC ED was accepted into the Leadership Academy as an emerging leader in the field of developmental disabilities and this conference was an opportunity to network, learn leadership techniques, and develop a deep knowledge and commitment to cultural and linguistic competence (CLC). The environment created at the Leadership Academy is unique and supports the DDC in building a strong reputation as a leader in CLC.	October 14-8, 2018	Alison Whyte	\$1,866.95

Attachment A – Federal Travel Expenditures

Executive Directors Leadership Summit	This is an annual summit held for DDC Executive Directors to provide technical assistance, leadership developmental and training.	October 22-25, 2018	Alison Whyte	\$1,427.10
TASH	"TASH is an organization that focuses on disability advocacy and social justice and the annual conference brings together people with disabilities, family members, educators, policymakers, advocates, and other leaders to learn the most innovative and up to date practices to support people with disabilities in all aspects of life." *See APSE	November 27- December 1, 2018	Lindsey Wilkes Leonard Stevens Lucius Mangrum Sudie Johnson	\$1,997.50 \$1,934.73 \$2,407.07 \$2,227.09
<i>Developmental Disabilities Travel</i>				<i>TOTAL \$27,556.18</i>

Attachment B – District Locations Assessed

Parks	Recreation Centers	Miscellaneous
Bald Eagle 185 Joliet St, Washington, DC 20032	Ferebee Hope Recreation Center 3999 8th St SE, Washington DC 20032	Hilltop Apartments 908 Eastern Ave NE, Washington, DC 20019
Kennedy Rec Park 1401 7th St NW, Washington, DC 20001	Banneker Recreation Center 2500 Georgia Ave. NW Washington DC 20001	Health Benefit Exchange Authority 1225 I St NW, Washington, DC 20005
Guy Mason Park 3600 Calvert St NW, Washington, DC 20007	Douglass Community Center 1922 Frederick Douglass Ct SE Washington DC	Benning Liquors 3447 Benning Rd NE, Washington, DC 20019 (DC Lottery Location)
The Park At LeDroit 200 ELM St NW	Kennedy Recreation Ctr 7th. St NW, Washington DC 20032	Sunny's Liquor Talbert St SE, Washington, DC 20020 (DC Lottery Location)
Banneker Rec Park 2500 Georgia Ave NW, Washington, DC 20001	Randall Recreation Center S Capitol St SW & I St SW, Washington DC 20024	Paramount Market 2200 16th St SE, Washington, DC 20020 (DC Lottery Location)
Turkey Thicket Rec Park 1100 Michigan Ave NE, Washington, DC 20017	Sherwood Recreation Ctr 640 10th. St NE, Washington DC 20002	R & M Grocery Deli 4003 Gault PI NE, Washington, DC 20019 (DC Lottery Location)
Chuck Brown Mem Park 2901 20 th St NE. Washington, DC 20018	King Greenleaf Rec Center 201 N St SW, Washington DC 20024	
N. Michigan Park Rec 1333 Emerson St NE, Washington, DC 20017		
Takoma Park Play 301 Van Buren St NW, Washington, DC 20012		
Fort Stevens 1327 Van Buren St NW, Washington, DC 20012		