

Governor's Committee on People with Disabilities

Self-Evaluation Report



Submitted to Sunset Advisory Commission

September 1, 2013

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**Governor’s Committee on People with Disabilities
Self-Evaluation Report
September 1, 2013**

I. Agency Contact Information

Governor’s Committee on People with Disabilities Exhibit 1: Agency Contacts				
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Agency’s Sunset Liaison	Same			

II. Key Functions and Performance

A. Provide an overview of your agency’s mission, objectives, and key functions.

In existence since September of 1950, the Texas Governor’s Committee on Employment of the Handicapped was created by Allan Shivers. The Committee was continued by Governor Dolph Briscoe in 1978 through Executive Order DB-40. Executive orders by Governors William P. Clements in 1981 (WPC-14A) and 1987 (WPC 87-16) and Mark White in 1983 (MW-10) continued the Committee, with Executive Order MW-10 changing the name to Governor’s Committee for Disabled Persons. In 1991, the Texas Governor’s Committee on People with Disabilities was renamed and created statutorily by [Senate Bill 381](#).

[The Texas Governor’s Committee on People with Disabilities](#) (GCPD) works toward a State where people with disabilities have the opportunity to enjoy full and equal access to lives of independence, productivity and self-determination. The Governor appoints [twelve members](#) to serve on the Committee, seven of whom must be people with disabilities. Representatives from six State agencies serve as ex-officio or advisory members. The Committee makes recommendations to the Governor and Legislature on disability issues; promotes compliance with disability-related laws; promotes a network of local committees doing similar work; and recognizes employers for employing people with disabilities and media professionals and students for positively depicting Texans with disabilities. The members and staff also provide technical assistance, information and referral services to citizens of Texas on issues affecting Texans with disabilities. Members of the Committee work on issues related to Access, Communication, Education, Emergency Management, Health, Housing, Recreation,

Transportation, Veterans and Workforce. The Committee's enabling law is outlined in the [Human Resources Code, Chapter 115](#).

Mission

The Texas Governor's Committee on People with Disabilities envisions a State where people with disabilities have the opportunity to enjoy full and equal access to lives of independence, productivity and self-determination.

Functions

The Committee has 11 functions outlined in its enabling statute:

Human Resources Code. Chapter 115. Sec. 115.009. FUNCTIONS. The committee shall:

- (1) serve as a central source of information and education on the abilities, rights, problems, and needs of persons with disabilities and, as necessary, issue reports;
- (2) provide information to and advise the governor and the governor's staff on matters relating to the full participation of persons with disabilities in all aspects of life;
- (3) before the end of each even-numbered year, submit to the governor and to the legislature a report that includes:
 - (A) the status of the state's compliance with federal and state laws pertaining to rights and opportunities for persons with disabilities and recommendations to achieve further compliance, if necessary;
 - (B) long-range state plan for persons with disabilities and recommendations to implement that plan; and
 - (C) any recommended changes in state laws relating to persons with disabilities;
- (4) serve as the state's liaison agency in working with the President's Committee on Employment of Persons with Disabilities and other entities involved in activities or concerns affecting persons with disabilities;
- (5) develop and work with a statewide network of volunteer community-level committees to promote dissemination of information about and implementation of federal and state laws addressing rights and opportunities for persons with disabilities;
- (6) evaluate the state's compliance with the federal Americans with Disabilities Act of 1990 (Pub. L. No. 101-336) and other federal and state statutes relating to rights and opportunities for persons with disabilities;

(7) provide information and technical assistance to public and private agencies and businesses to promote and facilitate implementation of the federal Americans with Disabilities Act of 1990 (Pub. L. No. 101-336) and other federal and state statutes relating to rights and opportunities of persons with disabilities;

(8) collect and evaluate data on employment of persons with disabilities by state agencies;

(9) work with legislative committees and with state agencies on the development of laws and policies that affect persons with disabilities;

(10) promote the compilation and publication of state laws relating to persons with disabilities; and

(11) issue awards and other forms of recognition to persons and organizations making outstanding contributions to the employment of persons with disabilities and to public awareness of issues impacting persons with disabilities.

Added by Acts 1991, 72nd Leg., ch. 577, Sec. 1, eff. Sept. 1, 1991. Amended by Acts 1999, 76th Leg., ch. 37, Sec. 4, eff. Sept. 1, 1999.

B. Do your key functions continue to serve a clear and ongoing objective? Explain why each of these functions is still needed. What harm would come from no longer performing these functions?

The Committee currently has eleven functions outlined in our enabling statute. The Committee breaks down its work required by our enabling statute into ten issue areas.

The Committee is a central source of information on state and federal policy, laws, trends, and concerns for people with disabilities which is needed to help local, state, tribal agencies navigate systems and services. We are the only cross-disability state entity that does the type of analysis and assistance. If the Committee ceased to exist, we believe there would be a gap in information vital to the functioning of programs, services and lawmakers. We advise the Office of the Governor and legislative staff when requested on the ten issue areas and help make network connections to people, laws and entities.

Description of the Committee's Ten Policy Issue Areas

The Committee structures its work into ten broad issue areas which are: Access, Communication, Education, Emergency Management, Health, Housing, Recreation, Transportation, Veterans and Workforce.

In the next section we describe issues and functions that fall under the issue heading and the state, federal or local entities that we work with to help citizens across the state access services and programs they need or to address solutions to problems that arise.

[Access](#)

Goal

Enhance participation of people with disabilities in Texas life through increased access.

State and federal laws strive to guarantee that people with disabilities can access the same places and services as the rest of the population. The Committee examines the physical accessibility of places and programmatic access to services. The scope of this examination includes any services that fall under [Title II of the Americans with Disabilities Act](#) (ADA), which covers State and local governments, and [Title III of the ADA](#), which covers most business enterprises, known as public accommodations. The Committee looks at other important sub-issues in this area, such as [accessible voting](#) and the use of [service animals](#). Key State and federal agencies that the Committee partners with are the Elimination of Architectural Barriers Division of the [Texas Department of Licensing and Regulation](#) (TDLR) and the [U.S. Department of Justice](#) (DOJ).

[Communications](#)

Goal

Increase communication access and improve public awareness about people with disabilities.

People with disabilities deserve effective communication, whether they are applying for jobs, speaking to their doctors, or receiving emergency alerts. For this reason, accessible communication and the assistive technologies that make this communication possible are of vital importance in all of the Committee's issue areas. The Committee examines the accessibility of websites, e-learning tools, and emergency notifications, to name just a few, and monitors new and emerging assistive technology devices. The Committee is also dedicated to promoting "[People First language](#)," which emphasizes the dignity of each person by putting the person before the disability in descriptive language. Key State and federal agencies that the Committee partners with are the [Texas Department of Information Resources](#) (DIR), the [Texas Public Utilities Commission](#) (PUC), the [Federal Communications Commission](#) (FCC), and the [U.S. Access Board](#).

[Education](#)

Goal

Support integrated opportunities for people with disabilities to participate in the full continuum of educational opportunities.

Students with disabilities can face educational challenges from the moment they begin pre-school through the day they sit for a professional licensing examination. The Committee supports inclusion and accommodation of people with disabilities at all ages and levels of the educational process. The Committee's work in this area covers services provided under the [Individuals with](#)

[Disabilities Education Act](#) (IDEA); the special education process as administered by the Texas Education Agency; anti-discrimination under [Section 504 of the Rehabilitation Act of 1973](#); and accessible educational technologies. The key State and federal agencies that the Committee partners with are the [Texas Education Agency](#) (TEA) and the [U.S. Department of Education](#).

Emergency Management

Goal

Promote a Whole Community approach to the full inclusion and participation of Texans with disabilities in the emergency management life cycle.

Texas faces a wide range of potential hazards; since 1953, it has experienced more [Presidentially-declared disasters](#) than any other state. The Committee covers all aspects of emergency management for Texans with disabilities, including planning for natural, man-made, and disease-related disasters. The Committee plays an instrumental role in the Functional Needs and Support Services committee at the [Texas Division of Emergency Management](#) (TDEM). This interdisciplinary committee of experts continually updates comprehensive guidance on meeting the needs of the Whole Community, including citizens with functional and access needs, during an emergency. The key State and federal agencies that the Committee partners with are TDEM, the [Texas Health and Human Services Commission](#) (HHSC), the [Texas Department of State Health Services](#) (DSHS), the [Texas Public Utility Commission](#) (PUC), the [Federal Emergency Management Agency](#) (FEMA) and the [U.S. Department of Homeland Security](#) (DHS).

Health

Goal

Promote health and wellness among Texans with disabilities through accessible, affordable health care options provided in a range of settings.

The Committee is dedicated to promoting health and wellness among Texans with disabilities, including those who face financial, attitudinal, or physical barriers to quality healthcare. The Committee provides analysis and guidance in the areas of health insurance, public benefit programs such as Medicaid and Medicare, and physical accessibility of medical facilities and equipment. The Committee is also dedicated to promoting mental health and addressing the particular needs of those experiencing mental illness. Further, as the population of Texas ages, more Texans have increased and varied health care needs. The Committee supports solutions that allow Texans to “age in place,” supported by their family and community. The key State and federal agencies that the Committee partners with are the [Texas Department of State Health Services](#) (DSHS), the [Texas Department of Assistive and Rehabilitative Services](#) (DARS), the [Texas Department of Aging and Disability Services](#) (DADS), and the [Centers for Medicaid and Medicare Services](#) (CMS).

Housing

Goal

Increase availability of safe, affordable and accessible integrated housing options for people with disabilities.

A stable, accessible home can allow a Texan with a disability to live a productive life of independence within the community. The Committee supports affordable, accessible housing options and compliance with the [Fair Housing Act](#) and local visitability ordinances. The Committee also provides information on home modifications, financial assistance for housing, and tax credits and exemptions. The key State and federal agencies that the Committee partners with are the [Texas Department of Housing and Community Affairs](#) (TDHCA) and the [U.S. Department of Housing and Urban Development](#) (HUD).

Recreation

Goal

Ensure the full inclusion, participation and integration of people with disabilities into recreational opportunities, venues and services in Texas.

Recreation promotes physical and mental wellness for all Texans. The Committee supports accessible recreational opportunities for Texans with disabilities and provides information on physical access to recreational facilities, including parks, sports arenas and arts organizations. The Committee also applauds the involvement of people with disabilities on sports teams and as artists, actors and musicians. The key State and federal agencies the Committee partners with are the [Texas Parks and Wildlife Department](#) (TPWD) and the [U.S. Access Board](#). There are also independent organizations contracted by the [U.S. Department of the Interior](#), such as the [National Park Service](#) and the [National Center on Accessibility](#), to provide consultation on accessible recreational opportunities.

Transportation

Goal

Promote the availability of affordable, reliable and accessible transportation for people with disabilities.

Because people with disabilities are more active in their communities than ever before, they deserve reliable and accessible transportation to allow for their full participation in a wide range of activities. The Committee examines all forms of transportation, from the everyday issues of accessible parking and paratransit services, to planning for business and recreational travel by airplane and ship. Key State and federal agency partners are the [Texas Department of Transportation](#) (TxDOT), the [Texas Department of Motor Vehicles](#) (DMV), the [Texas Department of Public Safety](#) (DPS), the [Federal Highway Administration](#) (FHWA), the [U.S. Department of Transportation](#) (DOT), the [Federal Transit Administration](#) (FTA), the [Aviation](#)

[Consumer Protection and Enforcement Division of the U.S. Department of Transportation](#), and the [U.S. Department of Justice](#) (DOJ).

Veterans

Goal

Promote an array of services and opportunities for Texas Veterans with disabilities.

Texas is currently home to around 1.7 million Veterans, many with disabilities. The Committee looks at all aspects of Veteran's services, including housing, medical care, benefits determination, employment and health. The 82nd Legislature created the Texas Coordinating Council for Veterans Services to improve the coordination of services for Texas Veterans, service members and their families. The key State and federal agencies that partner with the Committee are [Texas Workforce Commission Veterans Services](#), the [Texas Veterans Commission](#) (TVC), and the [U.S. Department of Veterans Affairs](#) (VA).

Workforce

Goal

Support full, integrated employment opportunities for people with disabilities in the public and private sectors.

Texans with disabilities represent a valuable and skilled labor market that is sometimes overlooked by employers. The Committee supports compliance with [Title I of the ADA](#), which prohibits discrimination against applicants or employees with disabilities by covered entities. The Committee also supports innovative approaches to integrating people with disabilities into the workforce, including the use of reasonable accommodations, assistive technologies, and trainings in best practices for both employers and employees. The key State and federal agencies that partner with the Committee are the [Texas Workforce Commission](#) (TWC), the [Equal Employment Opportunity Commission](#) (EEOC), and the Department of Labor, particularly the [Office of Disability Employment Policy](#) (ODEP).

Eleven Functions

Texas Human Resources Code. Sec. 115.009. FUNCTIONS. The committee shall:

Function 1:

serve as a central source of information and education on the abilities, rights, problems, and needs of persons with disabilities and, as necessary, issue reports;

The Governor's Committee is the only state agency that looks at issues related to people with disabilities from a cross-disability perspective, both at federal and state laws and resources.

Function 2:

provide information to and advise the governor and the governor's staff on matters relating to the full participation of persons with disabilities in all aspects of life;

A unique feature of the Committee is to provide the governor and his or her staff with information and technical assistance on a broad variety of issues related to people with disabilities. Part of this task involves staying current on any federal changes to laws and programming.

Function 3:

before the end of each even-numbered year, submit to the governor and to the legislature a report that includes:

- (A) the status of the state's compliance with federal and state laws pertaining to rights and opportunities for persons with disabilities and recommendations to achieve further compliance, if necessary;
- (B) a long-range state plan for persons with disabilities and recommendations to implement that plan; and
- (C) any recommended changes in state laws relating to persons with disabilities;

The Committee conducts detailed research in preparation for each legislative session. The research is conducted over the 18 months between legislative sessions. Research is done by looking at federal and state reports, journals, newsletters, books, interim studies and citizen input on the salient issues affecting people with disabilities. Recommendations are made in the form of a report prior to each legislative session.

Function 4:

serve as the state's liaison agency in working with the President's Committee on Employment of Persons with Disabilities and other entities involved in activities or concerns affecting persons with disabilities;

The President's Committee on Employment of Persons with Disabilities has changed its name to the Office of Disability Employment Policy (ODEP) and is now located under the U.S. Department of Labor. The Texas Governor's Committee on People with Disabilities is a member of the National Association of Governor's Committees on People with Disabilities which has joined in alliance with ODEP on several projects, such as:

- Establishment of a Disability History Month in every state,
- Creation of a legislative handbook,
- Fostering the use of Social Media to help educate the public, and
- Aid in the distribution of information, services, education and resources.

Examples of Entities with whom the GCPD Collaborates:

- Accessibility Professionals Association
- American Red Cross
- Business Leadership Network
- Easter Seals
- Equal Employment Opportunity Commission
- Federal Communications Commission
- Federal Emergency Management Association
- Goodwill Industries of Central Texas
- National Association of Governors’ Committees on People with Disabilities
- Paralyzed Veterans of America Texas Chapter
- Southwest ADA Center
- Southwest Disability Conference
- Special Olympics Texas
- State University Journalism Schools
- Texas Education Agency
- Texas Independent Living Centers
- Texas Institute of Rehabilitation and Research (TIRR Hermann Memorial)
- Texas Municipal League
- Texas Parent to Parent
- Texas School for the Blind and Visually Impaired
- Texas School for the Deaf
- Texas Workforce Commission’s Disability Navigator Program
- U.S. Access Board
- VSA Texas
- Various local and statewide disability organizations

Function 5:

develop and work with a statewide network of volunteer community-level committees to promote dissemination of information about and implementation of federal and state laws addressing rights and opportunities for persons with disabilities;

Currently, the state of Texas has 44 local committees on people with disabilities. These committees are organized at the local level, in the same way that the Governor's Committee is organized at the state level. The local committees take on the flavor and demographic make-up of their community.

Function 6:

evaluate the state's compliance with the federal Americans with Disabilities Act of 1990 (Pub. L. No. 101-336) as amended and other federal and state statutes relating to rights and opportunities for persons with disabilities;

Historically, the Committee addresses this function through an annual survey on some aspect of life for Texans with disabilities. This provides insightful information on current issues which is then used to help develop policy recommendations or develop technical assistance materials to address a need.

Function 7:

provide information and technical assistance to public and private agencies and businesses to promote and facilitate implementation of the federal Americans with Disabilities Act of 1990 (Pub. L. No. 101-336) as amended and other federal and state statutes relating to rights and opportunities of persons with disabilities;

Examples:

GovDelivery: Currently, the Committee uses a GovDelivery push notification system to provide information and technical assistance to the public, private agencies and businesses on six topics:

- Accessible Technology and People with Disabilities
- ADA/Disability Rights of People with Disabilities
- Emergency Management and People with Disabilities
- Employment of People with Disabilities
- Veterans with Disabilities
- Local Committees on People with Disabilities

Speaking Engagements: Staff and Committee members often speak at events on various disability related topics.

Constituent Assistance Database: the staff designed and implemented a Constituent Assistant Database that allows us to track the assistance that is provided by staff. The

information allows staff to do Quality and Utilization Management over time based on the data from the database. For example, if we see that a particular question is being asked frequently, we can triage our technical assistance to a FAQ or a GovDelivery bulletin.

Video Technical Assistance: The Committee hosts 22 Accessible Technology Videos (<http://governor.state.tx.us/disabilities/accessibledocs/>) related to accessible documents and technology. This was a collaborative effort of multiple state agency staff above and beyond normal duties to provide technical assistance to other state entities and the public on the subject matter. The videos are also on the Committee's YouTube Channel at <http://www.youtube.com/user/txgcpd>. The videos are also currently being featured on the federal U.S. Health and Human Services web site for their employees' training at <http://www.hhs.gov/web/508/accessiblefiles/index.html>.

Function 8:

collect and evaluate data on employment of persons with disabilities by state agencies;

The Committee attempts to evaluate the current status of employment of persons with disabilities in state agencies, although this is a complicated task. First, the state does not systematically ask about disability status on employment to a state agency. And even if the State asked, it would be self-reported data only which is often unreliable. After employment, any information of a request of reasonable accommodation in the workplace is considered confidential information.

Function 9:

work with legislative committees and with state agencies on the development of laws and policies that affect persons with disabilities;

From time to time, the Committee has been asked to provide technical assistance on legislation involving Texans with disabilities. In the 83rd Legislative session there were three bills that required the Committee to do interim studies on various topics. One of the three passed. Over the biennium of 2013-2015, the Committee will conduct an interim study on para-transit services in Texas. Additionally, the Committee is periodically asked to do a bill analysis for legislative committees or individual lawmakers.

Function 10:

promote the compilation and publication of state laws relating to persons with disabilities;

Texas Key Laws and Resources

The Committee completes this function through its Texas Key Laws and Resources

section on the Committee's website. The Texas Key Laws cover 37 topics of broad interest to Texans. The Texas Key Laws are updated after each legislative session to denote the most up to date information.

Texas Key Laws and Resources Topics

(<http://governor.state.tx.us/disabilities/resources/>)

- [ADA](#)
- [Access to Information](#)
- [Accessible Communications](#)
- [Accessible Documents](#)
- [Aging Texans](#)
- [Jurors, Witnesses and Offenders](#)
- [Building Accessibility](#)
- [Communications Technology](#)
- [Disability History](#)
- [Driver's Licenses and Personal IDs](#)
- [Public Education](#)
- [Higher Education](#)
- [Emergency Management](#)
- [Employment Protections](#)
- [Financial Assistance](#)
- [Genetic Testing](#)
- [Guardianship](#)
- [Health](#)
- [Health Care Directives](#)
- [Housing](#)
- [Insurance](#)
- [Insurance: Health](#)
- [Intellectual Disability Protections](#)
- [Mental Health Protections](#)
- [Organ Donation](#)
- [Parking and Buying Gas](#)
- [Property Tax Exemptions](#)
- [Reasonable Accommodation](#)
- [Recreation](#)
- [Safety and Protection](#)
- [Service Dogs](#)
- [Tax Exemptions](#)
- [Testing Accommodations](#)
- [Travel](#)
- [Veterans](#)
- [Voting](#)
- [Workers' Compensation](#)

Function 11:

issue awards and other forms of recognition to persons and organizations making outstanding contributions to the employment of persons with disabilities and to public awareness of issues impacting persons with disabilities.

Three major awards programs that recognize employers, media professionals, and site owners, along with a statewide art competition, advance the GCPD's mission of furthering opportunities for Texans with disabilities to enjoy full and equal access to lives of independence, productivity, and self-determination:

[Barbara Jordan Media Awards](#)

In 1982, the Texas Governor's Committee on People with Disabilities created the media relations program which includes a series of prestigious annual awards recognizing outstanding contributions by individuals and organizations of the communications media. In 1998, the Committee added a high school student subcategory to the Barbara Jordan Awards competition in an effort to encourage and educate a new generation of journalists. Contributions are recognized for eliminating attitudinal, social, and physical barriers and encouraging accurate and progressive portrayals of people with disabilities.

The Barbara Jordan Media Awards recognize representatives of the communications media in the fields of print, radio, television, Internet, photojournalism, high school and college students, and books for increasing public understanding of the abilities and potential of people with disabilities.

[Lex Frieden Employment Awards](#)

Since 1979, the Governor's Committee has highlighted the efforts of employers to hire and retain employees with disabilities, and to recognize Best Practices affecting employees with disabilities within the workplace. Annual awards are given in the following categories: The Governor's Trophy, awarded to the person who has achieved the highest success in enhancing the empowerment and employment of Texans with disabilities; the Entrepreneurship Award, for a business owner with a disability; Employer Awards (Small, Medium, Large, and Non-Profit Employers), for employers who go above and beyond legal requirements for employing people with disabilities; and the Martha Arbuckle Award, for outstanding activity by a Local Committee.

[APA/GCPD Accessibility Awards](#)

Beginning in 2010, the Texas Governor's Committee on People with Disabilities (GCPD) partnered with the [Accessibility Professionals Association](#) (APA), formerly known as the Texas Registered Accessibility Specialists Association, to create an Accessibility Awards program that recognizes businesses and organizations that go significantly above and beyond the legal requirements of both physical and service accessibility for people with

disabilities. Nominations are submitted by accessibility specialists, building owners or managers, or by appreciative public citizens. Site visits are made by APA professionals to inspect physical accessibility and by professionals familiar with disability issues to inspect for service accessibility (friendliness of staff, easily accessible accommodations, innovations such as Braille menus, etc).

Winners of the award are selected in several different categories, including Recreation, Education, Medical and Health Services, Restaurant and Entertainment, others. Each year the winners are recognized as part of APA's annual meeting in January.

[National Disability Employment Awareness Month \(NDEAM\) Poster Art competition](#)

Starting in 2009, the Texas Governor's Committee on People with Disabilities (GCPD) created an annual art competition for any Texas artist with a disability in order to select artwork for the state version of the NDEAM Poster, designed around the national Office of Disability Employment Policies' (ODEP) annual theme. Prior to 2009, GCPD used various means of outreach to connect with a Texas artist with a disability to request a donation of his or her artwork for the project, but decided that working with a call for submissions and a panel of volunteer judges was a more effective way to network and raise awareness. The judges select one piece of art as the annual winner, and an electronic version of the original artwork is used to design the poster and print 2,500 copies, which are distributed throughout the state (and to a few out-of-state venues) during the month of October. The artist's original artwork, donated to GCPD, is then displayed in the GCPD office along with the framed poster, and both are occasionally displayed in art exhibits in other venues.

C. What evidence can your agency provide to show your overall effectiveness and efficiency in meeting your objectives?

- Performance Measures
- Involvement in various state agency collaborative projects (for example: Accessibility Council of Texas, Emergency Management Disability Stakeholder Advisory Committee and Subcommittees, TechLunch, Texas Division of Emergency Management Functional Needs Support Services Committee)
- Technical Assistance Citizen Database
- GovDelivery data
- Steadily increasing participation in our Awards programs and Art competition
- Annual Reports
- Quarterly Reports presented to Committee Members
- Quality Management of Awards Ceremonies utilizing Survey Monkey

D. Does your agency’s enabling law continue to correctly reflect your mission, objectives, and approach to performing your functions?

Have you recommended changes to the Legislature in the past to improve your agency’s operations? If so, explain. Were the changes adopted?

The GCPD’s enabling law generally reflects our mission, objectives and approach to performing our functions, although we need to clean up some of the old language to reflect the current name of Office of Disability Employment Policy and the most recent federal changes in the Americans with Disabilities Act. No statutory language changes were made since the last Sunset process.

E. Do any of your agency’s functions overlap or duplicate those of another state or federal agency? Explain if, and why, each of your key functions is most appropriately placed within your agency. How do you ensure against duplication with other related agencies?

The Committee believes we are the only entity that looks broadly at State and federal issues related to people with disabilities in a cross functional manner.

F. In general, how do other states carry out similar functions?

Each state has a Governor’s Committee on People with Disabilities or an entity within state government that provides similar functions. The Texas Governor’s Committee on People with Disabilities is the oldest and most active Committee in the nation.

Data from other State Committees on People with Disabilities

State	Population ¹	Estimated Number of People with Disabilities ²	Current Number of FTEs ³	Annual Operating Budget ⁴	Spending on Committee's Mission per Capita ⁵
Rhode Island	1,050,292	108,180	4	\$357,711	\$0.34
New Mexico	2,085,538	246,093	13	\$1,525,300	\$0.73
Kansas	2,885,905	311,678	1	\$178,000	\$0.06
Missouri	6,021,988	770,814	4	\$192,431	\$0.03
Texas	26,059,203	2,710,157	4	\$305,000	\$0.01
California	38,041,430	3,119,397	4	\$532,357	\$0.01

Texas currently spends about \$0.01 annually toward the mission of the GCPD for every Texan in the state. This per capita spending is relatively low as compared to the per capita spending of Governors' Committees on People with Disabilities in other states. GCPD staff members collected a random sample of budgetary and staffing numbers from other Governors' Committees on People with Disabilities in other states and found that Texas's per capita spending on the mission of the GCPD is the lowest of the sample, tied only with California. Missouri, Kansas, New Mexico, and Rhode Island spend three times, six times, seventy-three times, and thirty-four times as much as the GCPD does, respectively.

1 Population data was gathered from the [U.S. Census Bureau](#) website and reflects the 2012 estimates.

2 Estimates of the number of people with disabilities in each state were calculated using the [2011 Disability Status](#) report, available through Cornell University, which includes percentages by state of non-institutionalized working age (ages 21 to 64) people with disabilities using data from the 2011 American Community Survey. Because these estimates do not include people living in institutions or people over the age of 64, two populations with relatively high incidence of disability, these estimates should be assumed to be lower than the real number of people with disabilities in each state.

3 This data is based on self-reporting from staff members at other state Governors' Committees on People with Disabilities.

4 This data is based on self-reporting from staff members at other state Governors' Committees on People with Disabilities.

5 This data was calculated by GCPD staff, taking the self-reported operating budget of each Governor's Committee on People with Disabilities and dividing that budget by the U.S. Census Bureau's 2012 population estimate for that state.

G. What key obstacles impair your agency's ability to achieve its objectives?

- **Funding:** As shown in the table above, our operating budget is \$305,000 to serve a state of 26 million people, including an estimated 3 million people with disabilities.
- **Staffing:** As of 7/20/13 we have 4 FTEs and one job posted for an additional .75 FTE. We believe we could provide more information and assistance to the public and collaborate more with other state and federal entities if we had more human bandwidth.

H. Discuss any changes that could impact your agency's key functions in the near future (e.g., changes in federal law or outstanding court cases).

The number of people with disabilities in Texas is constantly increasing – and for that reason, so is the importance of the mission of the GCPD. The number of people with actual disabilities is increasing, particularly as the population ages and acquires age-related disabilities and as veterans return with physical and mental disabilities due to their service, but this number is also increasing due to expansions in the legal definition of a person with a disability.

The Americans with Disabilities Act underwent its first significant amendment process in 2008. The changes brought about through this process, known collectively as the Americans with Disabilities Act Amendments Act (ADAAA), mainly affected the definition of a person with a disability for purposes of the statute, greatly expanding the reach of the ADA. Court cases interpreting this expanded definition of “disability” are emerging.

The expansion in our legal understanding of what constitutes a disability will lead not only to an increased number of people who are covered by disability protections in state and federal laws, but also in an increased need for awareness, training, and technical assistance to help people with disabilities, family members, employers, public officials, educators, and many others understand the rights and responsibilities of people with disabilities.

I. What are your agency's biggest opportunities for improvement in the future?

- **Use of Social Media:** We believe that access to an increased Social Media presence would be a cost-effective way to engage with the public and continue our mission to provide resources and information for a fully inclusive Texas.
- **Continued collaboration with state and federal agencies:** Collaboration with a variety of partners such as state, local, tribal, federal and private entities is essential to win-win solutions to challenges of the disability community.

- **Continuing to promote a fully inclusive Texas** by educating the public and government on accessibility issues related to all services, information and programming.
- **Accessible Technology and Annual Conference:** With increased funding, the Committee could leverage the use of accessible webinar technology to provide accessible webinars across the state. We also would like to conduct an annual Disability Conference; however, we currently do not have the financial resources or staff to do this.

J. In the following chart, provide information regarding your agency’s key performance measures included in your appropriations bill pattern, including outcome, input, efficiency, and explanatory measures.

Governor’s Committee on People with Disabilities Exhibit 2: Key Performance Measures — Fiscal Year 2012			
Key Performance Measures	FY 2012 Target	FY 2012 Actual Performance	FY 2012 % of Annual Target
Number of Individuals or Public/Private Entities Commenting on Disability Laws	2,000	1,067	53%
Number of Individuals Receiving Information and Assistance	90,000	810,637	900%
Number of Local Committees on People with Disabilities and Communities Supported	46	43	93%
Estimated Number of People with Disabilities in Texas	4,000,000*	5,000,000	125%

***Understanding the Estimated Number of People with Disabilities in Texas:**

- The American Community Survey takes a sample of the population and predicts the number of people with disabilities
- Disability disclosure is voluntary
- The estimate for the general population, according to the 2010 U.S. Census is that 18.7% have a disability
- The United States is entering a four decade-long range when the number of people with disabilities will increase

III. History and Major Events

Provide a timeline of your agency's history and key events, including:

- the date your agency was established;
- the original purpose and responsibilities of your agency;
- major changes in responsibilities or statutory authority;
- changes to your policymaking body's name or composition;
- significant changes in state/federal legislation, mandates, or funding;
- significant state/federal litigation that specifically affects your agency's operations; and
- key changes in your agency's organization (e.g., a major reorganization of the agency's divisions or program areas).

In existence since September of 1950, the Texas Governor's Committee on Employment of the Handicap was created by Governor Allan Shivers. The Committee was continued by Governor Dolph Briscoe in 1978 through Executive Order DB-40. Executive orders by Governors William P. Clements in 1981 (WPC-14A) and 1987 (WPC 87-16), and Mark White in 1983 (MW-10) continued the Committee with Executive Order MW-10 changing the name to Governor's Committee for Disabled Persons. In 1991, the Texas Governor's Committee on People with Disabilities was renamed and created statutorily by [Senate Bill 381](#).

[The Texas Governor's Committee on People with Disabilities](#) (GCPD) works toward a State where people with disabilities have the opportunity to enjoy full and equal access to lives of independence, productivity and self-determination. The Governor appoints [twelve members](#) to serve on the Committee, seven of whom must be people with disabilities. Representatives from six State agencies serve as ex-officio or advisory members. The Committee makes recommendations to the Governor and Legislature on disability issues; promotes compliance with disability-related laws; promotes a network of local committees doing similar work; and recognizes employers for employing with disability; and media professionals and students for positively depicting Texans with disabilities. The members and staff also provide technical assistance, information and referral services to citizens of Texas on issues affecting Texans with disabilities. Members of the Committee work on issues related to Access, Communication, Education, Emergency Management, Health, Housing, Recreation, Transportation, Veterans and Workforce. The Committee's enabling law is outlined in the [Human Resources Code, Chapter 115](#).

Mission

The Texas Governor's Committee on People with Disabilities envisions a State where people with disabilities have the opportunity to enjoy full and equal access to lives of independence, productivity and self-determination.

Principles

The Committee is guided by the following Principles:

- First and foremost, Texas matters most. That is the over-arching, guiding principle by which decisions are made. Our State, and its future, is more important than party, politics or individual recognition.
- Government should be limited in size and mission, but it must be highly effective in performing the tasks it undertakes.
- Decisions affecting individual Texans are best made by those individuals, their families, and the local government closest to their community.
- Competition is the greatest incentive for achievement and excellence. It inspires ingenuity and requires individuals to set their sights high. And just as competition inspires excellence, a sense of personal responsibility drives individual citizens to do more for their future and the future of those they love.
- [The Committee] will be open and honest, pursuing the high road rather than the expedient course. And just as citizens should shoulder responsibility for their own decisions, [the Committee] will be accountable to the taxpayers for its actions.
- Finally, government should be humble, recognizing that all of its power and authority is granted to it by the people of Texas, and those who make decisions wielding the power of the state should exercise their authority cautiously and fairly.

The Texas Governor's Committee on People with Disabilities works toward a state where people with disabilities have the opportunity to enjoy full and equal access to lives of independence, productivity, and self-determination. Our enabling legislation is in the [Human Resources Code, Chapter 115](#).

ATTACHMENT: GCPD Overview

Chronological History Leading to the Creation of the Governor’s Committee on People with Disabilities

Note that sometimes the language used throughout history was not People First language but the staff left it in because of its historical nature and to show how far we’ve come in regards to respectful language.

<p>September 27, 1950</p>	<p>Governor Allan Shivers signed an official Memorandum designating the week of October 1-7 as National Employ the Physically Handicapped in Texas. At the same time he added four state officials to the statewide NEPD Committee headed by Harry B. Crozier, chairman of the Texas Employment Commission, and asked Mr. Crozier to secure representation on the committee from some 25 Texas organizations. Named to the committee were Charles L. Morris, executive director of the State Veterans’ Affairs Commission; Lon E. Alsup, executive secretary director of the State Commission for the Blind; J.J. Brown, director of the Vocational Rehabilitation Division of the Texas Education Agency, and John Ben Sheppard, Secretary of State.</p> <p>Governor Shivers suggested that the presidents of the following organizations be asked to serve or to name representatives on the committee: Disabled American Veterans, American Legion, Veterans of Foreign Wars, Amvets, Jewish War Veterans, Catholic War Veterans, Junior Chamber of Commerce, East Texas Chamber of Commerce, West Texas Chamber of Commerce, South Texas Chamber of Commerce, Texas Press Association, Texas Broadcasters Association, Texas Trade Association Executives, State Medical Association, Texas Federation of Women’s Clubs, Texas Federation of Business and Professional Women’s Clubs, State Tuberculosis Association, Texas State Federation of Labor, State CIO Council, State Farm Bureau and various civic clubs such as Kiwanis, Exchange, Lions, Rotary, Civitan, and Optimists.</p>
<p>September 29, 1978 Executive Order DB-40</p>	<p>Establishing the Governor’s Committee on Employment of the Handicapped (DB-40)</p>
<p>October 5, 1979 Executive Order WPC 13</p>	<p>Establishing the Governor’s Task Force on Handicapped Citizens (WPC 13)</p>
<p>January 23, 1980 Executive Order WPC 14</p>	<p>Reorganizing and restructuring the Governor’s Committee on Employment of the Handicapped; repealing Executive Order D.B. 40 (WPC 14)</p>

<p>October 2, 1980 Executive Order WPC 14A</p>	<p>Reorganizing and restructuring the Governor’s Committee on Employment of the Handicapped; repealing Executive Order D.B. 40 (WPC-14A)</p>
<p>July 8, 1983 Executive Order MW-10</p>	<p>Restructuring and renaming the Governor’s Committee on Employment of the Handicapped as the Governor’s Committee for Disabled Persons; repealing Executive Order WPC-14A</p>
<p>November 6, 1983</p>	<p>Austin American-Statesman article by Bob Banta, “Austin disabled fight for own ‘bill of rights’”</p> <p>The article outlines the charge from Governor Clements task force for a report. A group of Austinites, including Justin Dart, Pat Pound, Sharon Gardner and Margaret Nosek put together a 19 page document called the National Policy for Persons with Disabilities. The paper was presented on August 30, 1983 to Congress and the White House, which later became a blueprint for changing attitudes toward people with disabilities. These principles later were used to draft the Americans with Disabilities Act of 1990.</p>
<p>January 5, 1984</p>	<p>President Ronald Reagan recognizes the National Policy for Persons with Disabilities</p>
<p>October 5, 1987 Executive Order WPC 87-16</p>	<p>Establishing the Governor’s Committee for Disabled Persons; repealing Executive Order MW-10</p>
<p>July 26, 1990</p>	<p>President George H.W. Bush signs the Americans with Disabilities Act into law.</p> <p>On July 26, 1990, President George H.W. Bush signed into law the Americans with Disabilities Act of 1990 (ADA) - the world’s first comprehensive civil rights law for people with disabilities. The Act prohibits discrimination against people with disabilities in employment (Title I), in public services (Title II), in public accommodations (Title III) and in telecommunications (Title IV). EEOC is responsible for enforcing Title I’s prohibition against discrimination against people with disabilities in employment. The ADA has been described as the Emancipation Proclamation for the disability community. Signing of the Americans with Disabilities Act included President George H.W. Bush, Evan Kemp, Chairman, Equal Employment Opportunity Commission and Justin Dart, Chairman, President’s Committee on Employment of People with Disabilities, Rev. Harold Wilke and Sandra Swift Parrino, Chairperson, National Council on Disability.</p>

<p>May 25, 1991 Enrolled Senate Bill 381 (Carriker)</p>	<p>Texas Governor's Committee on People with Disabilities was created statutorily by Senate Bill 381 in order to continue the functions of the Council on Disabilities, a separate entity, which was abolished on the recommendation of the Sunset Commission.</p>
<p>September of 1998 Sunset Process Report</p>	<p>Sunset Advisory Commission Report http://www.sunset.state.tx.us/rpts1998/trc.pdf</p>
<p>May 6, 1999 Enrolled House Bill 1611 (McCall) with identical bill Senate Bill 363 (Zaffirini)</p>	<p>House Bill 1611 amends the Human Resources Code to continue the Governor's Committee on People with Disabilities until 2011. The act amends requirements relating to the functions of the committee, including requiring it to serve as a central source of information and education on the abilities, rights, problems, and needs of persons with disabilities and, as necessary, issue reports. It requires the Committee to provide information to and advise the governor and the governor's staff on matters relating to the full participation of persons with disabilities in all aspects of life. It requires the Committee to evaluate the state's compliance with federal and state statutes relating to the rights and opportunities for persons with disabilities and to provide information and technical assistance to public and private agencies and businesses in order to promote and facilitate implementation of those statutes. (http://www.legis.state.tx.us/BillLookup/History.aspx?LegSess=76R&Bill=HB1611)</p>

Legislative History of the Texas Governor’s Committee on People with Disabilities

Year	General and Special Laws Citation	Bill Number	Substantive Changes	Non-substantive Changes
1991	Acts 1991, 72 nd Leg., ch.577, Sec. 1.	S.B. No. 381, 72 nd Leg.	<p>ADDITIONS:</p> <ul style="list-style-type: none"> • Abolished the Council on Disabilities and transferred its functions, records, obligations, rights, and assets to the GCPD • Renamed the Governor’s Committee for Disabled Persons, changing the name to GCPD • Made the GCPD a statutory entity • Established the GCPD within the Office of the Governor • Established that the GCPD shall be funded through the Office of the Governor • Established the GCPD’s composition, including ex officio memberships (later amended) • Established reimbursement policy for member expenses • Established rules related to officers, meetings, and quorums (later amended) • Subjected the GCPD to the Sunset Act (later amended) • Established staff and funding rules • Obligated the GCPD to adopt rules and designate subcommittees as needed to fulfill its functions • Permitted the GCPD to accept gifts, grants, and donations to support the GCPD or carry out its functions 	

Year	General and Special Laws Citation	Bill Number	Substantive Changes	Non-substantive Changes
1991 cont.			<ul style="list-style-type: none"> • Established the GCPD’s thirteen functions (later amended) • Directed the agencies of state and local government to cooperate with and assist the GCPD in performing its functions 	
1995	Acts 1995, 74 th Leg., ch.835, Sec. 22	H.B. No. 2859, 74 th Leg.		AMENDMENT: Updated the name of a state agency head in the designation of ex officio members from “executive director of the Texas Commission for the Deaf” to “executive director of the Texas Commission for the Deaf and Hard of Hearing”
1995	Acts 1995, 74 th Leg., ch.76, Sec. 5.95(82)	S.B. No. 959, 74 th Leg.		AMENDMENT: Updated the reference to the Open Meetings law to reflect updated statutory citation

Year	General and Special Laws Citation	Bill Number	Substantive Changes	Non-substantive Changes
1999	Acts 1999, 76 th Leg., ch.37, Sec. 1	H.B. No. 1611, 76 th Leg.	AMENDMENT: Added a description of the GCPD's mission to the statute: "The committee's mission is to further opportunities for persons with disabilities to enjoy full and equal access to lives of independence, productivity, and self-determination."	
1999	Acts 1999, 76 th Leg., ch.37, Sec. 2	H.B. No. 1611, 76 th Leg.	AMENDMENT: Established that appointments to the GCPD would be made without regard to race, color, disability, sex, religion, age, or national origin of the appointees, except that at least seven of the appointees must be people with disabilities	
1999	Acts 1999, 76 th Leg., ch.37, Sec. 3	H.B. No. 1611, 76 th Leg.		AMENDMENTS: Changed the term "chair" to "presiding officer" Changed the directive for the GCPD to meet "in each quarter of the year" to a directive to meet "quarterly"

Year	General and Special Laws Citation	Bill Number	Substantive Changes	Non-substantive Changes
1999	Acts 1999, 76 th Leg., ch.37, Sec. 4	H.B. No. 1611, 76 th Leg.	<p>AMENDMENTS:</p> <p>Updated the GCPD’s Sunset provision to state that unless continued as provided under relevant Sunset law, the GCPD is abolished on September 1, 2011 (previously September 1, 1999)</p> <p>Substantially revised the GCPD’s functions, rewording several functions, reorganizing the presentation of some functions, and eliminating the GCPD’s obligation to promote a demographic survey of people with disabilities</p>	
1999	Acts 1999, 76 th Leg., ch.37, Sec. 5	H.B. No. 1611, 76 th Leg.	<p>ADDITION:</p> <p>Established the GCPD’s policies on conflicts of interest, training of members, ground for removal of members, division of responsibilities between members and staff, public hearings, standards of conducts, and complaints</p>	
2003	Acts 2003, 78 th Leg., ch.817, Sec. 10.10	S.B. No. 280, 78 th Leg.		<p>AMENDMENT:</p> <p>Updated the name of a state agency head in the designation of ex officio members from “Chair of the Texas Employment Commission” to “executive director of the Texas Workforce Commission.”</p>

Year	General and Special Laws Citation	Bill Number	Substantive Changes	Non-substantive Changes
2005	Acts 2005, 79 th Leg., ch.1227, Sec. 1.04	H.B. No. 1116, 79 th Leg.	AMENDMENT: Updated the GCPD's Sunset provision to state that unless continued as provided under relevant Sunset law, the GCPD is abolished on September 1, 2009 (previously September 1, 2011)	
2007	Acts 2007, 80 th Leg., ch.928, Sec. 3.06	H.B. No. 3249, 80 th Leg.	AMENDMENT: Updated the GCPD's Sunset provision to state that unless continued as provided under relevant Sunset law, the GCPD is abolished on September 1, 2011 (previously September 1, 2009)	
2009	Acts 2009, 81 st Leg., ch.2, Sec. 2.12	S.B. No. 2, 81 st Leg.	AMENDMENT: Updated the GCPD's Sunset provision to state that unless continued as provided under relevant Sunset law, the GCPD is abolished on September 1, 2013 (previously September 1, 2011)	
2011	Acts 2011, 82 nd Leg., ch.1232, Sec. 2.18	S.B. No. 652, 82 nd Leg.	AMENDMENT: Updated the GCPD's Sunset provision to state that unless continued as provided under relevant Sunset law, the GCPD is abolished on September 1, 2015 (previously September 1, 2013)	

IV. Policymaking Structure

A. Complete the following chart providing information on your policymaking body members.

Governor's Committee on People with Disabilities Exhibit 3: Policymaking Body			
Member Name	Term/Appointment Dates/Appointed by Whom	Qualification	City
Joe Bontke	Originally appointed by Governor Rick Perry on 12/14/06 Reappointed 03/09/09 Designated as presiding officer on 10/01/10 Reappointed 09/26/11; term to expire 02/01/13	Presiding Officer Member with a Disability	Houston
Aaron W. Bangor, PhD	Originally appointed by Governor Rick Perry on 12/14/06 Reappointed 12/10/08 Selected as vice chair on 10/01/10 Reappointed 07/29/10 Reappointed 05/09/12; term to expire 02/01/14	Vice Chair Member with a Disability	Austin
Rodolfo Becerra, Jr.	Originally appointed by Governor Rick Perry on 12/10/08 Reappointed 07/29/10 Reappointed 05/09/12; term to expire 02/01/14	Member with a Disability	Nacogdoches
Daphne Brookins	Originally appointed by Governor Rick Perry on 12/14/06 Reappointed 03/03/09 Reappointed 09/26/11; term to expire 02/01/13	Member	Forest Hill

Member Name	Term/Appointment Dates/Appointed by Whom	Qualification	City
David A. Fowler	Originally appointed by Governor Rick Perry on 12/14/06 Reappointed 03/09/09 Reappointed in 09/26/11; term to expire 02/01/13	Member with a Disability	Katy
Connie Sue Kelley	Appointed by Governor Rick Perry on 09/26/11; term to expire 02/01/13	Member	Humble
Mackenzie-Anne Kelly	Appointed by Governor Rick Perry on 05/09/12; term to expire 02/01/14	Member	Austin
Margaret M. Larsen	Originally appointed by Governor Rick Perry on 10/01/10 Reappointed 05/09/12; term to expire 02/01/14	Member	Austin
David G. Ondich	Appointed by Governor Rick Perry on 10/20/11; term to expire 02/01/13	Member with a Disability	Burleson
Shawn P. Saladin, PhD, CRC, CPM	Appointed by Governor Rick Perry on 09/26/11; term to expire 02/01/13	Member with a Disability	Edinburg
Kathy S. Strong	Originally appointed by Governor Rick Perry on 04/10/03 Reappointed 09/08/05 Reappointed 12/14/06 Reappointed 12/10/08 Reappointed 07/29/10; term to expire 02/01/12	Member	Garrison
Patricia A. Watson	Originally appointed by Governor Rick Perry on 12/11/09 Reappointed 07/29/10 Reappointed 05/09/12; term to expire 02/01/14	Member	Flower Mound

ATTACHMENT: Biographical Information of Members

B. Describe the primary role and responsibilities of your policymaking body.

According to our enabling statute, Texas Human Resources Code, Chapter 115:

Function 3: before the end of each even-numbered year, submit to the governor and to the legislature a report that includes:

(A) the status of the state's compliance with federal and state laws pertaining to rights and opportunities for persons with disabilities and recommendations to achieve further compliance, if necessary;

(B) a long-range state plan for persons with disabilities and recommendations to implement that plan; and

(C) any recommended changes in state laws relating to persons with disabilities

ATTACHMENT: 2013-2015 Policy Recommendations for the 83rd Legislative Session

C. How is the chair selected?

The chair (presiding officer) is designated by the Governor. The Committee members are appointed by the Governor. There are 12 members; seven must be Texans with disabilities. The Committee decided to elect by majority vote a Vice-Chair in the circumstance the Chair cannot attend the quarterly meetings.

D. List any special circumstances or unique features about your policymaking body or its responsibilities.

Seven of the twelve Committee members must be Texans with disabilities. This mandate requires the staff to provide reasonable accommodations for Committee members, such as providing an American Sign Language interpreter or Communication Access Real-time Translation (CART) to allow for full participation by each Committee member. Staff occasionally provide accommodations for members of the public who attend our meetings, upon specific request.

E. In general, how often does your policymaking body meet? How many times did it meet in FY 2012? In FY 2013?

Texas Human Resources Code. Chapter 115. Governor's Committee on People with Disabilities. Section 115.004 (c) states the Committee shall meet quarterly as provided by Committee rule and may meet at other times at the call of the presiding officer.

FY 2012 Meeting Dates and Locations:

October 25, 2011	Austin
January 23, 2012	Austin
April 28, 2012	San Marcos
August 3, 2012	Austin

FY 2013 Meeting Dates and Locations:

October 23, 2012	Houston
January 18, 2013	Austin
April 13, 2012	Arlington
August 2, 2013	Austin

F. What type of training do members of your agency's policymaking body receive?

Committee members receive initial orientation and training through the staff of the Committee and are required to work through learning modules about our enabling statute. Additionally, GCPD members are required to complete the Public Information Act and Open Meetings Act training through the Attorney General's Office prior to voting at quarterly business meetings.

G. Does your agency have policies that describe the respective roles of the policymaking body and agency staff in running the agency? If so, describe these policies.

The Committee has developed the following policies related to:

- Public Hearings
- Grounds for Removal
- Gifts, Grants, Donations
- Division of Responsibility
- Training of New Members

ATTACHMENTS: Developed Policies (5)

H. What information is regularly presented to your policymaking body to keep them informed of your agency's performance?

Each quarter the Committee is given an overview of the current performance measures and budget. In addition, staff provides detailed written and oral reports of the significant quarterly activities. Committee members are also required to report their community involvement and projects for the quarter.

ATTACHMENTS: 2012 quarterly meeting briefing books (4)

I. How does your policymaking body obtain input from the public regarding issues under the jurisdiction of the agency? How is this input incorporated into the operations of your agency?

Each year the Committee conducts a survey of an issue related to Texans with disabilities. Additionally, in each year leading up to a legislative session, the public is surveyed on issues of importance in preparation for policy development.

ATTACHMENT: 2012 Citizen Input Survey on Issues Important to People with Disabilities

The Committee also provides opportunities for public comment at each of its quarterly meetings and keeps a log of all constituent communications received, which allows for analysis of trends.

J. If your policymaking body uses subcommittees or advisory committees to carry out its duties, fill in the following chart.

Governor's Committee on People with Disabilities Exhibit 4: Subcommittees and Advisory Committees			
Name of Subcommittee or Advisory Committee	Size/Composition/ How are members appointed?	Purpose/Duties	Legal Basis for Committee
Awards Subcommittee	Two Committee members who volunteer to serve and two staff members	Discuss the overall quality of the awards programs and suggest recommendations	<p>Sec. 115.007. RULES AND SUBCOMMITTEES. (a) The committee shall adopt rules and designate subcommittees and task forces as it considers advisable for the conduct of the committee's functions. (b) The committee may appoint persons other than committee members to serve on its subcommittees and task forces as appropriate to obtain needed expertise and broaden representation from its constituencies. Those persons may not receive compensation for their services but may be reimbursed for travel and lodging expenses.</p> <p>Added by Acts 1991, 72nd Leg., ch. 577, Sec. 1, eff. Sept. 1, 1991.</p>
Sunset Advisory Committee	Two staff members with Chair and Vice Chair	Complete the Sunset Evaluation Report, answer questions from Sunset Committee and attend any legislative hearings	<p>Sec. 115.007. RULES AND SUBCOMMITTEES. (a) The committee shall adopt rules and designate subcommittees and task forces as it considers advisable for the conduct of the committee's functions (b) The committee may appoint persons other than committee members to serve on its subcommittees and task forces as appropriate to obtain needed expertise and broaden representation from its constituencies. Those persons may not receive compensation for their services but may be reimbursed for travel and lodging expenses.</p> <p>Added by Acts 1991, 72nd Leg., ch. 577, Sec. 1, eff. Sept. 1, 1991.</p>

V. Funding

A. Provide a brief description of your agency's funding.

The Governor's Committee on People with Disabilities is appropriated General Revenue by the Legislature. We are funded as a Trustee program through the Office of the Governor.

B. List all riders that significantly impact your agency's budget.

Not Applicable

C. Show your agency's expenditures by strategy.

Governor's Committee on People with Disabilities Exhibit 5: Expenditures by Strategy — Fiscal Year 2012 (Actual)			
Goal/Strategy	Amount Spent	Percent of Total	Contract Expenditures Included
A.1.5 Disability Issues	\$443,016	100%	Not Applicable
GRAND TOTAL:	\$443,016	100%	Not Applicable

D. Show your agency's sources of revenue. Include all local, state, and federal appropriations, all professional and operating fees, and all other sources of revenue collected by the agency, including taxes and fines.

Governor's Committee on People with Disabilities Exhibit 6: Sources of Revenue — Fiscal Year 2012 (Actual)	
Source	Amount
General Revenue	\$560,016
TOTAL	\$560,016

E. If you receive funds from multiple federal programs, show the types of federal funding sources.

Not Applicable

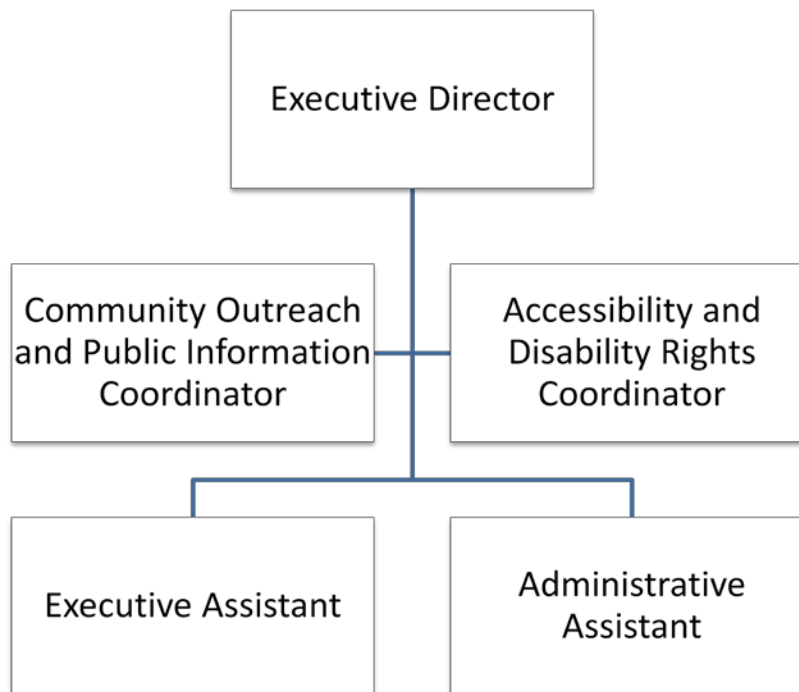
F. If applicable, provide detailed information on fees collected by your agency.

Not Applicable

VI. Organization

- A. Provide an organizational chart that includes major programs and divisions, and shows the number of FTEs in each program or division. Detail should include, if possible, Department Heads with subordinates, and actual FTEs with budgeted FTEs in parenthesis.

Texas Governor's Committee on People with Disabilities Organizational Chart



- B. If applicable, fill in the chart below listing field or regional offices.

Not Applicable

- C. What are your agency's FTE caps for fiscal years 2012-2015?

Committee Allocation of FTEs which include Administrative Support provided by the Office of the Governor

2012: 6.89

2013: 6.8

2014: 6.8

2015: 6.8

D. How many temporary or contract employees did your agency have as of August 31, 2012?

None.

E. List each of your agency's key programs or functions, along with expenditures and FTEs by program.

Governor's Committee on People with Disabilities Exhibit 10: List of Program FTEs and Expenditures — Fiscal Year 2012		
Program	FTEs as of August 31, 2012	Actual Expenditures
Governor's Committee on People with Disabilities	6.89 FTEs	\$443,016.42
TOTAL	6.89 FTEs	\$443,016.42

ATTACHMENT: Organizational chart for Office of the Governor

VII. Guide to Agency Programs

Complete this section for **each** agency program (or each agency function, activity, or service if more appropriate). Copy and paste the questions as many times as needed to discuss each program, activity, or function. Contact Sunset staff with any questions about applying this section to your agency.

1A. Provide the following information at the beginning of each program description.

Name of Program or Function	Policy Recommendations
Location/Division	Austin / GCPD
Contact Name	Angi English, Erin Lawler
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	2 FTEs
Statutory Citation for Program	Human Resources Code, Sec. 115.009, Function 3 (A) - (C): “before the end of each even-numbered year, submit to the governor and to the legislature a report that includes: (A) the status of the state’s compliance with federal and state laws pertaining to rights and opportunities for persons with disabilities and recommendations to achieve further compliance, if necessary; (B) a long-range state plan for persons with disabilities and recommendations to implement that plan; and (C) any recommended changes in state laws relating to persons with disabilities;”

1B. What is the objective of this program or function? Describe the major activities performed under this program.

The objective of this program is to fulfill the GCPD’s statutory mandate to present a policy recommendations document to the Governor and the Legislature which includes recommended changes to state laws related to people with disabilities.

Most recently, the GCPD developed its [2013-2015 biennium policy recommendations](#) for the 83rd Legislative Session, a 145-page report that included 140 recommendations related to Texans with disabilities’ full inclusion and access to community and work life in Texas. These recommendations represent eighteen months of effort and draw from several areas of constituent and stakeholder input, including high-level research, constituent correspondence and survey

responses, and Committee members' own subject matter expertise. To prepare these recommendations, GCPD staff and members reviewed expert research and emerging trends at the State and national level and were guided by disability-related House and Senate interim charges.

The GCPD feels strongly that its recommendations should be based on data which identifies the needs of Texans with disabilities. The GCPD conducted a Citizen Survey on Issues Important to Texans with Disabilities and received 1,131 constituent responses, including 1,691 open-ended comments across the GCPD's ten issue areas. The GCPD considered input from Texans with a wide variety of disabilities including physical, developmental, mental, sensory and cognitive disabilities. The survey led to a better understanding of the current issues affecting Texans with disabilities and to the formation of the reports policy recommendations.

The staff and members also collected and reviewed data from its database regarding disability research, emerging trends, the Texas House/Senate interim studies and the analysis of calls and emails from citizens for technical assistance in its database. During the GCPD's quarterly meetings throughout the biennium, members examined disability issues from their distinct areas of subject matter expertise and shared information about trends in their local areas throughout Texas.

The recommendations strive to leverage strategic federal, state, public and private partnerships to develop resources, reduce fragmentation in the service delivery system, address needs in a coordinated and comprehensive manner, provide choice, and implement strategies that help people remain independent and involved in community life.

1C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

The GCPD has presented a policy recommendations document to the Governor and the Legislature in anticipation of each biennial Legislative Session since this mandate was introduced into law. A successful document serves at least two functions: it inspires positive, disability-related legislation and educates its audience about disability issues. The effects of the policy recommendations document could include the introduction and eventual passage of a disability-related bill, but could also include government action at the regulatory or rulemaking level, and increased awareness of disability issues among legislators. Because of the many roles the policy recommendations document plays, it is difficult to measure the effectiveness or efficiency of each document.

ATTACHMENT: 2013-2015 Policy Recommendations for the 83rd Legislative Session

1D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

Over time, the policy recommendations documents have grown longer and more sophisticated. The GCPD's capacity to survey constituents increased with the advent of Internet surveying technology, such as SurveyMonkey.

1E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

The document is distributed to each Texas State legislator and to the Governor, through his Executive Staff. Further, it is made available to the public, through publication on the GCPD website and distribution through the GCPD's GovDelivery push notification system.

ATTACHMENTS: GovDelivery Detailed Reports (6)

1F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

The policy-making process takes place throughout most of the biennium. A basic timeline follows, with dates from the most recent legislative session included as examples. The same basic process occurs every biennium.

1. Research (Spring 2011 - Fall 2012)
2. Survey (Summer 2012)
3. Drafting (Fall 2012)
4. Committee Approval (Winter 2012/2013)
5. Submission to Governor and Legislature (Winter 2012/2013)

Research. GCPD staff and committee members collaborate to research existing and emerging trends in disability issues. Sources of information include books, journal articles, and studies conducted by government agencies and nonprofit organizations. The goal of the research is to identify both problems and possible solutions. The researches examine initiatives at the national level and in other states, asking what has worked elsewhere, but keeping Texas distinct features in mind.

Survey. In the summer of 2012, GCPD staff members created a comprehensive Citizen Input Survey hosted online using SurveyMonkey. The survey asked citizens to provide input into the policy recommendations process and rank issues of interest that had been identified by the Committee members for the 83rd Legislative Session. Citizens were also given the opportunity to provide open-ended responses to any issue important to them. The GCPD received 1,131 unique survey responses.

ATTACHMENT: 2012 Citizen Input Survey on Issues Important to People with Disabilities

Drafting. GCPD staff and committee members collaborate on the drafting process, creating ten distinct sections to the policy document, one for each of the GCPD's ten issue areas. Each section contains background information, including both quantitative and qualitative data, followed by concrete policy recommendations.

Committee Approval. GCPD committee members vote to approve the final draft of the policy recommendations document.

Submission to Governor and Legislature. GCPD staff members distribute the approved version of the policy recommendations document in digital format to the Governor and all Texas state legislators.

1G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

This program does not have specific funding. The activities of the program are funded through the GCPD's general budget. The main expense of this activity is the compensation for staff members. The GCPD's budget also covers member travel expenses to quarterly meetings, at which policy recommendations are often discussed. The Office of the Governor has a shared SurveyMonkey account, used by multiple divisions, including the GCPD, but the annual subscription cost is borne by the GCPD.

1H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

We are not aware of a comprehensive, cross-disability policy recommendations document created by any other organization.

1I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

Not Applicable

1J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

Not Applicable

1K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

1L. Provide information on any grants awarded by the program.

Not Applicable

1M. What statutory changes could be made to assist this program in performing its functions? Explain.

None

1N. Provide any additional information needed to gain a preliminary understanding of the program or function.

The GCPD's policy recommendations cover ten broad issue areas. Below is a description of each issue area.

[Access](#)

State and federal laws strive to guarantee that people with disabilities can access the same places and services as the rest of the population. The Committee examines the physical accessibility of places and programmatic access to services. The scope of this examination includes any services that fall under [Title II of the Americans with Disabilities Act](#) (ADA), which covers State and local governments, and [Title III of the ADA](#), which covers most business enterprises, known as public accommodations. The Committee looks at other important sub-issues in this area, such as [accessible voting](#) and the use of [service animals](#). Key State and federal agencies that the Committee partners with are the Elimination of Architectural Barriers Division of the [Texas Department of Licensing and Regulation](#) (TDLR) and the [U.S. Department of Justice](#) (DOJ).

[Communications](#)

People with disabilities deserve effective communication, whether they are applying for jobs, speaking to their doctors, or receiving emergency alerts. For this reason, accessible

communication and the assistive technologies that make this communication possible are of vital importance in all of the Committee’s issue areas. The Committee examines the accessibility of websites, e-learning tools, and emergency notifications, to name just a few, and monitors new and emerging assistive technology devices. The Committee is also dedicated to promoting “[People First language](#),” which emphasizes the dignity of each person by putting the person before the disability in descriptive language. Key State and federal agencies that the Committee partners with are the [Texas Department of Information Resources](#) (DIR), the [Texas Public Utilities Commission](#) (PUC), the [Federal Communications Commission](#) (FCC), and the [U.S. Access Board](#).

Education

Students with disabilities can face educational challenges from the moment they begin pre-school through the day they sit for a professional licensing examination. The Committee supports inclusion and accommodation of people with disabilities at all ages and levels of the educational process. The Committee’s work in this area covers services provided under the [Individuals with Disabilities Education Act](#) (IDEA); the special education process as administered by the Texas Education Agency; anti-discrimination under [Section 504 of the Rehabilitation Act of 1973](#); and accessible educational technologies. The key State and federal agencies that the Committee partners with are the [Texas Education Agency](#) (TEA) and the [U.S. Department of Education](#).

Emergency Management

Texas faces a wide range of potential hazards; since 1953, it has experienced more [Presidentially-declared disasters](#) than any other state. The Committee covers all aspects of emergency management for Texans with disabilities, including planning for natural, man-made, and disease-related disasters. The Committee plays an instrumental role in the Functional Needs and Support Services committee at the [Texas Division of Emergency Management](#) (TDEM). This interdisciplinary committee of experts continually updates comprehensive guidance on meeting the needs of the Whole Community, including citizens with functional and access needs, during an emergency. The key State and federal agencies that the Committee partners with are TDEM, the [Texas Health and Human Services Commission](#) (HHSC), the [Texas Department of State Health Services](#) (DSHS), the [Texas Public Utility Commission](#) (PUC), the [Federal Emergency Management Agency](#) (FEMA) and the [U.S. Department of Homeland Security](#) (DHS).

Health

The Committee is dedicated to promoting health and wellness among Texans with disabilities, including those who face financial, attitudinal, or physical barriers to quality healthcare. The Committee provides analysis and guidance in the areas of health insurance, public benefit programs such as Medicaid and Medicare, and physical accessibility of medical facilities and equipment. The Committee is also dedicated to promoting mental health and addressing the particular needs of those experiencing mental illness. Further, as the population of Texas ages, more Texans have increased and varied health care needs. The Committee supports solutions that allow Texans to “age in place,” supported by their family and community. The key State and

federal agencies that the Committee partners with are the [Texas Department of State Health Services](#) (DSHS), the [Texas Department of Assistive and Rehabilitative Services](#) (DARS), the [Texas Department of Aging and Disability Services](#) (DADS), and the [Centers for Medicaid and Medicare Services](#) (CMS).

Housing

A stable, accessible home can allow a Texan with a disability to live a productive life of independence within the community. The Committee supports affordable, accessible housing options and compliance with the [Fair Housing Act](#) and local visitability ordinances. The Committee also provides information on home modifications, financial assistance for housing, and tax credits and exemptions. The key State and federal agencies that the Committee partners with are the [Texas Department of Housing and Community Affairs](#) (TDHCA) and the [U.S. Department of Housing and Urban Development](#) (HUD).

Recreation

Recreation promotes physical and mental wellness for all Texans. The Committee supports accessible recreational opportunities for Texans with disabilities and provides information on physical access to recreational facilities, including parks, sports arenas and arts organizations. The Committee also applauds the involvement of people with disabilities on sports teams and as artists, actors and musicians. The key State and federal agencies the Committee partners with are the [Texas Parks and Wildlife Department](#) (TPWD) and the [U.S. Access Board](#). There are also independent organizations contracted by the [U.S. Department of the Interior](#), such as the [National Park Service](#) and the [National Center on Accessibility](#), to provide consultation on accessible recreational opportunities.

Transportation

Because people with disabilities are more active in their communities than ever before, they deserve reliable and accessible transportation to allow for their full participation in a wide range of activities. The Committee examines all forms of transportation, from the everyday issues of accessible parking and paratransit services, to planning for business and recreational travel by airplane and ship. Key State and federal agency partners are the [Texas Department of Transportation](#) (TxDOT), the [Texas Department of Motor Vehicles](#) (DMV), the [Texas Department of Public Safety](#) (DPS), the [Federal Highway Administration](#) (FHWA), the [U.S. Department of Transportation](#) (DOT), the [Federal Transit Administration](#) (FTA), the [Aviation Consumer Protection and Enforcement Division of the U.S. Department of Transportation](#), and the [U.S. Department of Justice](#) (DOJ).

Veterans

Texas is currently home to around 1.7 million Veterans, many with disabilities. The Committee looks at all aspects of Veteran's services, including housing, medical care, benefits determination, employment and health. The 82nd Legislature created the Texas Coordinating Council for Veterans Services to improve the coordination of services for Texas Veterans,

service members and their families. The key State and federal agencies that partner with the Committee are [Texas Workforce Commission Veterans Services](#), the [Texas Veterans Commission](#) (TVC), and the [U.S. Department of Veterans Affairs](#) (VA).

Workforce

Texans with disabilities represent a valuable and skilled labor market that is sometimes overlooked by employers. The Committee supports compliance with [Title I of the ADA](#), which prohibits discrimination against applicants or employees with disabilities by covered entities. The Committee also supports innovative approaches to integrating people with disabilities into the workforce, including the use of reasonable accommodations, assistive technologies, and trainings in best practices for both employers and employees. The key State and federal agencies that partner with the Committee are the [Texas Workforce Commission](#) (TWC), the [Equal Employment Opportunity Commission](#) (EEOC), and the Department of Labor, particularly the [Office of Disability Employment Policy](#) (ODEP).

10. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

1P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency's practices.

Not Applicable

2A. Provide the following information at the beginning of each program description.

Name of Program or Function	Provision of Subject Matter Expertise
Location/Division	Austin / GCPD
Contact Name	Angi English, Erin Lawler
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	2 FTEs
Statutory Citation for Program	Human Resources Code, Sec. 115.009, Function 1: “serve as a central source of information and education on the abilities, rights, problems, and needs of persons with disabilities and, as necessary, issue reports;” and Sec. 115.009(7): “provide information and technical assistance to public and private agencies and businesses to promote and facilitate implementation of the federal Americans with Disabilities Act of 1990 (Pub. L. No. 101-336) and other federal and state statutes relating to rights and opportunities of persons with disabilities;” and Sec. 115.009(9) “work with legislative committees and with state agencies on the development of laws and policies that affect persons with disabilities;”

2B. What is the objective of this program or function? Describe the major activities performed under this program.

The objective of this program is to provide subject matter expertise, also referred to as high-level technical assistance, on disability issues to federal and state agencies and private entities. Disability issues touch almost every aspect of government service provision and policy, but not every government agency has the capacity to hire disability experts. Likewise, while almost all private entities have employees with disabilities and serve customers and clients with disabilities, many do not have disability experts on staff. Acknowledging this need in both the public and private sectors, GCPD staff members provide sophisticated knowledge of federal and state disability laws, disability policy issues, and disability terminology and etiquette to a wide variety of audiences. Staff members regularly serve as subject matters experts on state and federal government subcommittees, speak as subject matter experts at conferences and symposiums, and provide technical assistance in person and in writing to other government entities and nonprofit partners. GCPD staff members also serve in leadership positions on many disability-related committees and workgroups throughout Texas state government.

2C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

Staff members are regularly invited to speak at events and serve on government committees and workgroups. At this time, requests for GCPD leadership on committees exceed the GCPD's capacity to fulfill. GCPD staff members are now in a position to be selective about which leadership positions to accept, prioritizing issue areas of high importance to Texans with disabilities where staff members believe they will be able to affect positive change.

2D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

Different staff members have brought different areas of expertise over time, so the focus of this program has shifted to reflect the strengths of current staff members. At this time, Ms. English is recognized as a national expert on emergency management issues, especially for people with disabilities. Many of Ms. English's activities as a subject matter expert involve emergency management. Ms. Lawler is a licensed attorney and often selects leadership positions and speaking engagements that will allow her to use her legal training to make the complex subject of disability rights accessible.

2E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

This program has affected many federal, state, and private entities over time. Below are some examples of entities that have benefited from the subject matter expertise of GCPD staff members recently.

Federal Agencies and National Associations.

Federal Emergency Management Agency (FEMA). Staff members have provided technical assistance and served as subject matter experts for Federal Agency on Emergency Management (FEMA) initiatives. Ms. English and Ms. Lawler have provided revisions to FEMA documents related to including people with disabilities in emergency preparedness and emergency management, including revising definitions of "whole community" planning concepts.

Department of Homeland Security (DHS). Ms. English was appointed by United States Secretary of Homeland Security Janet Napolitano to serve on the [Local, State, Tribal and Federal Preparedness Task Force](#) in 2010, which was charged with assessing the state of the nation's disaster preparedness and making recommendations.

United States Department of Health and Human Services (HHS). HHS staff requested the GCPD's permission to use certain learning modules on document accessibility that are hosted on the GCPD's website. Ms. Lawler coordinated the sharing of these materials and regularly takes questions from the public about these materials.

U.S. Department of Labor (DOL) / Office of Disability Employment Policy (ODEP) / National Association of Governors' Committees (NAGC). GCPD staff members have provided leadership and active participation in the ODEP-NAGC alliance. Activities of the alliance include the creation of a legislative handbook and the promotion of Disability History and Awareness Month initiatives.

State Agencies.

Texas Department of Public Safety (DPS) / Texas Division of Emergency Management (TDEM).

Inclusive emergency management. GCPD staff members have provided significant leadership in TDEM's efforts to create emergency management plans and procedures that are inclusive of people with disabilities. GCPD actions include:

1. Creating, promoting, and implementing the Disability Task Force on Emergency Management through TDEM, an advisory committee composed of disability experts and people with disabilities who advise TDEM on disability issues in emergency preparedness and emergency management.
2. Providing leadership on the Functional Needs and Support Services (FNSS) task force through TDEM and contributing to the creation and continual revisions of the [FNSS toolkit](#).
3. Providing leadership on Disability Task Force Subcommittees, including Ms. English's chairing of the subcommittee on Effective Communication and Community Outreach.
4. Speaking at TDEM's annual conference on emergency management. Ms. English has spoken on the use of social media in emergency management, especially as it relates to people with disabilities, and Ms. Lawler has spoken on the rights of people with disabilities under the ADA, the Rehabilitation Act, and other relevant law in emergency situations. Ms. English has also presented on the accomplishments of the Disability Task Force on Emergency Management.

Endangered Missing Person Alert. GCPD staff members served as subject matter experts related to the creation of a new emergency alert system through TDEM.

Ms. English and Ms. Lawler participated actively in two workgroup sessions through DPS to develop definitions and criteria for the Endangered Missing Person Alert System (an alert similar

to an AMBER Alert, broadcast when a person with an intellectual or pervasive development disorder is missing).

Ms. Lawler serves on the Steering Committee on Texas AMBER, Blue, Silver, and Endangered Missing Person Alert Systems through TDEM.

Texas Department of Information Resources (DIR).

Ms. Lawler currently serves as the Vice-Chair of the Electronic and Information Resources Accessibility Council of Texas (ACT), an advisory committee to DIR. ACT is committed to promoting the ongoing improvement of the methods by which state agencies make electronic and information resources accessible to all state employees and the public, including people with disabilities. The ACT Charter specifies that one of its members will always be a staff member of the GCPD. This role has been filled by various staff members over time, but the GCPD has always provided leadership and active participation since the creation of the ACT.

Ms. Lawler contributed significantly to the ACT's written comment to the United States Access Board on an Advanced Notice of Proposed Rulemaking (ANPRM) related to federal standards for the accessibility of electronic and information resources, commonly known as the "Section 508 Refresh," referring to Section 508 of the federal Rehabilitation Act.

State Bar of Texas.

Ms. Lawler currently serves as the Vice-Chair of the Disability Issues Committee (DIC) of the State Bar of Texas, a statewide group of attorneys dedicated to making legal services more accessible to Texans with disabilities. Ms. Lawler served as a member and officer for two years, before advancing to a leadership position. During this time, Ms. Lawler chaired the legislation subcommittee of the DIC, presenting quarterly reports to the DIC members on legislative trends and policy initiatives related to people with disabilities in Texas. Ms. Lawler has also twice served on the planning committee for the annual continuing legal education day-long seminar on special education and juvenile justice.

Department of Assistive and Rehabilitative Services (DARS).

GCPD staff members work closely with staff members at our sister agency, DARS, on a wide variety of projects. Some examples include: providing comments and revisions on brochures and fact sheets on disability-related issues that DARS publishes for its consumers; drafting ADA-related facts for DARS' distribution during July, in celebration of the anniversary of the signing of the ADA; and partnering with DARS for promotion of Texas Persons with Disabilities History and Awareness Month.

Non-profit Entities and Universities.

OneStar Foundation.

GCPD staff members assist the OneStar Foundation, which leads the Governor’s Faith-Based and Community Initiative, which was created by Governor Rick Perry in 2004. Examples of GCPD assistance to OneStar include: Ms. Lawler serves on a planning committee for the Austin InterFaith Inclusion Network’s annual symposium through OneStar; Ms. Lawler also serves as a Project Advisory Committee (PAC) through OneStar on enhancing volunteer opportunities for people with disabilities in national service programs; Ms. Lawler also spoke at a conference organized by OneStar for staff members of AmeriCorps and Vista service placements on legal rights of volunteers with disabilities.

Southwest Conference on Disabilities.

The GCPD is a partner in the Southwest Conference on Disability, held annually in Albuquerque, New Mexico and hosted by the University of New Mexico. Staff members have helped to plan and facilitate the conference, including finding and promoting Texas Artist-in-Residence, John Bramblitt and presenting at the conference. GCPD presiding officer Joe Bontke is a regular presenter at the conference on disability employment issues.

Private Employers.

Many private employers have benefited from subject matter expertise provided by GCPD staff members. Recently, Ms. Lawler presented an hour-long introduction to the ADA and employment protections for members of the Texas Society of Association Executives. GCPD presiding officer Joe Bontke and Ms. Lawler co-presented a webinar on “Social Media, Disabilities, and Employment Protections” to a national audience through the ADA Legal Webinar Series through the Great Lakes ADA Center in November, 2012.

2F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

Not Applicable

2G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

This program does not have specific funding. The activities of the program are funded through the GCPD’s general budget. The main expense of this activity is the compensation for staff members. Some travel expenses are required for presentations and conferences outside of Austin.

2H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

We are not aware of similar services or functions performed by other programs.

2I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

Not Applicable

2J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

The nature of this function is collaborative. See the answer to item E for examples of units of government that the GCPD works with to accomplish this function.

2K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

2L. Provide information on any grants awarded by the program.

Not Applicable

2M. What statutory changes could be made to assist this program in performing its functions? Explain.

None

2N. Provide any additional information needed to gain a preliminary understanding of the program or function.

None

2O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

2P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency's practices.

Not Applicable

3A. Provide the following information at the beginning of each program description.

Name of Program or Function	Individualized Technical Assistance
Location/Division	Austin / GCPD
Contact Name	Angi English, Erin Lawler
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	2 FTEs
Statutory Citation for Program	Human Resources Code, Sec. 115.009, Function 1: “serve as a central source of information and education on the abilities, rights, problems, and needs of persons with disabilities and, as necessary, issue reports;” and Function 7: “provide information and technical assistance to public and private agencies and businesses to promote and facilitate implementation of the federal Americans with Disabilities Act of 1990 (Pub. L. No. 101-336) and other federal and state statutes relating to rights and opportunities of persons with disabilities;”

3B. What is the objective of this program or function? Describe the major activities performed under this program.

The objective of this program is to provide Texans with a central source of information on disability issues. Staff members respond to constituent questions daily. These questions cover a wide range of disability issues and arrive in various media throughout the day: phone calls, email messages, personal interactions, faxes, and postal mail.

Staff members provide information and referral services on a wide-range of cross disability issues in response to these constituent questions. In the 2012 calendar year, staff responded to **1,060** requests for technical assistance. Technical assistance in this instance is defined broadly as the providing of advice, assistance, and training.

3C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

Staff members log all technical assistance provided to constituents in a central database, called the Disability Constituents Tracking System created in partnership with the Office of the Governor's computer services division. This allows staff members to observe trends in the frequency of particular types of questions and then publish and distribute specific technical assistance documents that are responsive to those trends.

For example, staff members observed a trend in constituent phone calls and emails: many Texans with disabilities and their family members were asking questions about how to receive a reasonable accommodation in the process of applying for or renewing a Texas driver's license. (A reasonable accommodation is a modification to a policy or procedure that allows a person with a disability equal access to a program or service). Staff members created a technical assistance document that addressed this frequently asked question and made the document available on the Governor's Committee website.

3D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

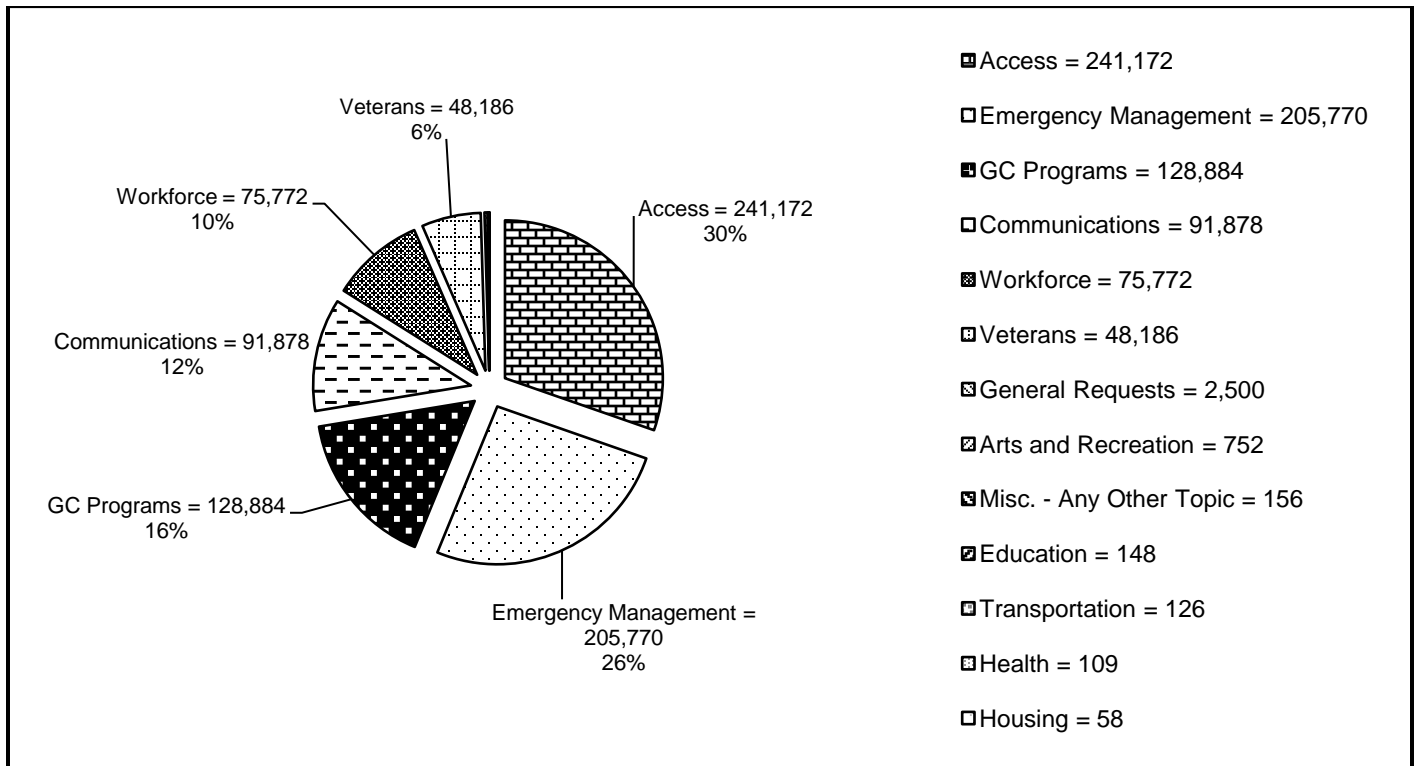
Not Applicable

3E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

The Committee structures its work into ten broad issue areas. The following statistics were gathered from the GCPD Constituent Tracking System for reporting to the Legislative Budget Board. For the calendar year, staff responded to **1,060** personalized requests from citizens and provided the following total number of instances of technical assistance: **795,811**.

Note: The chart and detailed information on the following pages reflect the total number of instances broken into the Committee's 10 issue areas, the major programs of the Committee as well as general disability-related questions.

Detail of Technical Assistance Provided to Constituents During FY 2012



Total Instances of Technical Assistance Provided in FY 2012: 795,811

Committee Programs: 128,884

Local Committees and Awards (via GovDelivery): 42,581
 Annual Survey (original dissemination & analysis distribution): 31,890
 Barbara Jordan Media Awards: 28,166
 Disability-related Info Share (i.e.: announcements, events): 8,302
 NDEAM Poster or Proclamation: 5,814
 APA Awards (Accessibility Professionals Assn.): 5,273
 Employment Awards: 2,913
 Disability History / ADA Anniversary (proclamation): 1,737
 Local Committees: 1,228
 ADA Roundtable: 592
 Policy Recommendations: 214
 Quarterly Committee Meetings: 148
 Courtesy Parking Reminders: 2
 ADA Listserv (outdated daily electronic newsletter): 1
 Scoop on Reporting about People w/ Disabilities training package: 1
 Other: 22

Access: 241,472

ADA and Accessibility/Disability Rights (via GovDelivery): 237,844
Voting: 2,182
ADA Accessibility Guidelines (federal): 1,261
Public Accommodations & Services (ADA Title III): 70
Architectural Barriers / Texas Accessibility Standards (state): 29
DOJ – Complaints, Discrimination or Information: 24
Assistance Animal /Rights & Training: 18
Local & State Governments (ADA Title II): 16
Legal Questions: 16
Assistance Animal Discrimination – referral to DOJ: 9
Other: 3

Arts and Recreation: 752

Member Activities / Public Awareness: 725
Promoting Inclusion or Accessibility: 18
Construction at Parks & Venues: 3
Accessibility of Existing Venue: 1
Other: 5

Communications: 91,878

Accessible Technology (via GovDelivery): 79,776
Assistive & Information Technology: 8,612
Federal Communications Commission / Section 508 (federal): 1,840
Techlunch (Google group postings & meetings): 874
Member Activities / Public Awareness: 703
Accessibility Council of Texas: 32
Website Accessibility: 31
Other: 10

Education: 148

Member Activities / Public Awareness: 101
Reasonable Accommodation: 14
Texas Education Agency (state): 13
Transition Planning / Advocacy: 4
Learning Disabilities: 4
Loans, Grants, Scholarships: 3
U.S. Department of Education (Section 504 referral): 2
Other: 7

Emergency Management: 205,770

Emergency Management (via GovDelivery): 204,813

Member Activities / Public Awareness: 376
TDEM / Texas DPS: 298
Resources or Training: 154
Communication / Information Technology: 93
FEMA: 27
Personal Planning: 6
Local Shelters & Transportation: 1
Other: 2

Health: 109

Insurance: 16
Social Security (SSI, SSDI): 15
Alzheimer's Disease: 13
Financial Assistance: 11
DARS Programs (DBS, DDS, DHHS, DRS, ECI): 9
DADS (services & support): 9
DSHS (programs & services): 8
2-1-1 Hotline (available community services): 5
HHSC Ombudsman Referral: 4
Other: 19

Housing: 58

Accessible Housing / Reasonable Accommodation: 16
Discrimination: 11
Modification or Repair: 9
Affordable Housing: 8
Financial Assistance: 5
Tax Exemptions: 3
Texas Dept of Housing & Community Affairs (state): 2
Other: 4

Transportation: 126

Placards or License Plates: 39
Parking Lots / # of Spaces / Signage: 17
Laws and/or Fines: 16
Drivers License / Resident ID cards: 25
Local Service or Taxicabs: 7
Vehicle Modification: 4
Financial Assistance: 5
Statewide Volunteer Parking Programs: 6
Other: 7

Veterans: 48,186

Veterans with Disabilities (GovDelivery) : 48,166
Veterans Affairs, US Dept of (federal): 12
Texas Veterans Commission (state): 3
Requesting Services: 2
Educational Benefits: 2
Mental Health: 1

Workforce: 75,772

Employment of People with Disabilities (GovDelivery): 74,210
Member Activities / Public Awareness: 1,010
Work Incentive Programs: 260
EEOC Discrimination / Complaints (federal): 128
Entrepreneur & Business: 24
TWC Employment Assistance: 16
Reasonable Accommodation (JAN): 10
TWC Civil Rights Div. – Complaints: 4
Family Medical Leave Act (FMLA): 1
Other: 109

General Requests about Committee Work: 2,500

Staff Presentations & Conferences: 1,696
Members or Ex Officios: 655
Legislative Inquiries : 46
Other: 34
Appointments Process for Possible Members: 13
Resources Guide: 13
General Financial Assistance (multi issues): 12
What does GCPD do?: 10
Legal Assistance: 10
Statistics: 5
Website & Publications (GCPD): 4
Texas Benefits for People with Disabilities: 2

Miscellaneous: 156

3F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

All staff members contribute their time to this program. Executive Assistant Nancy Van Loan is usually responsible for directing calls and emails. Ms. Van Loan responds to questions directly or escalates difficult or unusual questions by directing the request to Ms. English or Ms. Lawler. Ms. Lawler is primarily responsible for creating written technical assistance documents.

Staff members attempt to respond to every constituent request for technical assistance on the same business day it was received. Rarely do constituents wait more than 24 hours for a response.

3G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

This program does not have specific funding. The activities of the program are funded through the GCPD's general budget. The main expense of this activity is the compensation for staff members.

3H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

The GCPD's technical assistance is unique in its breadth. The subject matters that the GCPD address are very broad: federal disability rights law, state disability rights law, state service delivery, and state and local disability resources. Further, the audience for these services is also broad. The GCPD provides information to Texans with disabilities, family and friends of Texans with disabilities, employers, business owners, and even people from out of state who are affected by our laws.

There are other agencies that provide technical assistance along more narrow lines:

- The Southwest ADA Center, one of several federally-funded technical assistance centers throughout the country, serves five southwest states, including Texas, and provides information on the ADA, but not on Texas state laws or services.
- Disability Rights Texas (DRT), a Texas legal advocacy group, provides representation to Texans with disabilities in need of legal assistance. Texans who contact DRT go through a screening process so that staff can determine whether the person's case is a good fit for the organization.
- The Job Accommodation Network, an office that operates through a grant from the United States Department of Labor, provides information for applicants and

- employees with disabilities on reasonable accommodations in the workplace.
- 2-1-1, a function of the Texas Health and Human Services Commission, provides information and referral to all Texans with health and human services resource questions (e.g. questions about Medicaid, Temporary Assistance to Needy Families, Supplemental Nutrition Assistance Program).

3I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency’s customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

Staff members of the GCPD direct constituent questions to the most appropriate agency or organization if the GCPD is not the most appropriate response. Staff members also regularly review technical assistance documents created by other organizations. If these documents are high-quality and appropriate, staff members will place these documents on the GCPD website or share them via email with constituents. Using outside resources ensures that GCPD members do not create duplicative resources unnecessarily.

The GCPD does not have any MOUs, interagency agreements, or interagency contracts with the above mentioned programs.

3J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

The GCPD does not work formally with any local, regional, or federal units of government on this program. Staff members work informally with many other entities.

3K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

3L. Provide information on any grants awarded by the program.

Not Applicable

3M. What statutory changes could be made to assist this program in performing its functions? Explain.

Not applicable

3N. Provide any additional information needed to gain a preliminary understanding of the program or function.

GCPD staff use the Constituent Tracking Database for Utilization Management and Quality Management purposes. Data analysis of the database allows us to triage limited human bandwidth to the areas of greatest need.

3O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

3P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency's practices.

Not Applicable

4A. Provide the following information at the beginning of each program description.

Name of Program or Function	GovDelivery Topic Bulletins for Citizen Engagement
Location/Division	Austin / GCPD
Contact Name	Angi English and Erin Lawler (backup)
Actual Expenditures, FY 2012	Within Current Operating Budget GCPD shares GovDelivery under the Office of the Governor contract
Number of Actual FTEs as of June 1, 2013	1 FTE
Statutory Citation for Program	Human Resources Code, Sec. 115.009, Function 1: “The committee shall: (1) serve as a central source of information and education on the abilities, rights, problems, and needs of persons with disabilities and, as necessary, issue reports;”

4B. What is the objective of this program or function? Describe the major activities performed under this program.


GovDelivery is a push notification system of information to foster citizen engagement. GovDelivery Messaging allows citizens and administrators to manage subscriber preferences – from which topics they want to receive information on to how often they want to receive communications. (The numbers represent participants as of July 26, 2013.)
The Committee has six categories:

<u>Category</u>	<u>Subscribers</u>
Accessible Technology	1,928
ADA Accessibility and Disability Rights	2,149
Emergency Management	2,201
Employment of People with Disabilities	1,886
Veterans with Disabilities	1,933
Local Committees of People with Disabilities and Awards Programs	2,009

4C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

We began GovDelivery in July of 2010. We previously used a listserv of 268 people to get information out to the public. Since we began using GovDelivery, our citizen engagement has grown from 268 people to 12,106 people using our six topic categories. These are not unduplicated numbers. A citizen can sign up for several topic bulletins. The summary chart lists the number of postings and the number of email boxes reached. For FY 2012 we sent 598 topic bulletins to 752,659 email boxes.

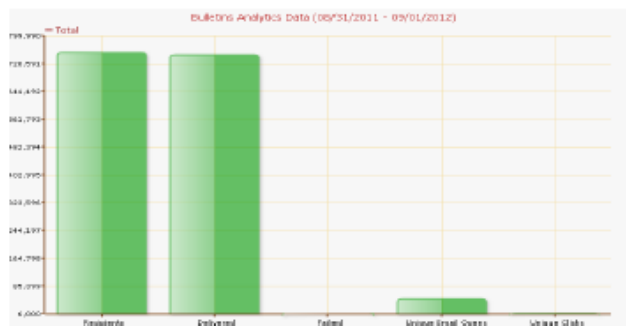
ATTACHMENTS: GovDelivery Detailed Reports (6)

Office of the Governor - Bulletin Analytics Summary Report 

07/26/2013 08:26 AM CDT

For the period 08/31/2011 through 09/01/2012

Summary	
1	Bulletins Sent 598
2	Total Recipients 752,650
3	Total Delivered 746,498
4	Total Failed 6,118
5	Percent Delivered 99.2
6	Total Immediate Email Recipients 296,580
7	Total Digested Email Recipients 348,919
8	Unique Email Opens 50,009
9	Unique Email Open Rate (%) 12.6
10	Average # of Links per Bulletin 8.7
11	Unique Bulletin Link Clicks 8,276
12	Click Rate (%) 2.1



4D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

We look at the data from our Constituent Database to triage our topics to areas where citizens have expressed a desire for more information. This Utilization Management of the data is helpful in triaging our limited resources in human bandwidth to where the need manifests.

4E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

GovDelivery information is provided to all citizens and state agencies who want to receive it. Section B and C provide the statistical breakdown.

4F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

This function is carried out with existing staff and office resources. The GovDelivery Bulletin tool is utilized on as needed basis and data can be pulled for any time frame.

4G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

This is funded through the Office of the Governor.

4H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

The Governor and the Governor's Press Office use GovDelivery for various topics.

4I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

Not Applicable

4J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

Any state agency, state employee, city or county employee, or ADA Coordinator may sign up to receive GovDelivery bulletins.

4K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

4L. Provide information on any grants awarded by the program.

Not Applicable

4M. What statutory changes could be made to assist this program in performing its functions? Explain.

None

4N. Provide any additional information needed to gain a preliminary understanding of the program or function.

Staff and members of the Committee have attempted through GovDelivery to create a “network of networks,” to facilitate getting important information about programs, services, laws related to Texans with disabilities.

4O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

4P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency’s practices.

Not Applicable

5A. Provide the following information at the beginning of each program description.

Name of Program or Function	Legislative Monitoring and Distribution of Disability-related Legislative Information
Location/Division	Austin / GCPD
Contact Name	Erin Lawler, Angi English
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	2 FTEs
Statutory Citation for Program	Human Resources Code, Sec. 115.009, Function 1: “serve as a central source of information and education on the abilities, rights, problems, and needs of persons with disabilities and, as necessary, issue reports;”

5B. What is the objective of this program or function? Describe the major activities performed under this program.

The objective of this program is to provide our constituents with up-to-date and accurate information on disability-related state legislation as it moves through the legislative process. This allows constituents to stay informed on issues that affect them. The GCPD plays an educational role only; staff members do not comment on the merits of any legislation or advocate positions related to legislation.

The major activities performed under this program include:

- A staff member reviews bills and resolutions as they are filed throughout the session, determining whether the content of each bill is disability-related.
- Disability-related bills are placed into one or more tracks in the Telicon online legislative tracking system. The tracks mirror the GCPD’s ten issue areas: access, communications, education, emergency management, health, housing, recreation, transportation, veterans, and workforce.
- Each week during the legislative session, a staff member distributes reports, created through Telicon, to constituents who have voluntarily signed-up to receive such reports. The reports contain information on the progress of each bill in a particular track. There are eleven tracks in all, meaning there are also eleven weekly reports, one for each of the ten issues areas, and one for “all” issue areas.

- After session has concluded, a staff member creates a final report on the major disability-related legislation that passed into law. This report is used for presentation to the Committee Members and to outside groups. It is also used to update the “Texas Key Laws and Resources” section of the GCPD’s website.

5C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

This function is largely monitoring and distributing information about the activities of the Legislature, so it is difficult to quantify its effectiveness. The number of disability-related bills that the GCPD tracks fluctuates from session to session, based on the Legislature’s level of interest in disability issues at any given time, which is outside of the GCPD’s control.

During the 83rd Legislative Session, 5,868 bills were filed (this number excludes all resolutions). The GCPD determined that over 600 of these bills were disability-related. Of that 600, about 145 became law.

5D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

The GCPD began a formal legislative tracking process in 2008.

5E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

This program has the potential to affect anyone interested in following the progress of disability-related legislation. We do not apply any eligibility criteria for people who wish to sign-up to receive the weekly email updates; anyone is free to sign-up. Many of the people who sign up are Texans with disabilities, family members of Texans with disabilities, or professionals in fields related to disabilities, including human resources professionals, advocates, vocational rehabilitation counselors, and special education teachers and administrators.

The number of people receiving the weekly legislative update fluctuates from week to week, as people join the mailing list for a particular track, leave a mailing list, or just adjust their preferences.

The final weekly legislative update of the 83rd Legislative Session was sent on June 21, 2013. The number of unique email address recipients for each track on that day was:

Access	42
Communications	38
Education	61
Emergency Management	28
Health	41
Housing	25
Recreation	25
Transportation	32
Veterans	13
Workforce	36
All Committee Issue Areas	99
Total Recipients:	440*

*A single recipient may sign up for more than one issue area track. For example, if a recipient receives updates about Access and also about Communications, then that recipient would be reflected twice in the total.

5F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

Not Applicable

5G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

This program does not have any special funding. The main expenses associated with running this program are the cost of a subscription to Telicon and the staff time necessary to conduct the activities. The GCPD shares a group subscription to Telicon with other divisions within the Office of the Governor, so the cost of the subscription is covered by the administration.

5H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

No other group that we are aware of provides consistent, weekly updates on the progress of disability-related legislation. Data about legislation while it is still unfolding is necessary for constituents who wish to be involved in the legislative process. Several disability advocacy groups produce a report at the end of the legislative session, covering new laws that have been created.

5I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

Because the GCPD is the only organization to provide weekly legislative updates on disability-related legislation, there is no need to avoid duplication or conflict with other organizations related to that piece of the program.

While other organizations provide reports at the end of each session, providing information on disability-related legislation that became law, the GCPD's approach to this kind of report is unique in its breadth. Unlike organizations with a more narrow focus (for example, The Arc of Texas focuses on intellectual and developmental disabilities to the exclusion of some physical and sensory disabilities), GCPD's approach is cross-disability.

5J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

Not Applicable

5K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

5L. Provide information on any grants awarded by the program.

Not Applicable

5M. What statutory changes could be made to assist this program in performing its functions? Explain.

Not Applicable

5N. Provide any additional information needed to gain a preliminary understanding of the program or function.

Staff and Committee members believe that citizen engagement in the legislative process is good. We facilitate citizen engagement by keeping interested persons aware of what bills are filed and how the bills are moving through the legislative process.

5O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

5P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency's practices.

Not Applicable

6A. Provide the following information at the beginning of each program description.

Name of Program or Function	Compilation of State Disability Laws
Location/Division	Austin / GCPD
Contact Name	Erin Lawler
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	1 FTE
Statutory Citation for Program	Human Resources Code, Sec. 115.009, Function 10: “promote the compilation and publication of state laws relating to persons with disabilities;”

6B. What is the objective of this program or function? Describe the major activities performed under this program.

The objective of this program is to fulfill the GCPD’s statutory mandate to promote the compilation and publication of state laws relating to people with disabilities. GCPD staff members accomplish this objective by creating, maintaining, and updating a comprehensive compilation of state laws relating to people with disabilities on the GCPD’s website in a section called “[Texas Key Laws and Resources](#).”

The Texas Key Laws and Resources section currently contains 37 subsections, listed below:

- [ADA](#)
- [Access to Information](#)
- [Accessible Communications](#)
- [Accessible Documents](#)
- [Aging Texans](#)
- [Jurors, Witnesses and Offenders](#)
- [Building Accessibility](#)
- [Communications Technology](#)
- [Disability History](#)
- [Driver's Licenses and Personal IDs](#)
- [Public Education](#)
- [Higher Education](#)
- [Emergency Management](#)
- [Employment Protections](#)
- [Financial Assistance](#)
- [Genetic Testing](#)

- [Guardianship](#)
- [Health](#)
- [Health Care Directives](#)
- [Housing](#)
- [Insurance](#)
- [Insurance: Health](#)
- [Intellectual Disability Protections](#)
- [Mental Health Protections](#)
- [Organ Donation](#)
- [Parking and Buying Gas](#)
- [Property Tax Exemptions](#)
- [Reasonable Accommodation](#)
- [Recreation](#)
- [Safety and Protection](#)
- [Service Dogs](#)
- [Tax Exemptions](#)
- [Testing Accommodations](#)
- [Travel](#)
- [Veterans](#)
- [Voting](#)
- [Workers' Compensation](#)

Each subsection contains brief, plain-language summaries of the relevant law on each subject and also contains links to the specific sections of Texas code in question. Many of the subsections contain links to further resources created by the GCPD or by other disability groups. Resources from other groups have been vetted by members of the GCPD staff.

An example of a resource created by the GCPD staff and published online for constituent use is the “[Accessible Parking in Texas Fast Facts](#)” resource guide.

6C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

Constituent callers often comment on the thoroughness of the resources presented on our website. At this time, the GCPD does not have the capability of tracking how many visitors our [Key Laws and Resources](#) pages receive.

6D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

Not Applicable

6E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

The GCPD website is available to the public; log-in or other credentials are not required to access the information contained on our website. Although the focus of the information is Texas state law, federal law provisions are included when relevant. In this way, the information could be beneficial to a wide audience beyond Texas.

6F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

Ms. Lawler assumes primary responsibility for maintaining and updating the website. This includes doing a comprehensive review of the website after each legislative session had ended, adding and amending the Key Laws and Resources as necessary to reflect statutory changes brought about by the most recent session.

6G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

This function does not have any specific funding. The GCPD does not directly bear the costs of hosting a website, as the GCPD's website is part of the larger Office of the Governor website.

6H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

We are not aware of any other program that attempts to compile all broad based disability-related Texas and federal law in one place.

6I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

Not Applicable

6J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

Not Applicable

6K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

6L. Provide information on any grants awarded by the program.

Not Applicable

6M. What statutory changes could be made to assist this program in performing its functions? Explain.

None

6N. Provide any additional information needed to gain a preliminary understanding of the program or function.

None

6O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

6P. For each regulatory program, if applicable, provide the following complaint information.

Not Applicable

7A. Provide the following information at the beginning of each program description.

Name of Program or Function	Quarterly Governor's Committee on People with Disabilities Meetings
Location/Division	Austin (2); statewide (2) / GCPD
Contact Name	Angela English
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	4 FTEs
Statutory Citation for Program	Human Resources Code, Chapter 115: Sec. 115.004. OFFICERS; MEETINGS; QUORUM. (a) The governor shall designate one member of the committee as the presiding officer of the committee to serve in that capacity at the pleasure of the governor. The committee may elect other officers from its members as the committee considers necessary. (b) The committee shall meet quarterly as provided by committee rule and may meet at other times at the call of the presiding officer. (c) The committee is considered to be a governmental body subject to Chapter 551, Government Code. (d) A majority of the appointed members of the committee constitutes a quorum.

7B. What is the objective of this program or function? Describe the major activities performed under this program.

The Committee meets quarterly to review activities over the previous quarter and to plan projects, discuss policy and important updates to state and federal laws. Citizens are always afforded an opportunity to provide public comment. Two of the four quarterly meetings are held in conjunction with either the Barbara Jordan Media Awards or the Lex Frieden Employment Awards. At the quarterly meetings, the seven ex officio agencies provide updates of work that is disability related to the Committee.

ATTACHMENT: GCPD briefing books for 2012 (4)

7C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

The Committee has consistently met quarterly since its inception in September of 1950.

7E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

Four state employees currently comprise the GCPD staff. The 12 Committee members are appointed by the Governor to serve two-year terms (or serve at the pleasure of the governor until a replacement has been named). Seven of the Committee members must be people with disabilities. Often the remaining members are family of people with disabilities.

The Committee advises citizens on questions for technical assistance on any issue related to living with a disability, state and federal laws. We advise state agencies on various issues related to people with disabilities. We provide information to city, county, state agency and public university ADA Coordinators and state agency Accessibility Coordinators.

7F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

Not Applicable.

7G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

The financial resources for the quarterly meetings come from the GCPD's operating budget.

7H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

The Texas Council on Developmental Disabilities (TCDD) meets quarterly, however their work is primarily focused on issues related only to people with intellectual disabilities. TCDD is funded by the federal government but operates at the state level. The Governor's Committee on People with Disabilities covers all information, programs and services for all types of disabilities that fall under the definition of the Americans with Disabilities Act. GCPD also looks at state and federal laws as it applies to the ten broad issues areas of Access, Communication, Education, Emergency Management, Health, Housing, Recreation, Transportation, Veterans and Workforce.

7I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

Not Applicable

7J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

Seven representatives from various state agencies attend the GCPD meetings and provide subject matter expertise for program and services for individuals with disabilities in Texas.

The agencies represented are:

- Texas Assistive & Rehabilitative Services
- Texas Department of Aging & Disability Services
- Texas Department of Family & Protective Services
- Texas Department of State Health Services
- Texas Health & Human Services Commission
- Texas Department of Licensing and Regulation
- Texas Workforce Commission

7K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

7L. Provide information on any grants awarded by the program.

Not Applicable

7M. What statutory changes could be made to assist this program in performing its functions? Explain.

The Committee would like to have the advisory assistance as a new ex officio member from the Texas Education Agency since programs and services related to special education is a frequently discussed topic by citizens.

7N. Provide any additional information needed to gain a preliminary understanding of the program or function.

Not Applicable

7O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

7P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency's practices.

Not Applicable

8A. Provide the following information at the beginning of each program description.

Name of Program or Function	Barbara Jordan Media Awards
Location/Division	Statewide / GCPD
Contact Name	Jo Virgil
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	1 FTE
Statutory Citation for Program	Human Resources Code, Chapter 115, Sec. 115.009, Function 11: “issue awards and other forms of recognition to persons and organizations making outstanding contributions to the employment of persons with disabilities and to public awareness of issues impacting persons with disabilities.”

8B. What is the objective of this program or function? Describe the major activities performed under this program.

The two main objectives of the annual Barbara Jordan Media Awards are (1) to recognize journalists, authors, and students who have created and presented to the public stories about people with disabilities, using correct People First language and accurate, respectful depictions, and (2) to raise awareness in the journalism community of the importance of positive, respectful portrayals of people with disabilities, emphasizing that the way journalists present stories greatly influences the attitudes of the public. These awards have been presented in various categories since 1982 and are named for Barbara Jordan, a Houston native and U.S. congresswoman who gained recognition and a place of honor in history. Jordan was diagnosed with multiple sclerosis in 1973.

The awards program includes categories for Print, Broadcast and Internet media, as well as Photojournalism, Book, High School Student and College Student categories. Winners are selected by an independent panel of judges that includes people with disabilities, professionals in the field of disabilities, and journalism professionals.

The annual Barbara Jordan Media Awards presentation ceremony is held at various locations throughout the state in partnership with university journalism schools. The ceremony includes a brief video presentation of each winning piece, recognition by the Governor (who records a video welcome when he cannot attend in person), and an opportunity for each winner to address the audience. Winners receive an engraved medallion with Barbara Jordan’s profile on the front

and the winner's information on the reverse. Each winner also receives a lapel pin with the same Barbara Jordan image to allow the winners to be identified at the ceremony and going forward, as well as to heighten awareness in the public of the Barbara Jordan Media Awards.

8C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

The Barbara Jordan Media Awards program has not only served to raise awareness in the profession of journalism on the importance of using appropriate language and respectful depictions of people with disabilities, but also continues to help make a positive impact on public attitudes as to the manner in which people with disabilities are perceived. The Barbara Jordan Media Awards outreach includes regular networking with Local Committees and other disability-related organization contacts across the state (more than 2500 contacts; exact number varies), as well as quarterly outreach to media outlets, book publishers, writing organizations, and university and high school journalism teachers. The number of nominations has almost quadrupled in the past five years (from 25 in 2009 to 92 in 2013). Many of the judges who have served more than once on the judging panel have commented on how much more difficult the selection process is becoming, due to the increased awareness by the media of appropriate reporting techniques.

Attendance at the Barbara Jordan Media Awards ceremonies is usually about 250 participants. All major print and broadcast media in the state receive the formal Press Release announcing the winners, and the winners are often reported in the media, especially in the community outlets with BJMA winners. We also post the winners on the GCPD [Barbara Jordan Media Awards](http://governor.state.tx.us/disabilities/awards/barbara_jordan_media_awards/) web page (http://governor.state.tx.us/disabilities/awards/barbara_jordan_media_awards/), along with links to the winning stories.

8D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

In 1982, a series of annual awards recognizing outstanding contributions of the Texas communications media was established by the Texas Governor's Committee on People with Disabilities. These awards were created to recognize media professionals, students and organizations for eliminating attitudinal and social barriers, and for encouraging accurate, respectful and progressive portrayals of people with disabilities. At the suggestion of media advisors and with her permission and support, the awards were named for Barbara Jordan, one of Texas' most distinguished citizens and foremost spokespersons for the rights of all human beings.

Over the years, GCPD has made updates to the Barbara Jordan Media Awards criteria and process in order to keep up with changes in reporting. For instance, we added the Internet category in 2009 to allow for stories that were presented online; we expanded the Student category into College Student and High School Student in 2010, responding to increased

outreach to school programs and the resulting increase in submissions; we added the Book category in 2011, noticing an increasing trend in published books with a disability theme.

Beginning in 2010, we decided to partner with university schools of journalism in our Barbara Jordan Media Awards ceremony; previously we had partnered with Local Committees on the ceremony, but felt that we would be reaching a wider and more relevant audience if we worked with journalism schools. In 2013, we began to present the Barbara Jordan Media Awards lapel pins both to honor the winners and to raise awareness of the program. Also in 2013, we created a Barbara Jordan Media Awards Task Team of two staff and two Committee members to take a look at the overall Barbara Jordan Media Awards process and make suggestions for improvements and changes that might better reflect a changing media market and simplify the nomination and selection process.

8E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

By reaching out to media outlets and Local Committees and other community organizations for nominations for the Barbara Jordan Media Awards, GCPD is raising awareness of the significance of the media's role in shaping the public's perception of people with disabilities. Our ongoing outreach to media outlets and journalism schools also ensures an increased attention on the part of the media to ensure that their reporting is done in a respectful and accurate manner. Twice a year we send out a short document on People First Language to the media outlets and to journalism teachers at the high school and college level.

Also, we have posted a video called "[The Scoop on Reporting about People with Disabilities](http://governor.state.tx.us/disabilities/awards/scoop)" on our BJMA website (<http://governor.state.tx.us/disabilities/awards/scoop>) and on iTunesU (<http://www.tea.state.tx.us/index2.aspx?id=2147503034>). This video and the related documents posted on the site provide a valuable teaching tool for reporting on people with disabilities. The video is primarily geared toward students, but has valuable tips for all reporters and writers.

Nominations for the various categories in the Barbara Jordan Media Awards must meet certain criteria, including having at least two distinct Texas connections (produced in Texas, featuring a Texan, etc); using People First language and correct disability etiquette in interviewing and reporting; presenting respectful and appropriate portrayals of people with disabilities (avoiding portraying the subject of the piece as a victim or needing pity); having been presented to the public in the calendar year preceding the awards presentations; being available to the public and of interest to a general audience. GCPD members, staff and their families are not eligible for the award.

8F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

Nominations for the Barbara Jordan Media Awards are encouraged from any member of a community or from the reporter or creator of the piece, and are due by January 15 for a story presented in the previous calendar year. There is no fee for entries. GCPD creates a panel of judges consisting of people with disabilities, professionals in the field of disabilities and journalism professionals. The judges look over the submissions, share their observations and collectively determine the winners. Depending on the number and length of submissions, we try to complete the judging process and announce winners by late February.

GCPD partners with a University Journalism School each year to plan and present the Barbara Jordan Media Awards ceremony. The event is usually held in April. Each winner receives a bronze medallion designed by David Deming, featuring the profile of Barbara Jordan on the front and the Governor’s Office logo and the statement “For excellence in the communication of the reality of people with disabilities,” along with the winner’s name and date, on the reverse side. Each winner also receives a lapel pin with the same Barbara Jordan profile image to wear as an honor, as well as to raise public awareness of the awards program.

We feature the current year and past years’ winners on our [BJMA website](http://governor.state.tx.us/disabilities/awards/barbara_jordan_media_awards/) (http://governor.state.tx.us/disabilities/awards/barbara_jordan_media_awards/) and include links to their winning stories when available.

The Governor’s Press Office sends out a formal press release announcing each year’s winners to media across the state, featuring the profiles of the winners and raising awareness of the benefits of appropriate and respectful reporting on people with disabilities.

GCPD also regularly distributes the Barbara Jordan Media Awards brochure, providing an overview of the program and process, as well as the *People First language and Disability Etiquette* document for media professionals and students.

ATTACHMENT: People First Language and Disability Etiquette

8G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

Usually the only expense to GCPD for the Barbara Jordan Media Awards ceremony is the cost of the medallions and Proclamations (approximately \$600 per year for medallions and engraving; approximately \$30 per year for framing of Proclamations for hosts) and the travel and event expenses for GCPD members and staff (event tickets are usually about \$25 each, for a total of about \$400; travel expenses are covered as part of the Quarterly Meeting, held in conjunction with the awards ceremony). When special accommodations are requested (American Sign Language interpreters, Computer Assisted Realtime Translation, etc), GCPD offers to cover that cost as well (usually about \$500, when requested). Our partner host, a university journalism school (often in partnership with their Student Services Office), handles all other expenses relevant to the awards ceremony, including venue rental, food, equipment rental, entertainment (when provided), etc.

NOTE: GCPD plans one of its quarterly meetings to coincide with the Barbara Jordan Media Awards ceremony in order to maximize the use of committee members' time and travel expenses.

8H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

We do not know of any other similar media awards program in Texas. The [National Center for Disability and Journalism](http://ncdj.org/) (NCDJ), part of the Walter Cronkite School of Journalism at Arizona State University, created a similar awards program beginning in 2013; their program addresses media professionals on a national level. For information on the NCDJ award, visit their website at <http://ncdj.org/>.

8I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

We make sure that our Barbara Jordan Media Awards winners know about the national awards from NCDJ, but there is no duplication or conflict since our awards are presented on a statewide level and theirs is a national awards program.

8J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

Our primary partners for the awards ceremonies for the Barbara Jordan Media Awards are university journalism schools, most of which are part of state universities, and often the university's Student Services division as well, which works with campus accommodations. Also, Local Committees in various areas of the state help us with outreach and nominations. While we have no formal affiliation with the universities or committees, we do frequently work together on various projects to benefit all aspects of inclusion for people with disabilities. Some of the Local Committees with whom GCPD works are formally affiliated with their city or county governments (i.e. the Austin Mayor's Committee on People with Disabilities; the Houston Mayor's Committee on the Employment of People with Disabilities; the Bell County Judge and Commissioner's Committee on People with Disabilities), while some are more informal committees, including organizations of professionals in the field of disabilities and volunteers in the community who come together to plan projects to raise awareness of disability issues. These committees help with outreach for nominations, frequently serve on the judging panel to select winners, and often participate in various aspects of planning for the Barbara Jordan Media Awards ceremony.

8K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

8L. Provide information on any grants awarded by the program.

Not Applicable

8M. What statutory changes could be made to assist this program in performing its functions? Explain.

Although our statute requires GCPD to “issue awards and other forms of recognition,” our budgetary limits restrict what we are able to do without a contributing financial partner. While it is in many ways a valuable endeavor to partner with journalism schools on our Barbara Jordan Media Awards, it is sometimes difficult and time-consuming to find a university that has the time, personnel, and finances necessary to act as our host. If our own budget allowed funds to be specifically allocated to the awards ceremonies, it would simplify the process, while at the same time continuing to allow GCPD to network with journalism schools and Local Committees on planning and outreach.

8N. Provide any additional information needed to gain a preliminary understanding of the program or function.

An overview of the Barbara Jordan Media Awards and descriptions of past winners can be found on our BJMA website at http://governor.state.tx.us/disabilities/awards/barbara_jordan_media_awards/.

ATTACHMENT: Barbara Jordan Media Award Overview

8O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

8P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency's practices.

Not Applicable

9A. Provide the following information at the beginning of each program description.

Name of Program or Function	Lex Frieden Employment Awards
Location/Division	Statewide / GCPD
Contact Name	Jo Virgil
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	1 FTE
Statutory Citation for Program	Human Resources Code, Chapter 115, Sec. 115.009, Function 11: “issue awards and other forms of recognition to persons and organizations making outstanding contributions to the employment of persons with disabilities and to public awareness of issues impacting persons with disabilities.”

9B. What is the objective of this program or function? Describe the major activities performed under this program.

The primary objective of the annual Lex Frieden Employment Awards is to spotlight employers, organizations, and individuals who go above and beyond the legal requirements in hiring, retaining, and providing innovative accommodations for people with disabilities. The awards have been presented since 1979 as the GCPD Employment Awards, but were named for Lex Frieden, a Texan and one of the architects of the Americans with Disabilities Act of 1990, in 2011.

The awards program includes categories for Small, Medium, Large and Non-Profit Employers; for an entrepreneur with a disability; for a local committee which created an innovative project for raising awareness of disability issues; and the Governor’s Trophy, which honors a professional or volunteer in the field of disabilities whose commitment, passion, and involvement deserves recognition.

Overall, the Lex Frieden Employment Awards not only honors those who are committed to creating inclusive environments, but also raises awareness of the benefits of hiring and including people with disabilities in the workplace and in the community. More information can be found on the Lex Frieden Employment Awards website at

http://governor.state.tx.us/disabilities/awards/employment_awards/

9C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

The Lex Frieden Employment Awards program has helped raise awareness of Best Practices in employing people with disabilities by publicly honoring employers who go above and beyond the legal requirements, as well as by sharing their innovative approaches in GCPD email announcements and in a formal press release of the announcement of winners. GCPD collects and adds information on the award winners' innovative hiring practices and accommodations to our handout materials, including a document titled *Above and Beyond: Employment Practices*, distributed throughout the state. GCPD also widely distributes a brochure on the LFEA.

ATTACHMENT: Above and Beyond: Employment Practices

The Awards outreach includes regular networking with Local Committees and other disability-related organization contacts across the state (more than 2,500 contacts; exact number varies). The number of nominations has almost doubled in the past five years (from 18 in 2008 to 31 in 2012). Attendance at the Lex Frieden Employment Awards ceremonies is usually about 250 participants, which include winners, their guests, local committee members and community supporters, and corporate, business, and organization sponsors, as well as interested members of the community. All major print and broadcast media in the state receive the formal Press Release, and the winners are often reported in the media, especially in the community outlets with Lex Frieden Employment Awards winners.

9D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

Certain changes have been made over the years to the formal categories for the award. In the first year of the Employment Awards presentation, the categories were Governor's Citation for Meritorious Service (now called the Governor's Trophy); Handicapped Person of the Year; Large Employer; Small Employer; and Physician of the Year. Due to changes in the business climate, as well as adaptations to the evolution of disability issues, the category titles have gradually changed to the current ones: The Governor's Trophy; Entrepreneurship; Small, Medium, Large, and Non-Profit Employer; and the Martha Arbuckle Award for a local committee project (named in honor of a disability rights advocate).

9E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

By reaching out to Local Committees and other community organizations for nominations for the Lex Frieden Employment Awards, GCPD is raising awareness of the importance of innovative and inclusive practices in the workplace, as well as emphasizing the value of disability-related events and programs in the community. The Lex Frieden Employment Awards also serve to

acknowledge the efforts made by employers to create and maintain an inclusive workplace with the use of innovative accommodations and welcoming attitudes, which in turn encourages other employers to consider similar practices. Each year we update our *Above and Beyond: Employment Practices* document to include winners' ideas that can be shared with employers across the state (attached) and on our LFEA website at: http://governor.state.tx.us/disabilities/awards/employment_awards/

9F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

Nominations are encouraged from any member of a community or any business owner or manager, and are due by late June each year. There is no fee for entries. GCPD creates a panel of judges consisting of people with disabilities, professionals in the field of disabilities and people familiar with employment practices. The judges look over the submissions, share their observations and collectively determine the winners. GCPD members, staff and their families are not eligible for the award.

GCPD partners with a Local Committee each year to plan and present the Lex Frieden Employment Awards ceremony. The event is held in October, which is National Disability Employment Awareness Month (NDEAM), declared by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP). Beginning in October 2012, each winner in the employer category receives a bronze medallion designed by David Deming, featuring the profile of Lex Frieden on the front and the motto "Texas works best when all Texans work," along with the winner's name and date, on the reverse side (Prior to 2012, employer category winners received a framed Proclamation). The winner of the Governor's Trophy receives an engraved crystal trophy. Each winner also receives a lapel pin with the Lex Frieden profile image to wear as an honor, as well as to raise public awareness of the awards program. The ceremony includes a brief overview of each winner and their practices, recognition by the Governor (who records a video welcome when he cannot attend in person), and an opportunity for each winner to address the audience.

We feature the current year and past years' winners on our [LFEA website](http://governor.state.tx.us/disabilities/awards/employment_awards/) (http://governor.state.tx.us/disabilities/awards/employment_awards/), outlining some of their innovative practices in order to give other employers ideas and guidelines for including people with disabilities in the workplace.

The Governor's Press Office sends out a formal press release announcing each year's winners to media across the state, featuring the profiles of the winners and raising awareness of the benefits of inclusive practices.

GCPD also makes available at various events and venues the Lex Frieden Employment Awards brochure, which offers an overview of GCPD and the awards categories and processes, and a document titled *Above and Beyond: Employment Practices* and on our LFEA website at http://governor.state.tx.us/disabilities/awards/employment_awards/

9G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

Usually the only expense to GCPD for the Lex Frieden Employment Awards is the cost of the medallions and trophies presented each year to the winners and various Proclamations (approximately \$400 per year for medallions and engraving; approximately \$150 per year for the Governor's Trophy with engraving; approximately \$50 per year for framing of Proclamations for winners and hosts) and the travel and event expenses for GCPD members and staff (event tickets are usually about \$25 each, for a total of about \$400; travel expenses are covered as part of the Quarterly Meeting, held in conjunction with the awards ceremony). When special accommodations are requested for the awards ceremony (American Sign Language interpreters, Communication Access Real-time Translation, etc), GCPD offers to cover that cost as well (usually about \$500, when requested). GCPD's partner host, usually a Local Committee, handles all other expenses relevant to the awards ceremony, including venue rental, food, equipment rental, entertainment (when provided), etc.

NOTE: GCPD plans its October Quarterly Meeting to coincide with the Lex Frieden Employment Awards ceremony date and location, thereby making the best use of Committee members' and staff's time and travel expenses.

9H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

A few of the Local Committees throughout the state have awards ceremonies for employers and individuals who go beyond legal requirements to include people with disabilities in the community. While some of the awards programs are similar to ours, their awards are on a local level. The Lex Frieden Employment Award is the only formal statewide award presentation of its kind.

9I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

GCPD networks with Local Committees that have awards for local employers, encouraging them to nominate the winners of their local awards to be considered for our statewide award.

9J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

GCPD's primary partners for the Lex Frieden Employment Awards are Local Committees in various areas of the state. While we have no formal affiliation with these committees, we do frequently work together on projects to benefit all aspects of inclusion for people with disabilities. Some of the Local Committees with whom GCPD works are formally affiliated with their city or county governments (i.e. the Austin Mayor's Committee on People with Disabilities; the Houston Mayor's Committee on the Employment of People with Disabilities; the Bell County Judge and Commissioner's Committee on People with Disabilities), while some are more informal committees, including organizations of professionals in the field of disabilities and volunteers in the community who come together to plan projects to raise awareness of disability issues. These committees help with outreach for nominations, often serve on the judging panel to select winners, and take turns acting as hosts for our annual Lex Frieden Employment Awards ceremony.

9K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

9L. Provide information on any grants awarded by the program.

Not Applicable

9M. What statutory changes could be made to assist this program in performing its functions? Explain.

Although our statute requires GCPD to "issue awards and other forms of recognition," our budgetary limits restrict what we are able to do without a contributing financial partner. While it is in many ways a valuable endeavor to partner with local committees on our Lex Frieden Employment Awards, it is sometimes difficult and time-consuming to find a local committee that has the time, membership, and finances necessary to act as our host. If our own budget allowed funds to be specifically allocated to the awards ceremonies, it would simplify the process, while at the same time continuing to allow GCPD to network with local committees on planning and outreach.

9N. Provide any additional information needed to gain a preliminary understanding of the program or function.

An overview of the Lex Frieden Employment Awards and descriptions of past winners can be found on our LFEA website at:

http://governor.state.tx.us/disabilities/awards/employment_awards/ .

ATTACHMENT: Lex Frieden Employment Award Overview

9O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

9P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency's practices.

Not Applicable

10A. Provide the following information at the beginning of each program description.

Name of Program or Function	APA/GCPD Accessibility Awards
Location/Division	Austin / GCPD
Contact Name	Jo Virgil
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	1 FTE
Statutory Citation for Program	Human Resources Code, Chapter 115, Sec. 115.009, Function 11: “issue awards and other forms of recognition to persons and organizations making outstanding contributions to the employment of persons with disabilities and to public awareness of issues impacting persons with disabilities.”

10B. What is the objective of this program or function? Describe the major activities performed under this program.

The main objective of the annual Accessibility Professionals Association/ Governor’s Committee on People with Disabilities (APA/GCPD) Accessibility Awards is to recognize and honor businesses, organizations, and their sites for going Above and Beyond the requirements of the law in terms of physical accessibility and service accessibility.

Physical accessibility innovations include such features as abundant natural light; fully accessible signage; automatic door openers at all entrances; wide hallways and entrances; consideration of efficient evacuation procedures for people with disabilities; shelves and desks at a reasonable height for a person who uses a wheelchair; wheelchair seating in comfortable arrangements; more accessible parking spaces than are required by law; etc. Much of the criteria for physical accessibility come from the Accessibility Professionals Association (APA) Registered Accessibility Specialists who are familiar with the legal requirements and look for innovations that exceed them.

Service accessibility innovations include Above and Beyond accommodations such as the training of staff in People First language and disability etiquette; providing all documents in accessible formats; having available audio description and captioning on any video presentations; offering restaurant menus in braille and other alternate formats; installing motion-sensor lighting in restrooms and other spaces not always occupied; mandating “Fragrance-Free” facilities; providing comfort offerings for service animals, such as doggie biscuits and a bowl of water; and other services which make all people feel welcome. Service accessibility is

determined by a team of people with disabilities and people familiar with disability issues who volunteer to visit the nominated site and interact with the staff there.

The APA/GCPD Accessibility Awards are offered in such categories as Educational buildings, Recreational Sites, Health Care facilities, Entertainment venues, Restaurants, and various other public venues. Nominations can be submitted by anyone. There is a \$50 submission fee for each nomination, collected by the Accessibility Professionals Association, to cover the travel and time expense of the Registered Accessibility Specialist's visit to the site and written report.

The annual APA/GCPD Accessibility Awards ceremony is held in mid-January each year in conjunction with the annual APA conference, usually held in the Austin area. Winners are honored from the stage with a photo slide show of the facility, description of innovative accessibility innovations, and a framed Proclamation signed by the Governor. Photos and site descriptions are featured on our APA/GCPD webpage, (http://governor.state.tx.us/disabilities/awards/apa_gcpd_accessibility_awards), along with an annually updated version of our *Above and Beyond: Accessibility* document, offering creative ideas for accessibility for other businesses to consider.

ATTACHMENT: Above and Beyond: Accessibility

10C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

The APA/GCPD Accessibility Awards program is our newest awards project, starting in 2010, with the first awards presented in January 2011, and is implemented in partnership with the Accessibility Professionals Association (APA, formerly the Texas Registered Accessibility Specialists Association, or TRASA), an organization whose members are primarily Registered Accessibility Specialists who are specifically trained in inspecting sites for compliance with national and state physical accessibility laws. Since the beginning of the awards program, the outreach and awards presentation has been publicized to raise awareness of the benefits of combining attractive physical architecture and public access with innovative accommodations for people with disabilities, increasing the inclusiveness of the site. We have also interviewed the site owners and/or managers to tap into their creative ideas for inclusion and have added those to our publicly available *Above and Beyond: Accessibility* document, encouraging the implementation of those innovations and the development of more creative accommodations.

10D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

Because this is a relatively new program, no significant changes have been implemented. The first year of the awards ceremony, the organization now known as Accessibility Professionals Association (APA) was called Texas Registered Accessibility Specialists Association (TRASA), but the criteria and awards presentation have remained the same.

10E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

By working with Local Committees, community organizations, and accessibility specialists, we are able to (1) raise awareness and appreciation from the general public of sites which take into account full inclusion and accessibility, making the entire community a more livable place, and (2) honoring site owners and managers who put thought and effort into both physical and service accessibility to ensure maximum inclusion. Any site that is open to the public can be considered for the award, but both the physical and service accessibility accommodations for the award must exceed the legal requirements.

10F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

Starting in early spring, we begin outreach to our Local Committee email database and our GovDelivery database to encourage nominations for the APA/GCPD Accessibility Awards; the APA members also do outreach. Submission Guidelines and Entry Forms are available on our APA/GCPD website (http://www.governor.state.tx.us/disabilities/awards/apa_gcpd_accessibility_awards/) as well as on the APA website (<http://www.accessibilityprofessionals.org/>). Deadline for submissions is late September each year; submissions are sent directly to Accessibility Professionals Association (APA) along with the \$50 submission fee; APA shares nomination documents with us for our records. APA and GCPD work together to line up a site visit for each nominated building, working around the schedules of the Registered Accessibility Specialist, the site visit team from GCPD, and the site owner, manager, or representative to escort the teams through the building.

After the site visits, each team presents input and observations to representatives from the Accessibility Professionals Association and GCPD, who then discuss and compare the nominations to determine the current year's winners. We limit the number of winners to no more than three each year in order to maintain a high standard of criteria. Winners are honored at an awards luncheon as part of the APA annual conference in January, and are presented with a Proclamation signed by the Governor. Photos of their sites and a short description of the elements that made them stand out from other nominees are shown at the awards ceremony and are posted on our website. We announce winners to all of our email databases and have a formal Press Release sent out from the Governor's Press Office.

At various times during the year at appropriate venues, we distribute our *Above and Beyond: Accessibility* document and our APA/GCPD Accessibility Awards brochure, both of which are available on our website (http://governor.state.tx.us/disabilities/awards/apa_gcpd_accessibility_awards) and in the Attachments section of this document.

10G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

The cost of the APA/GCPD Accessibility Award program is minimal. Each year, we cover the cost of the mats and frames for the winners' Proclamations (about \$30) and our discounted tickets to the awards luncheon for our Executive Director, Community Outreach Coordinator, and one of our Committee members (about \$30 total). Depending upon the number and location of nominees, we may also cover the expense of travel for a staff member to be part of a site visit team (usually one overnight trip, costing about \$200 total). Our expenses come from our annual budget. APA covers the rest of the cost for the accessibility specialists' site visit and the awards presentation at their conference.

10H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

The only other program of this sort that we know of in Texas is the Austin Mayor's Committee on People with Disabilities, which hosts an annual accessibility award for nominees within the City of Austin. They sometimes nominate their winners to be considered for our awards program.

10I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

There really is no duplication or conflict with the Austin Mayor's Committee awards program, since theirs is local and they are often nominated for our awards program. Their program serves more as collaboration, but on a local level.

10J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

Our partner in the APA/GCPD Accessibility Awards program is the Accessibility Professionals Association, made up of architects and accessibility professionals, some of whom are employees of the Texas Department of Licensing and Regulation (TDLR). TDLR is the umbrella licensing agency for the State of Texas; while they are responsible for licensing in many different areas, our partnership focuses on their Registered Accessibility Specialists (some of whom are employees of TDLR while others are employed in the private sector), whose job it is to ensure that physical structures meet the legal requirements in terms of State and Federal laws regarding accessibility.

10K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

10L. Provide information on any grants awarded by the program.

Not Applicable

10M. What statutory changes could be made to assist this program in performing its functions? Explain.

If our budget allowed, we could consider more travel by staff to assist with site inspections, as well as the possibility of a more formal award for winners, such as an engraved trophy.

10N. Provide any additional information needed to gain a preliminary understanding of the program or function.

Although there are state and federal laws in place mandating certain accessibility standards for both physical structures and service provisions, those laws often cover only the basic necessities for people with certain disabilities. By acknowledging the benefits of going above and beyond the legal requirements while still maintaining an attractive and welcoming environment, we encourage more innovative designs and practices, inspiring more businesses and site owners to think creatively when opening their doors to the public.

An overview of the program and of our previous winners is available on our APA/GCPD website at: http://governor.state.tx.us/disabilities/awards/apa_gcpd_accessibility_awards

ATTACHMENT: APA/GCPD Accessibility Award Overview

10O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

10P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency's practices.

Not Applicable

11A. Provide the following information at the beginning of each program description.

Name of Program or Function	National Disability Employment Awareness Month (NDEAM) Poster Art Competition
Location/Division	Austin / GCPD
Contact Name	Jo Virgil
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	1 FTE
Statutory Citation for Program	Human Resources Code, Chapter 115, Sec. 115.009, Function 11: “issue awards and other forms of recognition to persons and organizations making outstanding contributions to the employment of persons with disabilities and to public awareness of issues impacting persons with disabilities.”

11B. What is the objective of this program or function? Describe the major activities performed under this program.

Each year the U.S. Department of Labor’s Office of Disability Employment Policy (ODEP) designates October as [National Disability Employment Awareness Month](#) (NDEAM). The Governor’s Committee on People with Disabilities’ (GCPD) three main objectives for our statewide annual NDEAM Poster Art Competition are (1) to allow any Texas artist with any disability and any artistic skill level the opportunity to participate in a competition designed to select artwork for the widely distributed Texas version of the NDEAM poster; (2) to use the NDEAM theme created by ODEP to tie in with the selected artwork to create a 24” X 36” poster that is distributed free of charge to businesses and public venues across the state of Texas, as well as to other states in the U.S. by request; and (3) to use the artwork and Artist’s Statement on the poster, as well as various handouts included in the mailing of the poster, to help raise awareness of the benefits of hiring, accommodating and including people with disabilities in the workplace and to dispel myths on the topic. Because the poster design is so eye-catching, its display in offices and public spaces help shape positive attitudes about inclusive hiring practices.

The GCPD partners with various art organizations, art teachers in public and private schools, and local committees and disability organizations across the state to put out a Call for Entries for the NDEAM Art Competition each year in late January. Deadline for submissions is March 15. Artists are encouraged to submit an electronic or photocopied image of the original artwork so that the judging process can be implemented by email. There is no fee for entries, no age limit,

and no specific topic, subject, or medium for the artwork. Each artist can submit no more than three images to be considered in the competition and must sign a waiver agreeing that if his or her artwork is selected as the winner, the original artwork is to be donated to GCPD for display with the poster in the GCPD offices and in occasional art exhibits in the Capitol and other venues. The artist retains rights to use the image for any other purpose.

GCPD puts together a panel of volunteer judges to view the submissions and select the winner. The panel of judges consists of artists, art teachers, people with disabilities and/or professionals in the field of disability issues. Once the winner is selected, we work with Jane Thomas of Apple Specialty Advertising in San Antonio on the NDEAM Poster design, incorporating the artwork into a meaningful connection with the annual national ODEP theme. Ms. Thomas, who uses a wheelchair and has been a long-time supporter of our efforts, donates her time on the poster design.

GCPD and Ms. Thomas also work with the winning artist on finalizing the overall poster design and on the Artist's Statement to be featured along with the artwork and ODEP theme on the poster. Once the design is completed and approved, GCPD works with the Texas Department of Assistive and Rehabilitative Services (DARS) and the Texas Department of Aging and Disability Services (DADS) to coordinate the printing of the posters in their Print Shop. DARS and DADS also donate their time and resources to the printing of the posters.

We then network with local committees and disability organizations, as well as business owners and managers and previous winners of our Lex Frieden Employment Awards, to create a mailing list for the annual poster. We distribute approximately 2,500 posters each year. We request that some be signed by the Governor and by the Artist for distribution to special contacts, such as our annual Lex Frieden Employment Award winners, NDEAM Poster Art judges, etc. We frame one of the posters signed by both the Governor and the artist for display in our office, along with the original artwork. We post current and past NDEAM Posters on our website (http://governor.state.tx.us/disabilities/ndeam/ndeam_poster/), along with the Artist's Statement and description of the artwork.

The NDEAM Poster artist is also invited as a guest to attend our annual Lex Frieden Employment Awards (LFEA) ceremony in October, compliments of our LFEA ceremony host. A poster signing table is set up at the ceremony, along with multiple copies of the poster, for the artist to sign for any guest who would like a copy. We also recognize and applaud the artist as part of the formal awards ceremony.

11C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

The popularity of the annual NDEAM Poster has increased substantially over the years, to the point that we create a waiting list for people who request more than 25 copies of the poster in order to ensure that we can honor all requests for the poster. Organizations in other states have also begun to request copies of the poster. By incorporating the national ODEP theme, we help

raise awareness in various venues of the benefits of hiring people with disabilities and dispel common myths. And because the poster features artwork by a Texas artist with a disability, the poster subtly reminds people that every person has certain talents and abilities.

When we mail out the NDEAM Posters, we include various hand-outs that can be of value to employers, such as our *Above and Beyond: Employment Practices* handout (see Attachments) and other documents that promote the positive impact of hiring and retaining people with disabilities.

We also have available for distribution an NDEAM Poster Art brochure that we use to distribute in appropriate venues to get the word out about the art competition.

ATTACHMENT: NDEAM Poster Art Overview

11D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

The NDEAM Poster project started in 1999, but until recently (2009), the Governor's Committee on People with Disabilities depended on personal outreach to find artists with disabilities willing to donate a piece of their art to use in the creation of the poster. In 2009, we implemented a statewide competition to include any Texas artist with a disability.

11E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

GCPD's primary goal for the NDEAM Poster Art competition is to raise awareness of the benefits of inclusiveness in the workplace and to dispel myths about the cost or risk of hiring people with disabilities. We feel that the eye-catching posters definitely meet that goal. At the same time, creating a competition for Texas artists with disabilities has provided a creative outlet for many artists, offering them an opportunity to show their abilities.

The only criterion for the selection process of the NDEAM Poster Artist is that he or she must be a Texan (currently residing in Texas) with a disability. There are no specific requirements in terms of age, level of experience, or topic, subject, or medium of the art. There is no fee for submissions. Each artist must sign a waiver agreeing to the donation of the original artwork to GCPD if he or she is chosen as the winner of the competition.

The first year that we began the statewide competition, in 2009, we had 16 artists submit entries (21 pieces of art). In our latest competition, in 2013, we had 29 artists submit entries (53 pieces of art).

11F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

Each year GCPD puts out a Call for Entries for the NDEAM Poster Art Competition in late January. We post the announcement on our website and send information to all our regular outreach databases, as well as to contacts with the Texas Education Agency and organizations specific to artists. They in turn help with outreach to artists across the state. Our deadline for submissions is March 15. There is no fee for entries, and we request that, when possible, the artwork be submitted in an electronic format to facilitate the judging process. Our panel of judges, made up of volunteers who are artists, art teachers, people with disabilities and professionals in the field of disabilities, score the entries and collectively select the year's winner. The artwork and artist's statement are then incorporated into the poster design, using the National Disability Employment Awareness Month theme (usually announced in early summer) and then the poster is printed by DARS and DADS print shop. Posters are distributed in early fall, free of charge, throughout the state (and some nationally) to businesses and public venues to be displayed during the month of October.

11G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

The costs to GCPD for the NDEAM Poster Art competition are the cost of mailing the posters and the cost of framing the original artwork and the completed poster to be displayed in our offices and as part of occasional art exhibits. The artwork, poster design and poster printing are all donated by DADS and DARS Print Shop at no cost to GCPD.

11H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

The only other program similar to the GCPD state NDEAM Poster that we are aware of is the national poster and theme, created by ODEP. Their poster is also distributed free of charge, but is smaller and does not feature the level of artwork that our version does. And GCPD's NDEAM Poster features artwork by an artist with a disability; ODEP's poster does not claim to do so.

11I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

There really is no duplication or conflict with the ODEP poster. Some businesses may display both, but for the same purpose.

11J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

GCPD does not formally work with ODEP, but we do use their national theme to tie in with our annual NDEAM Poster.

11K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

11L. Provide information on any grants awarded by the program.

Not Applicable

11M. What statutory changes could be made to assist this program in performing its functions? Explain.

We are hopeful that our relationship with Jane Thomas, the poster designer, and DARS and DADS Print Shop will continue at no cost to us, but if our budget allowed for the cost of design and printing, we would still be able to create and distribute the poster if our partners were no longer able to supply their work for free.

11N. Provide any additional information needed to gain a preliminary understanding of the program or function.

An overview of our NDEAM Poster Art competition and poster, along with Submission Guidelines, Entry Forms, and images and background information on previous years' posters, is available on our NDEAM website at:

http://governor.state.tx.us/disabilities/ndeam/ndeam_poster/

ATTACHMENT: NDEAM Poster Art Overview

11O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

11P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency's practices.

Not Applicable

12A. Provide the following information at the beginning of each program description.

Name of Program or Function	Local Committee and Community Support Network
Location/Division	Austin and Statewide Network / GCPD
Contact Name	Jo Virgil
Actual Expenditures, FY 2012	Within Current Operating Budget
Number of Actual FTEs as of June 1, 2013	1 FTE
Statutory Citation for Program	Texas Human Resources Code, Chapter 115, Sec. 115.009, Function 5: “develop and work with a statewide network of volunteer community-level committees to promote dissemination of information about and implementation of federal and state laws addressing rights and opportunities for persons with disabilities;”

12B. What is the objective of this program or function? Describe the major activities performed under this program.

The Governor’s Committee on People with Disabilities (GCPD) networks with formal Mayor’s Committees on People with Disabilities as well as with informal committees and disability organizations to share information on legislation, events, awards ceremonies, and other happenings of particular interest to people with disabilities and professionals and volunteers in the field of disability issues.

GCPD partners with Local Committees for outreach for nominations and submissions for our annual awards ceremonies (Barbara Jordan Media Awards, Lex Frieden Employment Awards and APA/GCPD Accessibility Awards) and the National Disability Employment Awareness Month Poster Art competition; for posting of events, activities and training in our [Quarterly Calendar of Events](http://governor.state.tx.us/disabilities/committees/committees/) (<http://governor.state.tx.us/disabilities/committees/committees/>); for announcements of emergency issues relevant to people with disabilities; for announcements of award and art competition winners; for sharing ideas about local community projects that help raise awareness of disability issues; and for tracking issues that may need to be considered for each legislative session.

12C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? Provide a summary of key statistics and performance measures that best convey the effectiveness and efficiency of this function or program.

The interest in networking has significantly increased over the past few years. In 2009, our email list had 29 formal committee contacts; after including informal committees and local community supporters in the list, the number has grown to more than 450 contacts as of July, 2013. We have also included our outreach in the GovDelivery Local Committee email list, which includes almost 650 contacts who have signed up to receive information relevant to Local Committees.

Because of our increased ability to network with Local Committees and organizations and community supporters across the State, our number of nominations for our awards ceremonies has significantly increased, as have our submissions for the annual art competition. The increased level of networking helps raise public awareness of the competitions and the impact of their visibility in their communities. The network also allows us to increasingly update and share relevant and timely information across the State, including updates on legislation and court decisions; the availability of formal Proclamations for ceremonies, posters, informational documents, etc; dates and locations of events of interest across the State, as well as nationally and online; updates on innovative business practices and technology as they relate to people with disabilities; and many other ideas and information. The network also allows Local Committees to publicize their projects (such as White Cane Day activities, local job fairs, etc) and share ideas for similar projects in communities across the State.

GCPD also uses the network to distribute our annual surveys for feedback on several issues, including policy recommendations and awards ceremonies.

12D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent.

Because many communities do not have a formal Mayor's Committee on People with Disabilities but DO have active committees and organizations which focus on disability issues, we have begun to include any interested committees, organizations or individuals in our Local Committee networking. Doing so has increased awareness of issues, events, and activities, as well as broadening the scope and purpose of the network.

12E. Describe who or what this program or function affects. List any qualifications or eligibility requirements for persons or entities affected. Provide a statistical breakdown of persons or entities affected.

Any member of a community who has an interest in disability issues can be included in our Local Committee outreach and networking. Currently, our formal Local Committee email list has more than 450 contacts, but many of those contacts take the information that GCPD sends them and distribute it to their own email lists, broadening the network even more. Because we also use

the GovDelivery Local Committee list (almost 650 contacts) to disseminate information, the network has broad outreach.

12F. Describe how your program or function is administered. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

GCPD stays in touch with Local Committees on a regular basis, sharing information and updates mostly by email. GCPD also invites a Local Committee each year to host the Lex Frieden Employment Awards and networks with all Local Committees and community supporters to get the word out about nomination deadlines and event information for all our awards ceremonies. GCPD uses both the Local Committee email list and the GovDelivery database to stay connected.

Also, when a group of professionals and/or volunteers in the field of disabilities want to get together and investigate the possibility of the formation of a more formal Local Committee, GCPD works with them by sharing the [Local Committee Formation Overview](http://governor.state.tx.us/disabilities/committees/local_committee_formation_overview/) document (http://governor.state.tx.us/disabilities/committees/local_committee_formation_overview/) and the Local Committee Formation Handbook to help them through the process, and by putting them in touch with an existing Mayor's Committee in another city to act as an informal mentor during the formation process.

ATTACHMENT: Local Committee Formation Handbook

12G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

No expenses other than occasional travel expenses to work with Local Committees on projects; those expenses are covered by GCPD's general revenue funds.

12H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

None

12I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

Not Applicable

12J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

We work with local Mayor's Committees and County Committees on People with Disabilities for networking and partnering on events. Such entities are not formally connected with GCPD.

12K. If contracted expenditures are made through this program please provide:

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2012;
- the number of contracts accounting for those expenditures;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Not Applicable

12L. Provide information on any grants awarded by the program.

Not Applicable

12M. What statutory changes could be made to assist this program in performing its functions? Explain.

Not Applicable

12N. Provide any additional information needed to gain a preliminary understanding of the program or function.

The GCPD's network with Local Committees and community supporters has not only served to increase the dissemination of information and announcements, but has also helped keep our budget low by creating a partnership with a Local Committee for our annual Lex Frieden Employment Awards (see the description on the Lex Frieden Employment Awards program and ceremony for details on what the hosting Local Committees contributes).

12O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity.

Not Applicable

12P. For each regulatory program, if applicable, provide the following complaint information. The chart headings may be changed if needed to better reflect your agency's practices.

Not Applicable

VIII. Statutory Authority and Recent Legislation

A. Fill in the following chart, listing citations for all state and federal statutes that grant authority to or otherwise significantly impact your agency. Do not include general state statutes that apply to all agencies, such as the Public Information Act, the Open Meetings Act, or the Administrative Procedure Act. Provide information on Attorney General opinions from FY 2009 – 2013, or earlier significant Attorney General opinions, that affect your agency’s operations.

Governor’s Committee on People with Disabilities Exhibit 12: Statutes/Attorney General Opinions	
Statutes	
Citation/Title	Authority/Impact on Agency (e.g., A provides authority to license and regulate nursing home administrators@)
Texas Human Resources Code, Title VII Rehabilitation of Individuals with Disabilities, Chapter 115 Governor’s Committee on People with Disabilities	Stipulates the GCPD’s mission, composition, functions and many operational logistics, including funding, Committee member training requirements, conflict of interest policy, etc.
Attorney General Opinions	
Attorney General Opinion No.	Impact on Agency
None	Not Applicable

B. Provide a summary of recent legislation regarding your agency by filling in the chart below or attaching information already available in an agency-developed format. Briefly summarize the key provisions. For bills that did not pass, briefly explain the key provisions and issues that resulted in failure of the bill to pass (e.g., opposition to a new fee, or high cost of implementation). Place an asterisk next to bills that could have a major impact on the agency.

**Governor’s Committee on People with Disabilities
Exhibit 13: 83rd Legislative Session Chart**

Legislation Enacted – 83rd Legislative Session

Bill Number	Author	Summary of Key Provisions
H.B. 1545*	Allen	Requires the GCPD to conduct a study on certain public transportation services designed for people with disabilities, commonly known as paratransit. Requires the GCPD to collaborate with transportation providers in rural and urban areas of the state and to collaborate with paratransit advocacy groups on the study. Reports summarizing the findings of the study are to be submitted to the governor, lieutenant governor, the speaker of the house of representatives, and standing committees of the senate and the house of representatives that have jurisdiction over transportation issues no later than January 1, 2015.

Legislation Not Passed – 83rd Legislative Session

Bill Number	Author	Summary of Key Provisions/Reason the Bill Did Not Pass
H.B. 767	King	<p>Would have required the GCPD to conduct a study to examine the improper use of accessible parking spaces (sometimes called “disabled” parking spaces), with an emphasis on improper use at large buildings and facilities, including stadiums and performing arts centers. The bill would have required the GCPD submit a written report containing the findings of the study together with the GCPD’s recommendations to the legislature and the Texas Department of Licensing and Regulation no later than December 31, 2014.</p> <p>H.B. 767 contained other provisions which would have amended the Transportation Code to increase the penalties for accessible parking violations and would have amended the Occupations Code to state that medical professionals who improperly prescribe accessible parking placards have committed unprofessional conduct.</p> <p>H.B. 767 was reported favorably from the House Committee on Transportation, but did not advance further.</p>

S.B. 1576	Zaffirini	<p>Would have required the GCPD to conduct a study, in collaboration with the Department of Information Resources and the Texas Higher Education Coordinating Board, to identify difficulties people with disabilities face at state agencies and postsecondary educational institutions that receive state or federal funds. The study would have included an evaluation of the accessibility of resources and information, whether printed or electronic. The GCPD would have been required to submit the results of the study and any accompanying recommendations to the governor and the legislature before December 31, 2014.</p> <p>S.B. 1576 passed in the Senate, but failed in the House Committee on State Affairs.</p>
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IX. Major Issues

1A. Brief Discussion of Issue

A) Correct the Names of Ex Officio Members in Enabling Statute

Four State agencies are named as nonvoting ex officio members in current statutory language, Texas Human Resources Code, Chapter 115, Sec. 115.002 (C) COMPOSITION, which need to be amended. The current ex officio members are:

- Texas Workforce Commission
- Texas Rehabilitation Commission
- Texas Commission for the Blind
- Texas Commission for the Deaf and Hard of Hearing

Based on the consolidation of health and human service agencies in 2003, the following State agencies should be named as ex officio members to reflect the accuracy of changes made through House Bill 2292:

- Texas Department of Assistive and Rehabilitative Services
- Texas Department of Aging and Disability Services
- Texas Department of Family and Protective Services
- Texas Health and Human Services Commission
- Texas Department of State Health Services

Further, the Committee would greatly benefit from the expertise of three additional ex officio members:

- Texas Department of Emergency Management
- Texas Department of Licensing and Regulation
- Texas Education Agency

1B. Discussion

In 2003, Texas consolidated many health and human service agencies and changed the names of certain agencies to reflect a functional mission focus. Through the enactment of House Bill 2292, 78th Legislature, Regular Session, 2003, the Governor and the Legislature directed Texas health and human services agencies to consolidate organizational structures and functions, eliminate duplicative administrative systems, and streamline processes and procedures to guide the delivery of health and human services to Texans. The operations of twelve Health and Human Services Agencies were re-aligned by consolidating similar functions within five agencies. The Texas Rehabilitation Commission, the Texas Commission for the Blind and the Texas

Commission for the Deaf and Hard of Hearing were consolidated into the Texas Department of Assistive and Rehabilitative Services.

Texas Department of Emergency Management.

Since 1953, Texas has had more presidentially declared disasters than any other state. As our state and nation experiences an aging and diverse population, expertise in disaster planning and emergency management related to people with disabilities is vital. GCPD has worked with TDEM for several years on various projects. Incorporating an exofficio member with emergency management expertise will facilitate a continued collaboration.

Texas Department of Licensing and Regulation.

The Elimination of Architectural Barriers Division of TDLR provides expert guidance on the scope and technical assistance related to physical accessibility through its Texas Accessibility Standards, as well as monitoring federal accessibility guidelines.

Texas Education Agency.

A representative from TEA’s Special Education, Individuals with Disabilities Education Act (IDEA) Coordination division, would provide guidance on federal regulations, State Law, and State Rules.

1C. Possible Solutions and Impact

During the 84th Legislative Session, the Sunset bill needs to reflect the new State agency names.

2A. Brief Discussion of Issue

B) Correct Federal Agency Name in Enabling Statute

Update the name change from “President’s Committee on Employment of Persons with Disabilities” to reflect the new name, which is “Office of Disability Employment Policy.”

Current language in Texas Human Resources Code, Chapter 115, Sec. 115.009. Function 4 reads:

“serve as the state’s liaison agency in working with the President’s Committee on Employment of Persons with Disabilities and other entities involved in activities or concerns affecting persons with disabilities;”

Correction:

Change the President’s Committee on Employment of Persons with Disabilities to the new name of the federal agency, which is Office of Disability Employment Policy (ODEP)

2B. Discussion

The update of the name change makes our enabling statute current.

2C. Possible Solutions and Impact

During the 84th Legislative Session, the Sunset bill needs to reflect the new federal agency name.

3A. Brief Discussion of Issue

C) Include ADA Amendments Act of 2008 when referring to the ADA

The GCPD's enabling statute twice denotes the federal "Americans with Disabilities Act of 1990 (Pub. L. No. 101-336)" in Texas Human Resources Code, Chapter 115, Section 115.009. Functions 6 and 7.

Change to:

"Americans with Disabilities Act of 1990 and The ADA Amendments Act of 2008 (Pub. L. No. 110-325), ADA AAA"

3B. Discussion

The ADA Amendments Act of 2008 (Public Law 110-325, ADA AAA) was an Act of Congress, that became effective on January 1, 2009. It amended the Americans with Disabilities Act of 1990 (ADA) and other disability nondiscrimination laws at the Federal level of the United States. Passed on September 17, 2008, and signed into law by President George W. Bush on September 25, 2008, the ADA AAA was a response to a number of decisions by the Supreme Court that had interpreted the original text of the ADA.

3C. Possible Solutions and Impact

During the 84th Legislative Session, the Sunset bill needs to reflect the new federal law changes.

4A. Brief Description of Issue

D) Remove Function 8 from Enabling Statute

The GCPD's enabling statute requires the GCPD to "collect and evaluate data on employment of persons with disabilities by state agencies." Texas Human Resources Code 115.009 (8). Legal and administrative obstacles related to collecting and maintaining confidential information, such as disability status, have placed this task beyond the GCPD's administrative, budgetary, and staff capacities to perform. While the GCPD is supportive of efforts designed to increase the hiring and retention of people with disabilities by state agencies, the success of this particular data collection effort may require a change in responsibility or a realignment of resources.

4B. Discussion

There are several significant obstacles that prevent the GCPD from collecting and evaluating data on the employment of persons with disabilities at state agencies. First, there are legal obstacles, including federal and state employment laws that prohibit employers from requiring applicants and employees to disclose a disability. Further, even when information on an applicant's or employee's disability status is obtained legally, high confidentiality standards are imposed on the maintenance of such information. If the GCPD were to oversee the collection of disability data by state agency employers, employers would need to adhere to strict protocols related to the collection and sharing of the data to ensure that the data is collected through voluntary measures and shared in a way that protects confidentiality. Then the GCPD would need to adhere to strict protocols in how it maintained the data to ensure that each person's confidentiality is maintained. ADA confidentiality requirements are strict; while in many employment contexts, an employer is not liable for a bad act unless some harm resulted from the act, this is not so for ADA confidentiality. The ADA treats the disclosure of confidential information as harmful in and of itself, even if the confidential information was not used in a harmful way. To make sure that everyone involved in the collection, maintenance, and evaluation of this employment data adheres to strict confidentiality requirements might require additional staff training and collaboration with employment law experts.

Second, the self-reported nature of the information poses an obstacle to reliable collection. Although voluntary or self-reported disclosures of disability status are usually legal, this data is notoriously unreliable for several reasons. First, many applicants and employees are reluctant to disclose such information due to fear of negative repercussions. This reluctance results in under-reporting. Many people who experience disabilities that meet the criteria laid out in the ADA definition of a disability do not consider themselves people with disabilities and thus would not self-identify, even when given the opportunity. Picture the older employee who experiences some age-related hearing loss or an otherwise healthy employee who controls his diabetes through medication. Often, such employees are oblivious to the fact that a condition that they probably consider a minor inconvenience, actually qualifies them for legal protections. This lack of awareness of the breadth of the legal definition of disability also leads to under-reporting.

Third, collecting and maintaining up-to-date information from all of the numerous state agencies poses administrative obstacles. Creating a system where state agency human resources personnel could submit their own data would probably require a significant information technology effort. Relying on a system where GCPD staff members solicit and collect the data would require a significant contribution of GCPD staff time.

Understanding how the State of Texas is performing on its commitment to hiring people with disabilities is a worthy goal. The GCPD envisions a time in the future when the State is a model employer for people with disabilities, setting the standard for other governments and private entities to follow. Ascertaining how many people with disabilities currently work in state government, and then being able to monitor how policies and law affect that number, would be helpful in working toward the GCPD's goal of full inclusion for people with disabilities. While the GCPD supports the spirit of this mandate in our law, it is not reasonable to believe that this mandate can be accomplished by a staff of four to five people with our current budget.

4C. Possible Solutions and Impact

Possible solutions include: 1) eliminating the requirement to collect and evaluate employment data on people with disabilities by state agencies from the GCPD's statute; or 2) shifting the responsibility from the GCPD to a state agency with more significant administrative, budgetary, and staff capacity.

- 1) Eliminate the requirement to collect and evaluate employment data on people with disabilities by state agencies from the GCPD's statute

Eliminating this requirement will revise the GCPD's enabling statute to more accurately reflect the functions that the GCPD is currently able to perform. It will not, however, accomplish the presumed goal of this function, which is to provide decision-makers at the state level with information on the employment rate of people with disabilities in state government.

- 2) Shift the responsibility from the GCPD to a state agency with more significant administrative, budgetary, and staff capacity

Shifting this responsibility to an agency that is better equipped to perform the function would accomplish the presumed goal of providing decision-makers at the state level with information on the employment rate of people with disabilities in state government. Even larger agencies with more budgetary and administrative capacity will encounter the legal obstacles mentioned above and the difficulty of under-reporting mentioned above. On the other hand, agencies that already collect and maintain information from human resources departments within state agencies may not encounter the information technology and data collection difficulties that the GCPD would face.

5A. Brief Discussion of Issue

E) Delete Function 3(A) from Enabling Statute

Delete 3 (A) of Sec. 115.009. FUNCTIONS.

“Sec. 115.009. FUNCTIONS. A) the status of the state’s compliance with federal and state laws pertaining to rights and opportunities for persons with disabilities and recommendations to achieve further compliance, if necessary;”

5B. Discussion

The Committee has no enforcement provisions to monitor compliance. Compliance with the ADA and other disability rights laws are conducted in two ways:

- Voluntary compliance
- Lawsuit

The Committee does actively inform and educate on the importance of compliance with existing or new federal and state laws related to people with disabilities, the physical environment, transportation, employment and programs and services.

5C. Possible Solutions and Impact

During the 84th Legislative Session, the Sunset bill would need to delete this function from our enabling statute.

X. Other Contacts

A. Fill in the following chart with updated information on people with an interest in your agency, and be sure to include the most recent e-mail address.

Governor's Committee on People with Disabilities

Exhibit 15: Contacts

INTEREST GROUPS

(groups affected by agency actions or that represent others served by or affected by agency actions)

Group or Association Name/ Contact Person	Address	Telephone	E-mail Address
TechLunch Contact: Aaron Bangor, PhD	AT&T Labs 9505 Arboretum Blvd. Austin, TX 78759	(512) 372-5732	aaron_bangor@labs.att.com
Apple Specialty Advertising Contact: Jane Thomas, Owner	1149 East Commerce, #104 San Antonio, TX 78205	(210) 225-9322	jane@applespecialty.com
Accessibility Professionals Association Contact: Fred Cawyer, Registered Accessibility Specialist	3819 Towne Crossing Blvd., Suite 111 Mesquite, TX 75150	(972) 285-2445	fredcawyer@aol.com
Texas Association of the Deaf Contact: Stephen C. Baldwin, PhD, Consultant	1901 Onion Creek Pkwy. #18202 Austin, TX 78748	(512) 410-0415	dfsmithtx@aol.com
VSA Texas Contact: April Sullivan, Artworks Director	3710 Cedar Street Austin, TX 78705	(512) 323-6626	april@vsatx.org
Coalition of Texans with Disabilities Contact: Dennis Borel, Executive Director	316 West 12th Street, Suite 405 Austin, TX 78701	(512) 478-3366	dborel@cotwd.org

Texas State Independent Living Council Contact: Regina Blye, President	4319 James Casey St, Suite 100 Austin, TX 78745	(512) 371-7353	regina@txsilc.org
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INTERAGENCY, STATE, OR NATIONAL ASSOCIATIONS

(that serve as an information clearinghouse or regularly interact with your agency)

Group or Association Name/ Contact Person	Address	Telephone	E-mail Address
Disability Issues Committee, State Bar of Texas Contact: Kelli Howard, Chair	c/o: Texas RioGrande Legal Aid 4920 N. I-35 Austin, TX 78751	(512) 535-8102	khoward@trla.org
National Association of Governors' Committees Contact: Martha Gabehart, Chair	c/o: Kansas Commission on Disability Concerns 900 SW Jackson, Suite 100A Topeka, KS 66612-1354	(785) 296-6525	martha.gabehart@ks.gov
OneStar Foundation Contact: Suzanne Potts, Senior Program Manager Second Contact: Elizabeth Darling, CEO	9011 Mountain Ridge Drive, Suite 100 Austin, TX 78759	(512) 287-2043 (512) 287-2000	suzanne@onestarfoundation.org
Southwest ADA Center Contact: Marisa Demaya, Information and Training Coordinator	2323 S. Shepherd, Suite 1000 Houston, TX 77019	(713) 520-0232 (800) 949-4232	mdemaya@bcm.edu

<p>Southwest Conference on Disability organizers at the University of New Mexico</p> <p>Contact: Anthony Cahill, Ph.D., Division Director, Division of Disability and Health Policy, Center for Development and Disability</p> <p>Chair, New Mexico Governor's Commission on Disabilities</p>	<p>c/o: The University of New Mexico 2300 Menaul Blvd NE Albuquerque, NM 87107</p>	<p>(505) 272-2990</p>	<p>acahill@salud.unm.edu</p>
<p>National Center for Disability and Journalism, Arizona State University, Walter Cronkite School of Journalism and Mass Communication</p> <p>Contact: Suzanne Levine</p>	<p>10 Milk Street, Suite 423 Boston, MA 02108</p>	<p>(617) 728-7772</p>	<p>suzanne@ncdj.org</p>
<p>Public Electronic Services on the Internet (PESO) workgroup through the Department of Information Resources (DIR)</p> <p>Contact: Jeff Kline, Statewide Accessibility Coordinator</p>	<p>300 West 15th St., Suite 1300 Austin, TX 78701</p>	<p>(512) 463-3248</p>	<p>jeff.kline@dir.texas.gov</p>
<p>Accessibility Council of Texas</p> <p>Contact: Deborah Bice-Broussard, Ph.D., Chair</p>	<p>Texas Workforce Commission 101 E. 15th St. Austin, TX 78778</p>	<p>(512) 463-3215</p>	<p>deborah.bice-broussard@twc.state.tx.us</p>

LIAISONS AT OTHER STATE AGENCIES

(with which your agency maintains an ongoing relationship, e.g., the agency's assigned analyst at the Legislative Budget Board, or attorney at the Attorney General's office)

Agency Name/Relationship/ Contact Person	Address	Telephone	E-mail Address
Department of Assistive and Rehabilitative Services (DARS) Contact: Cassie Fisher, Stakeholder Relations; Ex Officio Member of the GCPD	4800 N. Lamar Blvd. Austin, TX 78756	(512) 377-0646	cassie.fisher@dars.state.tx.us
Department of Family and Protective Services (DFPS) Contact: Peter Hajmasy, Director, Center for Policy, Innovation and Program Coordination; Ex Officio Member of the GCPD	701 West 51 st St. Austin, TX 78714-9030	(512) 438-4124	peter.hajmasy@dfps.state.tx.us
Health and Human Services Commission (HHSC) Contact: Nancy Walker, Senior Policy Advisor, Office for Health Policy and Clinical Services; Ex Officio Member of the GCPD	4900 North Lamar Blvd. Austin, TX 78751	(512) 424-6547	nancy.walker@hhsc.state.tx.us
Department of State Health Services (DSHS) Contact: Robyn Strickland, MA, LPC, Program Coordination and Implementation Unit; Ex Officio Member of the GCPD	1100 West 49 th St Austin, TX 78756-3199	(512) 206-5852	robyn.strickland@dshs.state.tx.us

<p>Department of Licensing and Regulation (TDLR)</p> <p>Contact: Robert Posey, Manager Architectural Barriers Removal Program; Ex Officio Member of the GCPD</p>	<p>920 Colorado Austin, TX 78701</p>	<p>(512) 539-5669</p>	<p>RobertP@license.state.tx.us</p>
<p>Texas Workforce Commission (TWC)</p> <p>Contact: George M^cEntyre, WIA Policy/Program Assistance Supervisor and TWC Veteran's Contact; Ex Officio Member of the GCPD</p>	<p>101 East 15th Street Austin, TX 78778</p>	<p>(512) 936-0369</p>	<p>george.mcentyre@twc.state.tx.us</p>
<p>Texas Workforce Commission (TWC) Disability Navigator Initiative</p> <p>Contact: Janice Ferguson, Disability Navigator Lead</p>	<p>101 East 15th Street, Room 252T Austin, TX 78778-0001</p>	<p>(512) 305-9637</p>	<p>janice.ferguson@twc.state.tx.us</p>
<p>Texas Department of Public Safety (TxDPS)</p> <p>Contact: Denita Powell, State Coordinator for Operations, Division of Emergency Management</p>	<p>5805 North Lamar Blvd. Austin, TX 78752</p>	<p>(512) 424-7948</p>	<p>denita.powell@txdps.state.tx.us</p>
<p>Department of Aging and Disability Services (DADS)</p> <p>Contact: Marc Gold, Texas Promoting Independence Initiative; Ex Officio Member of the GCPD</p>	<p>701 West 51st St. Austin, TX 78714-9030</p>	<p>(512) 438-3011</p>	<p>marc.gold@dads.state.tx.us</p>

XI. Additional Information

- A. Texas Government Code, Sec. 325.0075 requires agencies under review to submit a report about their reporting requirements to Sunset with the same due date as the SER. Include a list of each report that the agency is required by statute to prepare and an evaluation of the need for each report based on whether factors or conditions have changed since the statutory requirement was in place. If the list is longer than one page, please include it as an attachment.**

- B. Has the agency implemented statutory requirements to ensure the use of "first person respectful language"? Please explain and include any statutory provisions that prohibits these changes.**

Yes, the Governor's Committee utilizes and promotes People First Language

ATTACHMENT: People First Language and Disability Etiquette

- C. Fill in the following chart detailing information on complaints regarding your agency. Do not include complaints received against people or entities you regulate. The chart headings may be changed if needed to better reflect your agency's practices.**

Governor's Committee on People with Disabilities		
Exhibit 15: Complaints Against the Agency — Fiscal Years 2011 and 2012		
	FY 2011	FY 2012
Number of complaints received	0	0
Number of complaints resolved		
Number of complaints dropped/found to be without merit		
Number of complaints pending from prior years		
Average time period for resolution of a complaint		

D. Fill in the following chart detailing your agency’s Historically Underutilized Business (HUB) purchases. If your goals are agency specific-goals and not statewide goals, please provide the goal percentages and describe the method used to determine those goals. (TAC Title 34, Part 1, Chapter 20, Rule 20.13)

Governor’s Committee on People with Disabilities Exhibit 16: Purchases from HUBs FISCAL YEARS 2010-2012					
Category	Total \$ Spent	Total HUB \$ Spent	Percent	Agency Specific Goal *	Statewide Goal
TOTAL					

Not applicable; funding is administered through the Office of the Governor

E. Does your agency have a HUB policy? How does your agency address performance shortfalls related to the policy? (Texas Government Code, Sec. 2161.003; TAC Title 34, Part 1, rule 20.15b)

Not applicable; funding is administered through the Office of the Governor

F. For agencies with contracts valued at \$100,000 or more: Does your agency follow a HUB subcontracting plan to solicit bids, proposals, offers, or other applicable expressions of interest for subcontracting opportunities available for contracts of \$100,000 or more? (Texas Government Code, Sec. 2161.252; TAC Title 34, Part 1, rule 20.14)

Not applicable; funding is administered through the Office of the Governor

G. For agencies with biennial appropriations exceeding \$10 million, answer the following HUB questions.

Not applicable; funding is administered through the Office of the Governor

H. Fill in the chart below detailing your agency’s Equal Employment Opportunity (EEO) statistics.⁶

⁶ The Service/Maintenance category includes three distinct occupational categories: Service/Maintenance, Para-Professionals, and Protective Services. Protective Service Workers and Para-Professionals are no longer reported as separate groups. Please submit the combined Service/Maintenance category totals, if available.

Governor's Committee on People with Disabilities
Exhibit 17: Equal Employment Opportunity Statistics

FISCAL YEAR 2009

Job Category	Total Positions	Minority Workforce Percentages					
		Black		Hispanic		Female	
		Agency	Civilian Labor Force %	Agency	Civilian Labor Force %	Agency	Civilian Labor Force %
Officials/Administration	1		7.5%		21.1%	100%	37.5%
Professional	2.5		9.7%		18.8%	100%	53.3%
Technical			13.9%		27.7%		53.9%
Administrative Support	1.5		12.7%		31.9%	100%	67.1%
Service Maintenance			14.1%		49.9%		39.1%
Skilled Craft			6.6%		46.3%		6.0%

FISCAL YEAR 2010

Job Category	Total Positions	Minority Workforce Percentages					
		Black		Hispanic		Female	
		Agency	Civilian Labor Force %	Agency	Civilian Labor Force %	Agency	Civilian Labor Force %
Officials/Administration	1		7.5%		21.1%	100%	37.5%
Professional	2		9.7%		18.8%	100%	53.3%
Technical			13.9%		27.7%		53.9%
Administrative Support	2		12.7%		31.9%	100%	67.1%
Service/Maintenance			14.1%		49.9%		39.1%
Skilled Craft			6.6%		46.3%		6.0%

FISCAL YEAR 2011

Job Category	Total Positions	Minority Workforce Percentages					
		Black		Hispanic		Female	
		Agency	Civilian Labor Force %	Agency	Civilian Labor Force %	Agency	Civilian Labor Force %
Officials/Administration	1		8.99%		19.5%	100%	39.4%
Professional	2		11.33%		17.4%	100%	59.14%
Technical			14.16%		21.63%		41.47%

Administrative Support	2		13.57%		30.53%	100%	65.52%
Service/Maintenance			14.68%		48.18%		40.79%
Skilled Craft			6.35%		47.44%		4.19%

I. Does your agency have an equal employment opportunity policy? How does your agency address performance shortfalls related to the policy?

Not applicable; the Human Resources division of the Office of the Governor manages all employment policies.

XII. Agency Comments

Provide any additional information needed to gain a preliminary understanding of your agency.

The Governor’s Committee on People with Disabilities staff and members look forward to reviewing our Self-Evaluation Report with Sunset staff. We look forward to talking with you about the work we do and learning your feedback on how to best continue to serve Texans with disabilities.

Attachments

Attachments Relating to Key Functions, Powers, and Duties (Section II)

Agency's enabling statute

Annual report published by the agency from FY 2010

Annual report published by the agency from FY 2011

Annual report published by the agency from FY 2012

Attachments Relating to History and Events (Section III)

GCPD Overview (brochure)

Legislative History

Attachments Relating to Policymaking Structure (Section IV)

Biographical Information on Committee Members

GCPD Briefing Book for January, 2012

GCPD Briefing Book for April, 2012

GCPD Briefing Book for August, 2012

GCPD Briefing Book for October, 2012

2013-2015 Policy Recommendations for the 83rd Legislative Session

Policy: Public Hearings

Policy: Grounds for Removal

Policy: Gifts, Grants, Donations

Policy: Division of Responsibility

Policy: Training of New Members

2012 Citizen Input Survey on Issues Important to People with Disabilities

Attachments Relating to Funding (Section V)

Legislative Appropriations Request for FY 2014 – 2015

Annual financial report from FY 2010

Annual financial report from FY 2011

Annual financial report from FY 2012

Operating budget from FY 2010 (Office of the Governor)

Operating budget from FY 2012 (Office of the Governor)

Attachments Relating to Organization (Section VI)

Organizational chart for Office of the Governor

Attachments Relating to Guide to Agency Programs (Section VII)

Barbara Jordan Media Awards Overview

Lex Frieden Employment Awards Overview

Above and Beyond Employment Practices –for LFEA

APA/GCPD Accessibility Awards Overview

Accessibility Above and Beyond – for Accessibility Awards

NDEAM Poster Art Competition Overview

Gov Delivery Summary – FY 2012

Gov Delivery Data (5 files)

Local Committee Handbook

Local Committee Main Contacts

Local Committee Database

People First Language and Disability Etiquette

Attachments Relating to Agency Performance Evaluation

Barbara Jordan Media Awards – 2012 feedback survey

Lex Frieden Media Awards – 2012 feedback survey

Other Attachments

People with Disabilities: A Texas Profile (2012 resource from TWIC)

Americans with Disabilities – 2012 U.S. Census report by M. Brault

Disability Status Report – 2011 Cornell University