



2003 Annual Report

[October 2002 – September 2003]



Governor's Commission on Disabilities

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Adopted November 24, 2003

Copies of this information are also available in Braille, large print, audiocassette and electronic file on computer disk. This document is also available on the Commission's website

<http://www.disabilities.ri.gov> in Adobe pdf format.

Contact the Governor's Commission on Disabilities to arrange for a copy.



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Letter of Transmittal

November 24, 2003

His Excellency, Donald L. Carcieri,
Governor of the State of Rhode Island and Providence Plantations
State House
Providence, RI 02903

The Honorable William J. Murphy,
Speaker of the House of Representatives
State House
Providence, RI 02903

The Honorable William V. Irons,
President of the Senate
State House
Providence, RI 02903

Dear Sirs:

It is my pleasure to present you with the Commission's Annual Report for Program Year 2003 and our plans for years 2004 – 2005. The past year has been a year of change at the Commission:

- The responsibility to investigate complaints of discrimination on the basis of disability, allegedly caused by physical inaccessibility of facilities was transferred from the State Building Commission to the Commission, along with two investigators;
- The responsibility for managing the renovation of state owned facilities (including state operated schools and colleges), to remove physical barriers was also transferred from the State Building Commission; and
- Internal restructuring of the Commission's staff into four units:
 - Advocacy & Management Office;
 - Civil Rights Office; and
 - Public Information Office.

The Commission's transformation was successful, while at the same time:

- 43% of legislation affecting people with disabilities were enacted into law or defeated as the Commission recommended;
- 67% of the facilities owned or leased by the state are programmatically accessible to people with disabilities;

- 16% increase in the number of entities certified as disability business enterprises; and
- 3rd Annual Series of Public Forums to Hear the Concerns of People with Disabilities and their Families, sponsored by 28 state and non-profit agencies.

Sincerely,

Doreen D. McConaghy,
Chairperson

cc: Members of the RI House of Representatives
Members of the RI Senate
Department and Agency Directors

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Agency Objective

The Commission's objective is to ensure that all people with disabilities are afforded the opportunities to exercise all the rights and responsibilities accorded to citizens of this state and each person with a disability is able to reach his/her maximum potential in independence, human development, productivity and self-sufficiency.

Agency Operations

The Commission:

- advocates on behalf of people with disabilities;
- expands economic opportunities for businesses owned by or employing people with disabilities;
- increase the general awareness of the rights and concerns of individuals with disabilities and their families; and
- ensures that people with disabilities have access to their government.
- The Commission is responsible for:
 - coordinating compliance by state agencies with federal and state disability rights laws;
 - approving or modifying state and local government agency's Open Meeting Accessibility for persons with disabilities transition plans;
 - assisting local boards of canvassers to ensure accessible polling places locations;
 - approving or rejecting requests to waive the state building code's standards for accessibility at facilities to be leased by state agencies;
 - investigating disability discrimination complaints involving physical barriers at public or private facilities, and ordering corrective action;
 - assisting small disadvantaged businesses owned and controlled by persons with disabilities or where seventy-five percent (75%) of the employees are persons with disabilities, or non-profit rehabilitation facilities win state funded and state directed public construction contracts and state contracts for goods and services; and
 - recommending improvements for enhancing enforcement of disability parking laws.

The Commission consists of 24 gubernatorially appointed Commissioners, a staff of 6.6 persons, several college fellows; and many volunteers. The Commission's volunteers produce a weekly cable TV program **ABLE TOO...**, which airs Sunday afternoons at 2:30 and Friday evenings at 8 on RI's Interconnect Channel C.

The Commission's Mary Brennan fellowship program for college students with disabilities provides career experiences for students including editing the "Legislative Letter" (a weekly newsletter on legislation affecting people with disabilities), developing and updating the Commission's website <http://www.disabilities.ri.gov>, and providing information regarding rights and services.

Committees and Boards

State Coordinating Committee on Disability Rights

Oversees the State Government's compliance with the Americans with Disabilities Act and other federal/state disability rights laws. The Committee's membership is set forth in law, representatives of: the 5 General Officers; the 3 Boards of Education; the Public Transit Authority; the House of Representatives and Senate; and representatives of the general public and Executive branch of state government, chosen by the Commission chairperson. Last year the Chair appointed the chairs of the

ADA related Committee's to represent the general public/Executive branch. The following subcommittees report to the Coordinating Committee:

Accessibility Subcommittee

Is responsible for overseeing the removal of environmental and communication barriers at state owned facilities, approving Open Meeting Transition Plans from local and state government entities, approving Transition Plans from state agencies requesting to lease inaccessible facilities, and hearing and ordering corrective action on disability discrimination complaints (involving physical barriers) involving public and private entities.

Information and Assistive Technology Subcommittee

Is responsible for promoting accessible design of information technology and authorizing the purchase of assistive technology as responsible accommodations for state employees, clients and residents of state institutions.

Public Awareness Committee

Is responsible for coordinating the Commission's public information and awareness activities, including its weekly cable TV program, ABLE TOO...

Disability Parking Committee

Is responsible for reviewing municipal and state agency Disability Parking Enforcement Annual Reports and recommending improvements.

Disability Business Enterprise Committee

Certifies rehabilitation agencies and businesses owned by people with disabilities or whose workforce consists of 75% of more people with disabilities for preferences on bidding for state contracts. The Committee's membership is restricted by law to: 2 people with disabilities; 3 representatives of rehabilitation facilities; and the designees of the directors of the departments of Mental Health, Retardation, and Hospitals & Human Services, the Purchasing Agent, and the Economic Development Corporation. The Commission Chairperson (or designee) chair's the Committee.

Executive Committee

Is responsible for internal management of the Commission and making policy decisions between Commission meetings. The committee consists of the Chairs and Vice Chairs of the Commission and Committees.

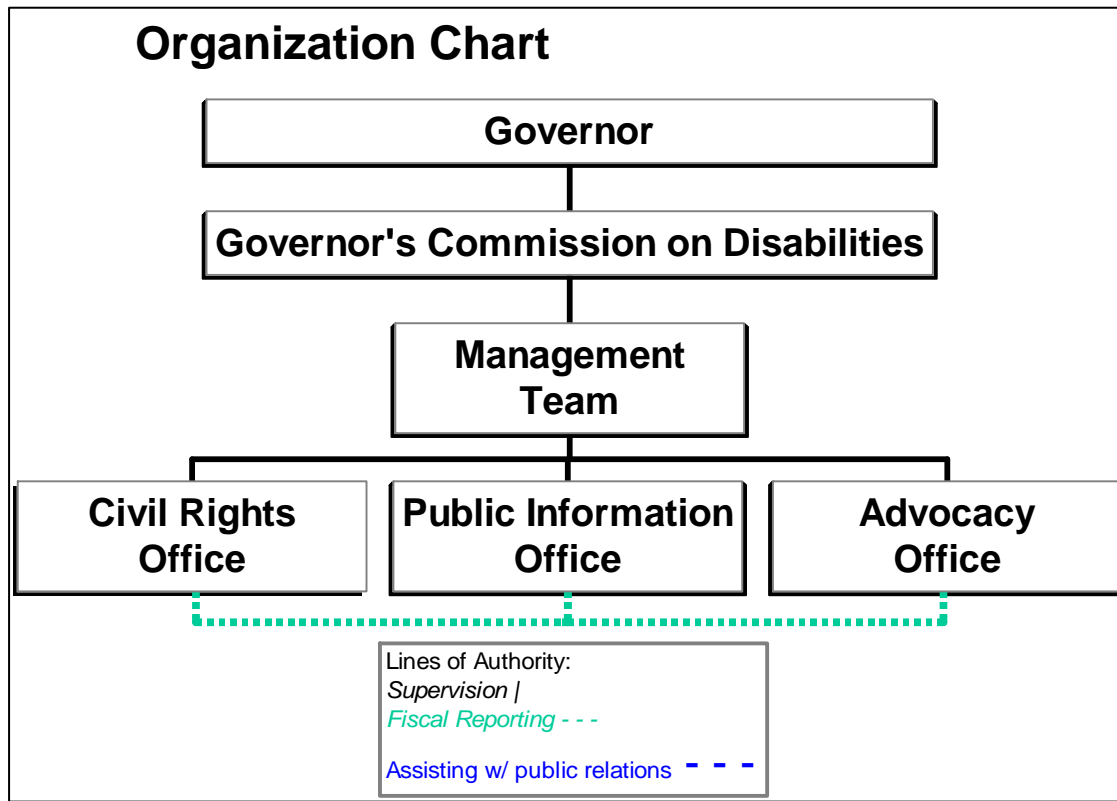
Hearing Board

Conducts hearings and rendering decisions on matters relating to the provisions of chapter 87 of title 42 and sections 37-8-15.1 and 42-46-13 of the General Laws, within the jurisdiction of the Commission.

Legislation Committee

Conducts public forums annually to identify the concerns of people with disabilities and their families, drafts legislation to improve the quality of life of people with disabilities and reviews and comments on legislation impacting on people with disabilities.

Offices and Achievements



Advocacy Office

The Advocacy Office is responsible for “arousing community interest in the concerns of people with disabilities through the utilization of whatever community and state resources the commission may deem necessary to accomplish the maximum in independent living and human development.” The Advocacy Office provides staff support to the Legislation Committee.

Advocacy Achievements:

The Legislation Committee working with the Long Term Care Coordinating Council, Housing Resources Commission, Aging Network, Independent Living Centers and other organizations was successful in enacting several laws improving the quality of life for people with disabilities including:

- (1) Expanding the public and private market of affordable/adaptable housing through increased funding of the Neighborhood Opportunities Program (Incorporated Into Budget Act H5614 & S 0320);
- (2) Extending the RIPAE (Pharmaceutical Assistance for the Elderly) establishing a 15% state co-payment to people on SSDI between 55 and 65 (S 378 Sub A enacted into law); and
- (3) Establishing a hearing board within the Commission to ensure proper implementation of [RIGL 42-87-5(b)] to investigate and hear complaints alleging discrimination on the basis of disability (H 5510 & S 0395 enacted into law).

The Legislation Committee has laid the groundwork for legislative action next year on:

- (1) Elimination of the disincentives to employment (such as the loss of health care benefits and social services if working) including establishing a Medicaid Buy-In Program for Persons who eligible for both Medicare and Medicaid and return to work (H 5807 & S 771);
- (2) Lowering the age for the Pharmaceutical Assistance discount (without state co-payment) for people on SSDI who are younger than 55 (H 5238 & S 0376);
- (3) Funding for modifications to homes/apartments owned or rented by families with disabled members;
- (4) Creating Work-Related Infrastructure
 - (a.) Maintain the existing public/paratransit services and expand transportation beyond ADA Funded Areas for a fare (higher than allowed in the complementary ADA system);
 - (b.) Personal care services for people who work (H 5807 & S 771);
 - (c.) Job coaches, and
 - (d.) Other support services available for people with disabilities who are working)
- (5) Revising the Disability Business Enterprise Law to better assist businesses owned by people with disabilities win state contracts.

Civil Rights Office

The Civil Rights Office is responsible for technical assistance and compliance activities relating to state/federal disability rights laws. The Civil Rights office provides staff support to the: State Coordinating Committee on Disability Rights; the Accessibility Subcommittee; the Information and Assistive Technology Subcommittee; the Disability Parking Committee; and the newly created Hearing Board.

Civil Rights Achievements:

- 38** Sets of building plans for schools, government agencies and businesses were reviewed for accessibility
- ##** Open Meeting accessibility surveys were conducted of the meeting locations of local government agencies.
- 6** Accessibility Renovation Projects at state owned facilities were completed
- 26** Accessibility Renovation Projects at state owned facilities are underway
- 5** Assistive Technology Requests from state employees, students attending state operated schools and colleges, and residents of state institutions were approved and the equipment purchased
- 46** Disability Parking Enforcement Reports were received from the 48 local / state public safety agencies
- Over 30** Disability Discrimination complaints were received and
- 16** Disability Discrimination complaints were resolved

Public Information Office

The Public Information Office is responsible for providing information and making referrals to the appropriate service provider agencies, ADA (Americans with Disabilities Act) Public Awareness, the Disability Business Enterprise Program; and Promoting Work as a life choice for people with

disabilities. The Public Information Office provides staff support to the Public Awareness Subcommittee and the Disability Business Enterprise Committee.

Public Information Achievements:

- Over 200** On-site technical assistance visits to conduct accessibility surveys and advise businesses, homeowners, state & municipal offices, schools, and others on techniques and specifications to ensure full ADA accessibility
- Almost 1,000** People were trained on the basics of Title I, II & III of the ADA, disability etiquette, and disability awareness. Those trained include elementary, high school and college students, businesspeople, human resource professionals, state and municipal ADA coordinators, and others.
- Over 100** Public awareness events were planned and conducted throughout the state to increase awareness about the needs and concerns of people with disabilities. These events included presentations, speeches, exhibits, cable access shows, and more.
- Over 2,400** Total technical assistance requests were responded to, offering information, referral, civil rights counseling, building code information and more.
- 5** Large public forums were held throughout the state to ensure that people with disabilities had an opportunity to voice their needs and concerns to policy-makers, legislators and the general public.
- Over 100** People attended an awards ceremony honoring Rhode Island legislators and community members that have a demonstrated commitment to improving the quality of life for people with disabilities
- Over 40** Pieces of artwork created by artists with disabilities were placed for prominent display in state agencies through a collaborative project between VSA Arts of RI, the RI State Council on the Arts, and the Governor’s Commission on Disabilities.
- Over 10** Print articles were published in a wide array of newspapers, trade publications, and other printed media. These articles include general ADA awareness information, press releases, event articles, and op-ed pieces.

ABLE TOO... Programs

<i>Guests</i>	<i>Topic</i>	<i>Air Date</i>	<i>Tape #</i>
Robert Healey (CM), Charles Fogarty (D), Gregg Stevens (G), & John Pagliarini (R)	Election Special: Candidates for Lieutenant Governor	10/5/02	#537
Patrick Kennedy (D) & Dave Rogers (R) for the 1st Congressional District; James Langevin (D) & John Matson (R) for the 2nd Congressional District	Election Special: Candidates for Congress	10/19/02	#538
Patrick Lynch (D) & William Harsch (I/R) for Attorney General; Jack Reed (D)& Robert Tingle (R) US Senate	Election Special: Candidates for Attorney General & US Senate	10/26/02	#539
Paul Tavares (D) for General Treasurer; Matt Brown (D) & Chris Stanley (R) for Secretary of State	Election Special: Candidates for General Treasurer & Secretary of State	09/28/02	#540
Myrth York (D) & Don Carcieri (R)	Election Special: Candidates for Governor	10/12/02	#541

<i>Guests</i>	<i>Topic</i>	<i>Air Date</i>	<i>Tape #</i>
	& Voting Procedures - Board of Elections		
	TechACCESS Conference part 1		#542
Kelly Simmons, Educational Specialist	RIPIN (RI Parent Information Network)		#543
	TechACCESS Conference part 2		#544
The Tomorrow's Fund	The Tomorrow's Fund		#545
Vincente Paratore	Blind Artist		#546
Karen Lema & Marylyn Lema	Advocates In Action - Employment		
Sue Shaprio	Benefits Planning		
Bill Inlow	RIPT-Trans.	2/28/03	#547
Doddie McShane	J. Arthur Trudeau Center		
Charlie Zawaki & Randy Saccilotto	CUCF Employment		
Jeannine Dery	Advocates In Action - Employment		
Sue Shaprio	Ticket to Work	3/14/03	#548
Terri Carr	Elderly Affairs/ Employment		
Mary Ann Gardener & Laura Cardoza	YMCA Employment		
Tom Rossi	Business Perspective	3/21/03	#549
	Advocates in Action		#550
Advocates In Action	Tomorrow's Menu		#551
Advocates In Action	Tomorrow's Menu	3/28/03	#552
Staff	Cove Creations		
Artists	VSA Arts of RI		
A in A Trade Show	Employment		
Jeannine Chartier	VSA Arts RI	5/23/03	#553
Kathleen Burrell	Office of Rehabilitation Services		
Vincent Rossi	NetworkRI		#554
Governor Carcieri, Bob Cooper & Vanni & Fogarty Award Recipients	Fogarty Awards		#555
Leo Canuel	PARI - Equipment Program		#556
Katie McCarthy	Advocating for People with Disabilities		#557
Mike Smith	Cove Center		
Anne Mulready	Employment Rights		
Staff	Pandoras Products	9/19/03	#558
RI Statewide Independent Living Council	Independent Living Survey		
Dana/Mike	Veterans Affairs		
Dennis Krauss	Opportunity Resources		
Arthur Plitt	Disability Business Enterprises		
Jack Amaral	Office of Rehabilitation Services		
Elissa O'Brien	Human Resource Managers Of RI		
Staff	Manny Teixeira Greenhouse		

Responsibilities: Goals and Objectives

Goal: To include (integrate) people with disabilities in all aspects of society

Statutory Authority: 42-51-6(1) State Affairs and Government: Governor's Commission on Disabilities: Duties - Promoting the Exercise of Rights and Responsibilities

"Promoting on behalf of the people with disabilities and assuring, on behalf of the state, that people with disabilities are afforded the opportunities to exercise all of the rights and responsibilities accorded to citizens of this state".

Related Laws: 42-51-9 (6)

Oversight By: Commission

Implement By: Executive Secretary

Objective: The adoption by federal, state and local agencies/public bodies of policies that would have a beneficial impact people with disabilities, and the defeat of harmful policies.

Measurement Description: Percentage of federal, state, and local policies affecting persons with disabilities that is Favorably Disposed. This performance indicator measures the favorable disposition of federal, state, and local policies affecting persons with disabilities. The measure is related to the commission's stated role of advocating for the concerns of people with disabilities. Commission staff keeps records of the disposition of policies, before agencies and public bodies that it has submitted testimony.

The commission's objective is a favorable disposition rate for federal, state and local policies of one hundred percent.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	NA	50 %	50 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
100%	100%	100 %	100 %

Statutory Authority: 42-51-6(2) State Affairs and Government: Governor's Commission on Disabilities: Duties - Arousing Community Interest

"Arousing community interest in the concerns of people with disabilities through the utilization of whatever community and state resources the commission may deem necessary to accomplish the maximum in independent living and human development."

Related Laws: 42-51-9; 42-102-2; 23-29.1-3; 17-9.1-31; 28-5.1-9; 30-15-6; 40-14-8; 42-47-8; and Executive Order 2001 -01

Oversight By: Commission

Implement By: Commission Liaison to each board or commission

Objective: The adoption by state boards and commissions of policies that would have a beneficial impact people with disabilities, and the defeat of harmful policies.

Measurement Description: Percentage of policies, adopted by state boards and commissions, affecting Persons with Disabilities that is Favorably Disposed. This performance indicator measures the favorable disposition of proposed policies (including amendments to existing policies) affecting persons with disabilities, that the Commission through its voting representative recommends a revision of the proposal, adoption of the proposal or defeat of the proposal (based on the potential impact on people with disabilities). The measure is related to the commission's stated role of advocating for the concerns of people with disabilities. Commission staff keeps records of the

minutes of meetings of the state boards and commissions that the Commission has a voting representative. These boards include:

- Board of Elections - Voter Registration Advisory Committee
- State Planning Council - Transportation Advisory Committee
- AAPD Disability Vote Project
- Department of Elderly Affairs - Information & Referral Advisory Committee
- Governor's Advisory Council on Health
- National Organization on Disabilities
- John O. Pastore Center Committee
- Civil Defense Advisory Board
- Department of Education - Comprehensive System of Personnel Development
- US Department of Labor's Office of Disability Employment Policy / National Association of Governor's Committees on People with Disabilities
- Youth Leadership Forum
- State Council on the Arts - Artists with Disabilities Panel
- Department of Elderly Affairs' Housing Committee
- Civil Rights Roundtable
- Paratransit Task Force
- Department of Health - Arthritis State Plan Advisory Committee
- RI Public Transit Authority's Accessible Transportation Advisory Committee
- Rehabilitation Building Code: Drafting Committee
- Emergency Management Agency Advisory Committee & Task Force

The commission's objective is a favorable disposition rate for its position on policy proposals of one hundred percent.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	NA	50 %	50 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
NA	100 %	100 %	100 %

Oversight By: Legislation Committee **Implement By:** Executive Secretary

Objective: *To enact into law the Commission's Legislative Package and the enactment of legislation that would have a beneficial impact people with disabilities, and the defeat of harmful legislation.*

Measurement Description: Percentage of State Legislation Affecting Persons with Disabilities that is Favorably Disposed. This performance indicator measures the favorable disposition of state legislation affecting persons with disabilities. The measure is related to the commission's stated role of advocating for the concerns of people with disabilities. Commission staff keeps records of the disposition of legislation.

The commission's objective is a favorable disposition rate for state legislation of one hundred percent.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
47 %	43.3 %	50 %	50 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
100 %	100 %	100 %	100 %

Statutory Authority: 42-87-5(b) State Affairs and Government: Civil Rights of People with Disabilities

(b) The governor's commission on disabilities is empowered and directed to investigate and hear all complaints relating to alleged violations of this chapter relating to the physical inaccessibility of buildings and structures.

(2) The governor's commission on disabilities shall have the power and duties to adopt, promulgate, amend and rescind rules and regulations to effectuate the provisions of this section.

(i) Prior to instituting a formal hearing, the governor's commission on disabilities shall attempt by informal methods of conference, persuasion and conciliation, to induce compliance with this chapter. If the complaint or any portion of the complaint cannot be resolved by these informal methods, the governor's commission on disabilities shall conduct a hearing as provided by this section.

(ii) If the governor's commission on disabilities shall upon all the evidence find that the respondent has not engaged in violations of the civil rights of individuals with disabilities caused by the physical inaccessibility of buildings and structures, the commission shall state its findings of fact and shall issue and cause to be served on the complainant an order dismissing the complaint as to the respondent.

(iii) If upon all the testimony taken, the commission shall determine that the respondent has engaged in violations of the civil rights of individuals with disabilities caused by the physical inaccessibility of buildings and structures, then the commission shall state its findings of fact and shall issue and cause to be served upon the respondent an order requiring the respondent to cease and desist from such practices, and to take any further action that will effectuate the purposes of this chapter.

(iv) Any complainant or respondent claiming to be aggrieved by a final order of the commission may obtain judicial review of the final order; any party may obtain an order of court for enforcement of a final order of the commission. These proceedings shall be brought in the superior court within any county where the unlawful practices, which are the subject of the commission's order, were committed or where any respondent, required in the order to cease and desist from unlawful practices or to take other affirmative action resides or transacts business.

Related Laws: 42-87; 29 USC § 794; 42 USC § 12111 et seq.; 42 USC § 12131 et seq.; and 42 USC § 12181 et. seq.

Oversight By: Hearing Board **Implement By:** Senior State Building Code Official

Objective: *To investigate and resolve disability discrimination complaints*

Measurement Description: Percentage of disability discrimination complaints that the investigation is initiated within 60 business days of being submitted to the Commission. This indicator measures percentage disability discrimination complaints that the investigation is initiated within 60 business days of being submitted to the Commission. The measure is related to the GCD's responsibility to provide investigate disability discrimination complaints regarding the physical inaccessibility of buildings and structures.

The commission's objective is to complete the plan reviews within 60 business days of receipt of the building or design plans, one hundred percent of the time.

Actual Value 2 yrs prior: NA	Actual Value 1 yr prior: NA	Estimated Value Current yr: 25 %	Estimated Value Next yr: 50 %
Objective Value 2 yrs prior: NA	Objective Value 1 yr prior: NA	Objective Value Current yr: 100 %	Objective Value next yr: 100 %

Statutory Authority: 31-28-7.3 Motor and Other Vehicles: Parking Facilities and Privileges: Disability parking enforcement program

(a) The state police, department of environmental management, airport corporation, capitol police, department of mental health, retardation and hospitals, and the state operated colleges shall establish a disability parking enforcement enhancement programs no later than January 1, 2000. The program will be designed to improve enforcement of disability parking laws on state-owned property and in parking facilities serving space leased or owned by the state, including state departments, agencies, boards, commissions, and quasi-governmental corporations. Citations issued in conjunction with this program shall be submitted to the traffic tribunal or its successor entity for collection pursuant to §§ 31-28-7 and 31-28-7.1 and the fines collected through shall be paid over to the state agency or college that issued the citation.

(b) The several cities and towns shall establish disability parking enforcement enhancement programs. Citations issued in conjunction with local enforcement programs shall be submitted to the municipal court, where established, or to the traffic tribunal or its successor entity. Fines collected through citations issued in accordance with local enforcement program specifications shall be paid over to the city or town or pursuant to §§ 31-28-7 and 31-28-7.1.

(1) The state police, department of environmental management, airport corporation, capitol police, department of mental health, retardation and hospitals, and the state operated colleges shall submit a disability parking enforcement enhancement plan to the governor's commission on disabilities.

(2) Cities and towns shall submit a disability parking enforcement enhancement plan to the governor's commission on the disability.

(3) The disability parking enforcement enhancement plans shall describe the enforcement program which the state police, department of environmental management, airport corporation, capitol police, department of mental health, retardation and hospitals, the state operated colleges or the municipality intends to establish.

(4) The disability parking enforcement enhancement plan shall be reviewed by governor's commission on disabilities within sixty (60) days of receipt and suggest improvements to the disability parking enforcement enhancement plans, that shall not be construed as required amendments.

(d) Beginning January 1, 2001 and on each January 1 thereafter, cities and towns and the state police, department of environmental management, airport corporations, capitol police, department of mental health, retardation and hospitals, and the state operated colleges shall be required to submit to the governor's commission on disabilities an annual progress report chronicling the collections of fines, procedures used, convictions, and any problems or successes which result from the disability parking enforcement enhancement program. Following receipt of an annual program report, the governor's commission on disabilities may suggest improvements to a disability parking enforcement enhancement program.

(e) The types of disability parking enforcement enhancement programs which may be put in place in each municipality, and by the state police, department of environmental management, airport corporation, capitol police, department of mental health, retardation and hospitals, and the state operated colleges, may include, but shall not be limited to:

(1) Enforcement programs which utilize persons deputized for the purpose of the disability parking enforcement enhancement program. The disability parking enforcement deputies shall be required to complete a minimum of four (4) hours training in parking enforcement before being assigned to the program. Each municipality and the state police, department of environmental management, airport corporation, capitol police, department of mental health, retardation and hospitals, and the state operated colleges shall provide adequate training and shall assume all liability associated with disability parking enforcement.

(2) Enforcement programs which specifically designate paid and trained personnel as staff for the disability parking enforcement enhancement program. These personnel are not limited to on-duty police officers, but may also include officers to be paid overtime, auxiliary personnel, special forces, retired personnel, and other paid employee deemed by the responsible authority to be competent and qualified.

Related Laws: 31-28-7; 7.1; & 10

Oversight By: Disability Parking Subcommittee **Implement By:** Senior State Building Code Official

Objective: *To ensure that every state and local police entity has an effective program for enforcement of the state's disability parking laws.*

Measurement Description: Percentage of disability parking enforcement program annual reports: received; reviewed by the Disability

Parking Committee; and the recommendations are mailed by the disability parking enforcement entity. This indicator measures percentage of disability parking enforcement plans received, reviewed, and recommendations mailed back to the enforcement entity. The measure is related to the GCD's responsibility to annual review the results of municipal and state enforcement of disability parking laws.

The commission's objective is to complete the annual report reviews, one hundred percent of the time.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
86 %	84 %	100 %	100 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
80 %	100 %	100 %	100 %

Statutory Authority: 42-51-6(4) State Affairs and Government: Governor's Commission on Disabilities: Duties - Providing Technical Assistance

Providing technical assistance to public and private agencies, businesses, and citizens in complying with federal and state laws protecting the rights of individuals with disabilities.

Related Laws: R.I.C. Art. I, § 2; 42-87; 29 USC § 794; 42 USC § 12111 et seq.; 42-51-9; 42 USC § 12131 et seq.; 42 USC § 12181 et. seq.; 23-6-22; 37-8-15 and 42-51-9(5)

Oversight By: Civil Rights Staff **Implement By:** Communications and Training Coordinator

Objective: *To ensure new construction and renovations undertaken at non-state and non-state funded construction projects, comply with federal/state accessibility standards.*

Measurement Description: Percentage of on-site accessibility surveys requests to the Commission to ensure Accessible to Persons with Disabilities, that the survey is completed within 30 business days. This indicator measures percentage of on-site accessibility surveys completed within 30 business days of the request submitted to the Commission.

The commission's objective is to complete the on-site accessibility survey within 30 business days of receipt of the receipt of the requests, one hundred percent of the time.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	60 %	70 %	80 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
NA	100 %	100 %	100 %

Objective: To ensure accessibility renovations at public schools, pursuant to school district 504 Compliance Agreements with the US Department of Education/Office for Civil Rights are successfully completed.

To ensure accessibility of all public and private schools (including those not covered by 504 Compliance Agreements).

Measurement Description: Percentage of on-site accessibility surveys of the remaining public and private schools, not previously certified in compliance with the Accessible for Persons with Disabilities Standards (USFAS). This indicator measures percentage of on-site accessibility surveys completed annually.

The commission's objective is to complete 100 % on-site accessibility survey of the remaining public schools, not previously certified in compliance.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	15 %	20 %	25 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
NA	20 %	20 %	25 %

Oversight By: Mediation Teams **Implement By:** Public Information Officer

Objective: To resolve disability discrimination complaints

Measurement Description: Percentage of successfully advised people seeking guidance in matters relating to employment discrimination. This performance indicator measures, through informal, discreet polling while on the telephone: Was this helpful? Do you feel you understand your rights? Did you get the information or services you were looking for? The measure is related to the GCD's responsibility to provide technical assistance regarding federal/state disability rights laws. The Commission's staff retains the informal poll results, without individual identifiers. Successful advice includes distribution of helpful, readable, relevant materials advising them of their rights, distribution of our GCD mediation materials, referrals to other agencies, etc.

The commission's objective is to successfully advised people, 100 % of the time.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
33 %	NA	70 %	80 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
100 %	100 %	100 %	100 %

Oversight By: Public Awareness Committee **Implement By:** Public Information Officer

Objective: *To create an awareness of the rights and abilities of people with disabilities*

To train government, business, not-for-profit organizations on their obligations and

To Train People with Disabilities and their Families on their rights

Measurement Description: The number of events, outreach efforts, initiatives to either (a) increase awareness or (b) train people in particular fields of service or awareness. This performance indicator measures the number of events and outreach activities that either (a) increase awareness or (b) train people in particular fields of service or awareness. The measure is related to the GCD's responsibility to provide technical assistance regarding federal/state disability rights laws. The Commission's staff retains a schedule of events and outreach activities, including a copy of materials distributed, press releases, etc concerning each event and outreach activity.

The commission's objective is to conduct 50 events or outreach activities each year.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	100	100	100
Objective Value	Objective Value	Objective Value	Objective Value

2 yrs prior:	1 yr prior:	Current yr:	next yr:
NA	50	100	100

Objective: *Percentage of Up to Date and Useful Technical Assistance / Referrals*

Measurement Description: This indicator measures the percentage of targeted, up-to-date, and useful technical assistance and/or referrals provided to all people with disabilities and their friends and family that seek our assistance. This measure is related to the commission's stated role of providing technical assistance to people with disabilities, their families, businesses and agencies on issues related to people with disabilities. The data is from commission records. The commission's objective is to provide useful and up-to-date assistance one hundred percent of the persons seeking assistance.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	NA	90 %	95 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
NA	NA	100 %	100 %

Oversight By: Public Information Staff **Implement By:** Administrative Aide

Objective: *To provide technical assistance/ information that is targeted, up-to-date, accurate, and accessible to people with disabilities and their friends and family.*

Measurement Description: This indicator measures the percentage of consumer satisfaction with the technical assistance/ information that the Commission offers in response to raised questions and needs by informal polling of consumers after they seek assistance from our office.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	NA	90 %	90 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
NA	NA	100 %	100 %

Objective: *To provide all people with disabilities and their friends and family with useful, targeted, accurate, and timely information about the ADA by mailing, either in hard-copy or via email, prepared packages of information that address their questions and concerns*

Measurement Description: Track the number of prepared T/A packets distributed on an annual basis

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	NA	100	100
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
NA	NA	100	100

Goal: *To ensure full participation in state government services, activities and benefits by people with disabilities*

Statutory Authority: 42-51-6(3) State Affairs and Government: Governor's Commission on Disabilities: Duties - Coordinating Compliance

"Coordinating compliance with federal and state laws protecting the rights of individuals with disabilities by state agencies"

Related Laws: R.I.C. Art. I, § 2; 42-87; 29 USC § 794; 42 USC § 12111 et seq.; 42-51-9; 42 USC § 12131 et seq.; 42 USC § 12181 et. seq.; 23-6-22; 42-51-10; and 42-51-9 (4)

Oversight By: Civil Rights Staff **Implement By:** Principal State Building Code Official

Objective: *To ensure new construction and renovations undertaken at state and state funded construction projects, comply with federal/state accessibility standards.*

Measurement Description: Percentage of building and design plans, submitted to the Commission for review to ensure Accessible to Persons with Disabilities, that the review is completed within 65 business days. This indicator measures percentage of building or design plans that the review is completed within 65 business days of submitted to the Commission.

The commission's objective is to complete the plan reviews within 65 business days of receipt of the building or design plans, one hundred percent of the time.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
66.0%	83 %	90 %	95 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
100 %	100 %	100 %	100 %

Oversight By: Information and Assistive Technology Subcommittee **Implement By:** Deputy State ADA Coordinator

Objective: *To ensure state employees with disabilities, students with disabilities attending state operated colleges and schools, and residents of state operated institutions are able to fully participate in state programs and services.*

Measurement Description: The time processing assistive technology reasonable accommodation applications. This performance indicator measures the processing time for handling assistive technology reasonable accommodation applications and scheduling a reviewed by the Information & Assistive Technology Committee's next meeting. The measure is related to the commission's role in coordinating compliance with the ADA and other state/federal disability rights laws. Commission staff keeps records of the assistive technology reasonable accommodation applications.

The commission's objective is to process assistive technology reasonable accommodation applications within 10 business days of receipt, one hundred percent of the time.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	90 %	95 %	95 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
NA	90 %	100 %	100 %

Oversight By: State Coordinating Committee on Disability Rights **Implement By:** Deputy State ADA Coordinator

Objective: *To resolve potential violations of disability rights laws by state agencies*

Measurement Description: The time to initiate an investigation of the disability rights complaint. This performance indicator measures the processing time to initiate investigations of complaints alleging violations of the disability rights laws by state agencies. The measure is related to the commission's role in coordinating compliance with the ADA and other state/federal disability rights laws. Commission staff keeps records of the disability rights complaints.

The commission's objective is to initiate the investigation within 5 business days of receipt of the complaint, one hundred percent of the time.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	NA	50 %	50 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:

Statutory Authority: 42-46-13 State Affairs and Government: Open Meetings: Accessibility for People with Disabilities

(a) All public bodies, to comply with the nondiscrimination on the basis of disability requirements of R.I. Const., Art. I, § 2 and applicable federal and state nondiscrimination laws (29 U.S.C. § 794, chapter 87 of this title, and chapter 24 of title 11), shall develop a transition plan setting forth the steps necessary to ensure that all open meetings of said public bodies are accessible to persons with disabilities.

(f) Each municipal government and school district shall, with the assistance of the state building commission, complete a transition plan covering the location of meetings for all public bodies under their jurisdiction. Each chief executive of each city or town and the superintendent of schools will submit their transition plan to the governor's commission on disabilities for review and approval. The governor's commission on disabilities with assistance from the state building commission shall approve or modify, with the concurrence of the municipal government or school district, the transition plans.

Related Laws: R.I.C. Art. I, § 2; 42-87; 29 USC § 794; 11-24

Oversight By: Accessibility Subcommittee **Implement By:** Senior State Building Code Official

Objective: *To ensure that open meetings are accessible to people with disabilities*

Measurement Description: Percentage of local public bodies conducting their meetings in accessible locations. This indicator measures percentage of local public bodies conducting their meetings in accessible locations. The measure is related to the GCD's responsibility to monitor compliance with the Open Meeting: Accessibility for People with Disabilities law.

The commission's objective is to conduct open meeting accessibility surveys at 20% of the local public bodies each year.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	25 %	25 %	25 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
NA	25 %	25 %	25 %

Statutory Authority: 37-8-15.1 Public Property and Works: Public Buildings: Accessibility of leased or rented facilities for people with disabilities

(a) No governmental body or public agency, as defined in § 37-2-7, acting as lessee, shall lease or rent facilities that are not accessible to and usable by individuals with disabilities. The lessee governmental body or public agency shall provide the state building commissioner with a list of prospective facilities to be leased and shall ensure that accessibility certifications in subdivision (a)(1), (a)(2), or (a)(3) and (a)(4) of this section are completed prior to submission of the lease or renewal of the lease for final approval by the state properties commission or other authorized body. Prior to a governmental body or public agency leasing or renting any facility, or renewing a lease:

(1) The state building commissioner shall certify that the new facility to be leased or rented conforms to the accessibility for people with disabilities provisions of the state building code; or that the existing facility to be leased or rented meets the accessibility requirements of the state building code in effect at the time of first occupancy after January 1, 1978; or if constructed prior to January 1, 1978, meets the requirements of the current state building code; or

(2) The state building commissioner shall certify that construction documents for the proposed facility to be leased or rented conform to the accessibility requirements of the state building

code, and the accessibility renovations shall be completed within six (6) months of the signing of the lease; or

(3) The state building code board of appeals grants a waiver from some provisions of the state building code's accessibility requirements for people with disabilities provisions with respect to state agency leasing the facility; and

(4) The governor's commission on disabilities shall certify that the lessee agency's program accessibility plan ensures access to, and use of the facility to be leased or rented for people with disabilities.

(b) The governor's commission on disabilities shall only certify an accessibility plan that:

(1) Would not operationally serve to deny any individual with a disability access to a service or program operated by the governmental body or public agency;

(2) Would not operationally serve to deny an employee with a disability or job applicant with a disability employment or advancement in that governmental body or public agency;

(c) The state building code board of appeals shall only grant waivers when total compliance with the disability accessibility provisions of the state building code was structurally infeasible.

(d) The state building commissioner shall reinspect all facilities leased or rented under subdivision (a)(2) or (a)(3) prior to the date(s) established in the certification or waiver for completion of any renovations required. If the state building commissioner is unable to issue a certification of compliance with the accessibility for people with disabilities provisions of the building code or the variance, then the commissioner shall inform the director of the department of administration that the facility is in noncompliance. The governor's commission on disabilities shall have the right to periodically review the implementation of the accessibility plan, and inform the director of the department of administration of any noncompliance. Upon submission of said notification of noncompliance, the director of the department of administration shall take steps to ensure compliance or forward a report to the attorney general for legal action to terminate the lease.

Related Laws: 37-8-15

Oversight By: Accessibility Subcommittee **Implement By:** Principal State Building Code Official

Objective: *To ensure that programs and employment opportunities in facilities leased or owned by the state are accessible and usable by people with disabilities*

Measurement Description: Percentage of State-Owned or Leased Buildings, which are Accessible to Persons with Disabilities. This indicator measures the percentage of state-owned or leased property, which is accessible to persons with disabilities.

The commission's standard is one hundred percent accessibility to state owned and leased buildings to persons with disabilities. The data is from commission records.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
66.0%	67.1 %	70.0%	75.0%
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
100.0%	100.0%	100.0%	100.0%

Goal: *To expand economic opportunities for people with disabilities*

Statutory Authority: 37-2.2 Public Property and Works: Disability Business Enterprises

§ 37-2.2-1 Short title and purpose. – This chapter shall be known as the "Disability Business Enterprises Act." The purpose of this chapter is to carry out the state's policy of supporting the fullest possible participation of small disadvantaged businesses owned and controlled by persons with disabilities or where seventy-five percent (75%) of the employees are persons with disabilities, or

non-profit rehabilitation facilities in state funded and state directed public construction, public projects, and in state purchases of goods and services. This includes assisting disadvantaged disability businesses and non-profit rehabilitation facilities throughout the life of contracts in which they participate.

§ 37-2.2-4 Disability business enterprise committee – Membership – Duties. – (a) There is hereby established within the governor's commission on disabilities a committee, consisting of nine (9) persons, to be known as the disability business enterprise committee.

(b) The committee, shall consist of the director of the department of human services or his or her designee; the director of the department of mental health, retardation, and hospitals or his or her designee; the director of the economic development corporation or his or her designee; the state purchasing agent or his or her designee; and two (2) persons with disabilities and three (3) representatives of rehabilitation facilities in the state of Rhode Island appointed by the chairperson of the governor's commission on disabilities. All members of the committee shall serve without compensation. Of the number appointed originally under this chapter, one-third (1/3) shall be appointed for a term of one year; one-third (1/3) shall be appointed for a term of two (2) years; and one-third (1/3) shall be appointed for a term of three (3) years. Thereafter, vacancies created by expiration of terms shall be filled with appointments for terms of three (3) years. Members whose terms expire may be reappointed to succeed themselves. The chairperson of the governor's commission on disabilities or his or her designee shall serve as chairperson of the committee. The members of the committee shall elect a vice chairperson and other officers as are necessary from amongst themselves annually.

Related Laws:

Oversight By: Disability Business Enterprise Committee **Implement By:** Public Information Officer

***Objective:** To assist rehabilitation agencies, small businesses owned by people with disabilities and businesses employing people with disabilities win state contracts for goods and services*

Measurement Description: The number of certified disability business enterprises/rehabilitation facilities. This performance indicator measures the percentage growth in the number of certified disability business enterprises/rehabilitation facilities. The measure is related to the GCD's responsibility to certify disability business enterprises/rehabilitation facilities. The GCD staff keeps records of the applications and certifications for the disability business enterprise law.

The commission's objective is for a 10 % increase in the number of certified disability business enterprises/rehabilitation facilities, in each of the next several years.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	16 %	10 %	10 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
NA	10 %	10 %	10 %

Statutory Authority: 42-51-11 State Affairs and Government: Governor's Commission on Disabilities: Mary Brennan Fellowship Fund

(a) There is established the Mary Brennan fellowship fund ("the fellowship fund"), which shall be utilized to create a fellowship program for college students with disabilities.

(b) These fellowships shall provide a semester-long, part-time placement with the commission in RI, working on disability policy and research. Each fellow will be assigned to a specific placement, providing assistance to the commission in disability policy. Mentor experiences will introduce the fellows to disability policy issues and actions at the local, state and federal levels.

Related Laws: 42-51-9

Oversight By: Executive Committee **Implement By:** Public Information Officer

Objective: *To expose college students with disabilities, and other students in fields of study related to disability to government occupations*

Measurement Description: The number of fellowship applications received for each fellowship in the four fellowships. This indicator measures number of applications for each of the four fellows submitted to the Commission. The measure is related to the GCD's responsibility to award Mary Brennan Fellowships to college students, each semester. The Commission's staff retains the applications for fellows.

The commission's objective is to double the number of fellowship applications in each of the next several years.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:	
NA	3	1		2
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:	
NA	2	2		4

Goal: *To ensure smooth operations of the Commission's functions*

Statutory Authority: 42-51 State Affairs and Government: Governor's Commission on Disabilities

§ 42-51-1 Establishment of commission. – There is established within the executive department a permanent commission to be known as the "governor's commission on disabilities," hereinafter referred to as the commission.

§ 42-51-2 Composition of commission. – The commission shall be composed of a minimum of twenty-four (24) members, and any additional members the governor may appoint. Insofar as practicable, the commission shall consist of state leaders of industry, labor, business, veterans, women, and federal, state, and local governments, and representatives of religious, charitable, business, labor, industrial, fraternal, civic, educational, medical, legal, veterans, welfare, and other professional groups and organizations.

§ 42-51-3 Officers. – The governor shall designate one member of the commission to serve as its chairperson during the governor's term of office or until he or she appoints another member of the commission to serve in that capacity. The commission shall elect from its own membership a vice-chairperson, who shall serve until his or her successor is elected, and who is authorized to act as chairperson pro tempore of the commission should there be a vacancy for any cause in the office of the chairperson. The commission shall elect from its own membership other officers it deems necessary. The commission shall appoint an executive secretary to serve as executive officer and secretary of the commission, who shall be a full time employee. The commission may appoint additional personnel as may be necessary for the efficient performance of the duties prescribed by this chapter.

Related Laws: 42-51-4 to 11

Oversight By: Executive Committee **Implement By:** Executive Secretary

Objective: *To ensure the Commission's goals and objectives are accomplished and*

To ensure smooth operation and coordination of the Commission's activities, committees, volunteers, and staff

Measurement Description: Percentage of the Commission's operational plan's objectives accomplished with the program year (Oct. - Sept.). This performance indicator measures the successful completion of objectives. The measure is related to the commission's operation plan. The commission's objective is a successful completion rate for the objectives of the commission's operational plan of one hundred percent.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
NA	63 %	50 %	50 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
NA	100 %	100 %	100 %

Implement By: Chief Financial Officer

Objective: To complete and process all invoices in accordance with the State Prompt Payment Law.

Measurement Description: The prompt payment of invoices.

This performance indicator measures the percentage of invoices processed within 30 days. State Prompt Payment Law requires certain payments to be made within 30 working days of receipt of invoice. The indicator measures compliance with state law. The indicator compares invoices paid within the statutory deadline with all invoices paid.

The commission's objective is to pay 100 % of the invoices within the statutory deadline.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
100 %	100 %	100 %	100 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
100 %	100 %	100 %	100 %

Objective: To complete and submit all grant invoices accurately and on time.

Measurement Description: The submission of grant invoices. This performance indicator measures the percentage of quarterly financial grant report submissions that are accurate and timely. The measure is related to the commission's grants. Commission staff keeps records of the quarterly grant financial reports.

The commission's objective is the accurate and timely submission of quarterly grant financial reports, one hundred percent of the time.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
100 %	75 %	100 %	100 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
100 %	100 %	100 %	100 %

Statutory Authority: 28-5.1 Labor and Labor Relations: Equal Opportunity and Affirmative Action

§ 28-5.1-3 Affirmative action. –

(a) The state equal opportunity office shall assign an equal opportunity officer as a liaison to agencies of state government.

(b) Each state department or agency, excluding the legislative branch of state government, annually prepares an affirmative action plan. These plans shall be prepared in accordance with the criteria and deadlines set forth by the state equal opportunity office. These deadlines provide, without limitation, that affirmative action plans for each fiscal year be submitted to the state equal

opportunity office and the house fiscal advisor no later than March 31. These plans are submitted to and are subject to review and approval by the state equal opportunity office.

§ 28-5.1-4 Employment policies for state employees. – Each appointing authority shall review the recruitment, appointment, assignment, upgrading, and promotion policies and activities for state employees without regard to race, color, religion, sex, age, national origin, or disability. All appointing authorities shall hire and promote employees without discrimination. Special attention shall be given to the parity of classes of employees doing similar work and the training of supervisory personnel in equal opportunity/affirmative action principles and procedures. Annually, each appointing authority shall include in its budget presentation those necessary programs, goals and objectives that will improve the equal opportunity aspects of their department's employment policies. Each appointing authority shall make a monthly report to the state equal opportunity office on persons hired, disciplined, terminated, promoted, transferred, and vacancies occurring within their department.

Related Laws: 28-5-40

Oversight By: Executive Committee **Implement By:** Commission Vice Chair

Objective: *To have the state's workforce representative of the general workforce population*

Measurement Description: Minorities as a Percentage of the Workforce. This performance indicator measures the percentage of minority employees. Commission submits equal employment opportunity data, from voluntary disclosure by staff.

The state's objective is minority members are employed in 14.5 % of state government FTEs.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
47.0%	45.0%	45.0%	45.0%
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
14.5%	14.5%	14.5%	14.5%

Objective: *To have the state's workforce representative of the general workforce population*

Measurement Description: Females as a Percentage of the Workforce. This performance indicator measures the percentage of female employees. Commission submits equal employment opportunity data, from voluntary disclosure by staff.

The state's objective is females are employed in 48.4% of state government FTEs.

Actual Value 2 yrs prior:	Actual Value 1 yr prior:	Estimated Value Current yr:	Estimated Value Next yr:
43.5%	24.2 %	24.2 %	24.2 %
Objective Value 2 yrs prior:	Objective Value 1 yr prior:	Objective Value Current yr:	Objective Value next yr:
48.4%	48.4%	48.4%	48.4%

Commission's Budget

Description of	FY 2002	FY 2003	FY 2004
Expenditures	Actual	Actual	Enacted
Expenditures by Type			
Personnel	\$275,093	\$480,488	\$499,974
Other Operating Expenses	\$47,389	\$99,917	\$649,811
Aid to Local Units of Government	\$0	\$0	\$0
Assistance, Grants, Benefits (Benefits/Grants/Subsidies w/o Aid to Local Gov.)	\$7,000	\$111,189	\$110,000
Capital Improvements (Capital Outlay)	\$0	\$157,999	\$1,334,296
Total Expenditures	\$ 329,482	\$849,593	\$2,594,081
Expenditures by Fund			
State General Revenues	\$296,865	\$513,460	\$534,431
Federal Grants	\$9,825	\$19,428	\$147,040
Restricted Receipts	\$22,791	\$38,866	\$50,818
Other (List Each)	\$0	\$0	\$0
RI Capital	\$0	\$0	\$500,000
General Obligation Bonds	\$0	\$277,839	\$1,361,792
Total Expenditures	\$ 329,482	\$849,593	\$2,594,081
FTE Positions	4.60	6.60	6.60
Community's Contribution			
Loaned Executives / Volunteers Time	\$82,602	\$59,976	NA
In Kind Donations of Equipment & Services	\$45,000	\$37,500	NA
Total Community Contribution	\$127,602	\$97,476	NA

Commissioners

Name	Resident of	Term Begin	Term Ending
Chairperson: Doreen McConaghy	Cranston	12/13/99	5/1/03
Vice Chairperson: John J. MacDonald	Providence	4/24/97	5/1/03
Frederick Burke	North Scituate	10/30/92	5/1/03
Paul Caranci	North Providence	1/8/96	5/1/03
Rosemary C. Carmody	Coventry	7/27/98	5/1/04
Paul Choquette	Warwick	5/4/00	5/1/03
Regina Connor	North Providence	4/24/96	5/1/04
Joseph Corrente	Cranston	2/16/87	5/1/05
Donald Deignan, Ph.D.	Providence	6/18/92	5/1/03
Doris Duarte	North Kingstown	6/26/01	5/1/04
Binyamin I. Efreom	Warwick	7/18/02	5/1/05

Name	Resident of	Term Begin	Term Ending
Vicki E. Ferrara	North Kingstown	2/17/98	5/1/03
Scott A. Greco	Cranston	7/27/98	5/1/03
Joseph Guay	Barrington	6/19/99	5/1/05
Sharon L. Lane	Barrington	3/18/02	5/1/04
Kate McCarthy-Barnett	Coventry	7/18/02	5/1/05
Ronald C. McMinn	Cumberland	6/26/01	5/1/04
Orestes P. Monterey, Ph.D.	North Kingstown	6/26/01	5/1/04
James A. Pitassi, Jr.	Johnston	7/27/98	5/1/05
Arthur M. Plitt	Pawtucket	7/27/98	5/1/04
Patricia Ryherd	Barrington	5/1/79	5/1/05
Victoria Wilcox, Ph.D.	Greenville	7/19/99	5/1/05

Committee Members

State Coordinating Committee on Disability Rights

Chairperson; Doreen McConaghy of Cranston, Director PAL

Vice Chairperson, Bob Cooper of Scituate, Executive Secretary Governor's Commission on Disabilities

Patricia Ryherd of Barrington, Strategic Planning, Supervisor Department of Human Services, Office of Rehabilitation Services

Sharon L. Lane of Barrington, Corliss Community Cooperative, RI Assn. for the Deaf

William Fiske, State Educational Technology Coordinator RI Department Elementary and Secondary Office of Instruction & Workforce Development Education

Robert C. Bromley of Legislative Budget Analyst RI Senate Fiscal Office

Maria Carlucci of North Providence, Deputy Program Administrator RI General Treasurer's Office Crime Victims Compensation Program

Linda Castaldi, Human Resources Coordinator RI Executive Department Governor's Office

Maria Fernanda-Escudero, Director RI Secretary of State's Office Civic Participation & Public Information Office

Lori A. Field, Executive Assistant RI Executive Department Lt. Governor's Office

Anne LeClerc, Principal Planner RI Public Transit Authority

Dexter Merry, ADA Coordinator WSBE-TV Channel 36

Christine Rossi Special Assistant Attorney General RI Attorney General's Office

Gail Higgins Fogarty Staff Attorney/ADA Coordinator RI Judiciary Facilities/Operations Security

And members of the Subcommittees on: Accessibility, Information & Assistive Technology, and Public Awareness

Committee Staff persons: Harvey O. Salvas

Accessibility Subcommittee

Chairperson Joseph Guay of Barrington, NE Chapter Paralyzed Veterans of America, Board of Directors

Vice Chair: Ronald C. McMinn of Cumberland

Arthur M. Plitt of Pawtucket, President Checklist International

Paul Choquette of Warwick, Program Director PARI Independent Living Center

Joseph Corrente of Cranston, Disabled American Veterans, Past Commander

Kate McCarthy-Barnett, PhD of Coventry, RI Breast Cancer Coalition

Binyamin I. Efreom of Warwick
Orestes P. Monterey, Ph.D. of North Kingstown, Director of Capital Projects Rhode Island College
Paul DePace, Director University of Rhode Island / Facilities and Grounds
Subcommittee Staff person: John M. Desautel

Information & Assistive Technology Subcommittee

Chairperson Regina Connor of North Providence, ATAP Project Director / Assistant Administrator
RI Department of Human Services Office of Rehabilitation Services
Paul Choquette of Warwick, Program Director PARI Independent Living Center
Frederick Burke of North Scituate, Injured Workers of RI
Donald Deignan of Providence, Chairperson RI Department of Human Services Advisory Council on
the Blind
Doris Duarte of North Kingstown
Linda Benvenuti Director Community College of RI IT Career Resource Center
David Gallagher Department of Mental Health, Retardation, and Hospitals RICLAS
Berry-Jean Murray TRW Group
Howard Boksenbaum, Chief Technology Officer RI Department of Administration Library &
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Monica Dzialo Rehabilitation Counselor RI Department of Human Services State Services for the
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Lorna Ricci Executive Director Ocean State Center for Independent Living
Kathryn Sherman, Human Resources Department of Mental Health, Retardation & Hospitals
Subcommittee Staff person: Harvey O. Salvas

Public Awareness Subcommittee

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Arc,
John J. MacDonald of Providence, Coffee Plus
Kate McCarthy-Barnett, PhD of Coventry, RI Breast Cancer Coalition
Vicki E. Ferrara of North Kingstown, Employment Coordinator Rhode Island College / Paul Sherlock
Center for Disabilities
Sanford Fern, Partner RDW Group
Subcommittee Staff person: Andrea R. Castañeda

Disability Business Enterprise Committee

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Vice Chairperson: Paul Grenon RI Department of MHRH Developmental Disabilities
Jack Amaral RI Department of Human Services Office of Rehabilitation Services
Helen Christy RI Department of Administration Office of Purchases
Paul C. Harden RI Economic Development Corporation
Doddie McShane Coordinator of Employment Supports J.A. Trudeau Memorial Center
Doreen McConaghy of Cranston, Director PAL
Lou Salerno, Coffee Plus
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Disability Parking Committee

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Vice Chairperson: Ronald C. McMinn of Cumberland
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Leonard Hickey of East Providence
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Dr. Victoria Wilcox of Greenville
Paul Caranci of North Providence, American Diabetes Association;
R. Timothy Flynn, PARI Independent Living Center
C. Mitchell Henderson of Providence, Mental Health Consumer Advocates/Oasis
Raymond Bandusky, Executive Director RI Disability Law Center
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Isabelle Frost

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Brian Hatch

Gail Higgins Fogarty

Beth Hyman

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