

# DEIA

A quest for making sure all have a  
place at the table

August 10, 2023

# Legislative or Policy

Many attempts at the Federal Level to since the 1960's to legislatively address issues-

1964 Civil Rights Act

1973 Rehabilitation Act

1974 Equal Opportunity Act (Education)

1990 Americans with Disabilities Act

1991 Civil Rights Act

2008 Americans with Disabilities Act


# Diversity, Equity, Inclusion and Accessibility

- **Diversity**
  - Community programs and services are representative of all demographic groups
  - Demographic groups are encouraged to be part of the process
- **Equity**
  - Recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.
- **Inclusion**
  - The practice of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or intellectual disabilities and members of other minority groups
- **Accessibility**
  - The quality of being able to be entered or used by everyone, including people who have a disability

# CSD Why?

- Improved relationships with stakeholders and the community
- Promote respectful behavior
- Increased community engagement
- Better decisions and innovation
- Ensure the diverse interest of the community are heard and represented
- Ensure equitable access to facets of the community
- It just makes sense

# What are we doing?

- LAC internal workgroup
  - Outreach to affected groups
  - ADA Audit and Transition Plan
    - Plan for accessibility for facilities and programs
    - Review and update of policies for accessibility needs
  - Alternate methods for public access to public meetings
    - Zoom other virtual meetings
  - Recreation Scholarship Funds
    - For those who may have a barrier due to financial hardship
  - Awareness and training
- 

# Questions

