



**COUNTY of VENTURA**  
Office of Disability Access

# Strategic Plan

2024 – 2027



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# The Office of Disability Access

is dedicated to actualizing the County of Ventura's commitment to nurturing an environment of inclusivity and belonging in our community. This strategic plan articulates the objectives of the Office in the realms of accessibility, cultural incorporation, employment and economic opportunities, and community engagement, focusing particularly on our disability community. With a comprehensive aim to enhance and unify the County's initiatives, this plan serves as a roadmap, offering guidance to propel both the County and the Office of Disability Access toward progress and positive transformation.



# 2024 Elected Officials and Agency Directors

## COUNTY OF VENTURA BOARD OF SUPERVISORS



DISTRICT 1  
**Supervisor**  
Matt LaVere



DISTRICT 2  
**Supervisor**  
Jeff Gorell



DISTRICT 3  
**Supervisor**  
Kelly Long



DISTRICT 4  
**Supervisor**  
Janice S. Parvin



DISTRICT 5  
**Supervisor**  
Vianey Lopez

## COUNTY EXECUTIVE OFFICER



Sevet Johnson, PsyD.

## ELECTED OFFICIALS

Assessor	Keith Taylor
Auditor-Controller	Jeff Burgh
Clerk-Recorder/Registrar	Michelle Ascencion
District Attorney	Erik Nasarenko
Sheriff	Jim Fryhoff
Treasurer/Tax Collector	Sue Horgan

## AGENCY AND DEPARTMENT DIRECTORS

<i>Agriculture Commissioner</i>	Korinne Bell	<i>Human Services Agency</i>	Melissa Livingston
<i>Airports</i>	Keith Freitas	<i>Information Systems</i>	Terry Theobald
<i>Animal Services</i>	Jackie Rose	<i>Library Services</i>	Nancy Schram
<i>County Counsel</i>	Tiffany North	<i>Medical Examiners Office</i>	Christopher Young
<i>Child Support Services</i>	Marcus Mitchell	<i>Probation Agency</i>	Gina Johnson
<i>Fire Protection District</i>	Dustin Gardner	<i>Public Defender</i>	Claudia Bautista
<i>General Services Agency</i>	Dave Sasek	<i>Public Works Agency</i>	Jeff Pratt
<i>Harbor Department</i>	Michael Tripp	<i>Resource Management Agency</i>	Kim Prillhart
<i>Health Care Agency</i>	Barry Zimmerman		









# Mission, Values, & Guiding Principles

## MISSION

To provide superior public service and support so that all residents have the opportunity to improve their quality of life while enjoying the benefits of a safe, healthy, and vibrant community.






## VALUES

**Build and foster public trust through:**

-  Ethical behavior
-  Transparency and accountability
-  Equitable treatment and respect of all constituents
-  Excellence in service delivery

## GUIDING PRINCIPLES

**We focus on serving our resident and business communities by:**

-  Innovative and growth provoking goals
-  Delivery of culturally minded initiatives
-  Consistent source of opportunities
-  Advocacy and community involvement
-  Strategic consideration to increase access



# Strategic Priorities 2024–2027

**ACCESSIBLE, MOBILE, AND  
RELIABLE FOUNDATION**

**ENVIRONMENT FOCUSED  
ON DISABILITY COMMUNITY  
INCORPORATION**

**EMPLOYMENT STRATEGIES  
SUPPORTING MODEL EMPLOYER  
EXCELLENCE AND ECONOMIC  
VITALITY**

**YOUTH LEADERSHIP AND  
INDEPENDENCE STIMULUS**







## Accessible, Mobile, and Reliable Foundation

1. Advocate for increased accessible County-wide transportation options with an emphasis on flexible and user-friendly options.
2. Ensure Digital Accessibility is at the forefront to enable access to County services and supports as broadly as possible.
3. Coordinate with County Counsel regarding a privileged and confidential large scale multi-tier Americans with Disabilities Act (ADA) Assessment and Transition Plan of enhancement of physical access of County facilities and rights-of-way, with opportunities for public input as may be required by law.
4. Emphasis on community relationships and engagement focused on Access and Functional Needs in County emergency preparedness, response, and recovery efforts.
5. Support local businesses and organizations to understand and embrace accessibility and inclusion of customers with disabilities through direct communication, chamber involvement, etc.

## Environment Focused on Disability Community Incorporation

1. Provision of disability culture, etiquette, and communication trainings and presentations county-wide to increase connection, understanding, and comfort.
2. Consistent hosting of internal and external events focusing on disability awareness, service exploration, and local government/community partnerships.
3. Creation of a community resource group with overarching goals of improving navigation, civic engagement, and County program satisfaction.
4. Hosting of a bi-annual speaker series bringing leaders and change makers from the disability community to the County and the maintenance of a database of expert speakers to be available for events hosted by the Office of Disability Access.



# Employment Strategies Supporting Model Employer Excellence and Economic Vitality

1. Utilization and growth of community partnerships to provide applicant readiness support for successful employment outcomes.
2. Internship Programming creating an opportunity for focused work experience specific to qualified employees with disabilities looking to enter the County workforce.
3. Emphasize employer education within the County government and beyond to assist employers with tools for interviewing, hiring, and supporting employees with disabilities.
4. Formation of a disability specific employee resource group led by employees with disabilities.
5. Active engagement with County learning and training departments to revitalize accessibility and cultural courses specific to disability for all employees with an emphasis on management.
6. Creation of a confidential self-identification survey to provide data regarding the diversity of disability found within the County workforce.
7. Encourage increased opportunities for economic security and vitality by utilizing a disability lens in policy and programmatic efforts.







## Youth Leadership and Independence Stimulus

1. Engagement with local schools at all levels offering disability history, culture, and awareness education.
2. Statewide and regional participation in efforts to lift-up youth with disabilities focusing on transition aged youth.
3. Creation of a county-wide advisory committee of students with disabilities to inform and provide insight and expertise on lived educational experience.
4. Creation of a County-wide cross-disability youth leadership event in partnership with education, community-based, and life-skill focused providers.







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