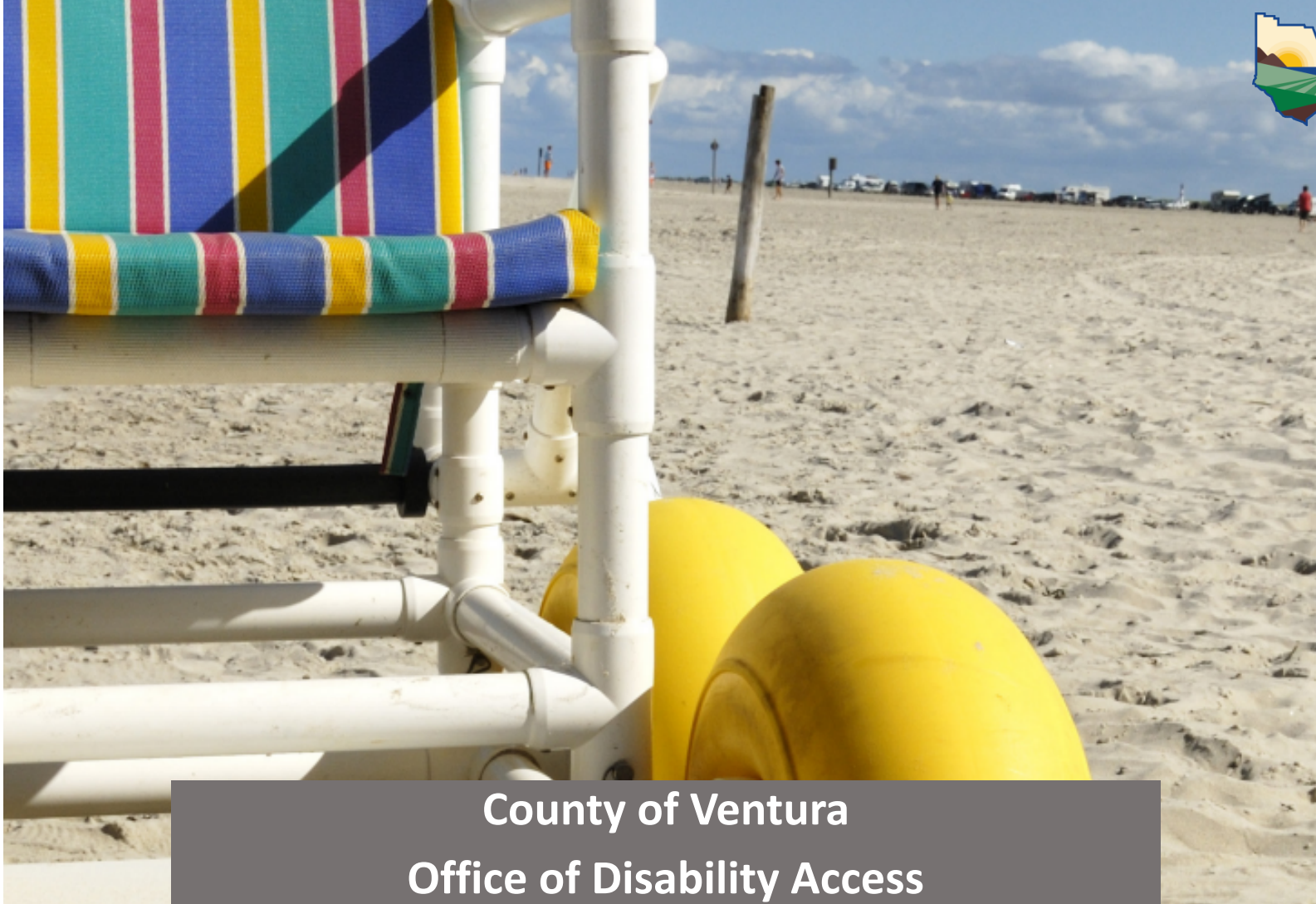




COUNTY of VENTURA
Office of Disability Access



County of Ventura
Office of Disability Access

Strategic Plan

2024-2027

A photograph showing a person from the waist down, wearing a white long-sleeved shirt and orange sneakers, seated on a motorized wheelchair. The wheelchair has a large black tire with a red rim and a yellow triangular reflector. They are on a paved path made of light-colored rectangular stones. In the background, there are large, light-colored rocks and a body of water under a clear sky.

Introduction

- **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.
- This Plan serves as a roadmap, offering guidance to propel both the County and the Office of Disability Access toward progress and positive transformation.



Guiding Principles:

- 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.

Recommendation

1. Approve the 2024-2027 County Disability Access Strategic Plan specific to the Office of Disability Access.
2. Direct the Disability Access Manager to Return in Eighteen Months with a Report on the Office's Progress Towards these Priorities; and as Necessary Recommend Any Updates to the Plan.