

# **Self-Evaluation Report**



***Texas Governor's Committee on  
People with Disabilities (GCPD)***

**SEPTEMBER 2025**



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## Governor's Committee on People with Disabilities (GCPD) Self-Evaluation Report

### I. Agency Contact Information

A. Please complete the following table.

**Governor's Committee on People with Disabilities Exhibit 1: Agency Contacts**

	Name	Address	Telephone	Email Address
<b>Agency Head</b>	Robert Black, OOG Chief of Staff	1100 San Jacinto Blvd Austin, TX 78701	(512) 936- 3336	Robert.Black@gov.texas.gov
<b>Sunset Liaison</b>	Suzanne Johnson, OOG Director of Admin.	1100 San Jacinto Blvd Austin, TX 78701	(512) 475- 3163	Suzanne.Johnson@gov.texas.gov

**Table 1 Exhibit 1 Agency Contacts**

### II. Key Functions and Performance

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

#### **GCPD's Mission:**

The [Texas Governor's Committee on People with Disabilities](#) (GCPD), a Trusteed Program within the Office of the Governor, works to further opportunities for persons with disabilities 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 seven State agencies serve as ex-officio or advisory members.

GCPD staff provide technical assistance, information, and referral services to citizens on issues affecting Texans with disabilities. Members of the GCPD work on the following policy issues: access, communications, criminal justice, education, emergency management, employment, health, housing, transportation, and veterans.

#### **GCPD's Objectives:**

The GCPD is the leading entity that looks at disability issues from a cross-disability perspective. GCPD's primary objective is to provide policy guidance and information 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. Before the end of each even-numbered year, GCPD submits to the Governor and to the legislature a report that includes any recommended changes in state laws relating to persons with disabilities.

**GCPD's Functions:**

In accordance with Chapter 115, Human Resources Code (HRC), Section 115.009, 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 any recommended changes in state laws relating to persons with disabilities;
- (4) serve as the state's liaison agency in working with the Office of Disability Employment Policy 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) provide information and technical assistance to public and private agencies and businesses to promote and facilitate implementation of the Americans with Disabilities Act of 1990 (42 U.S.C. Section 12101 et seq.) and other federal and state statutes relating to rights and opportunities of persons with disabilities;
- (7) work with legislative committees and with state agencies on the development of laws and policies that affect persons with disabilities;
- (8) promote the compilation and publication of state laws relating to persons with disabilities;
- (9) 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;
- (10) identify each current long-range plan relating to persons with disabilities in this state created by a state agency, a committee of a state agency, or a nonprofit organization required by federal law to produce such a plan, and publish the link to the Internet website address for each long-range plan, if available, on the Internet website of the Governor's Committee on People with Disabilities; and
- (11) review and analyze the long-range plans described by Subdivision (10) to identify gaps in state laws and services for persons with disabilities and make biennial recommendations in the committee's report required under Subdivision (3) to address identified gaps.

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. What clear and ongoing objective(s) do the agency's key functions serve? Explain why each key function is still needed.**

The GCPD's clear and ongoing objective is to serve as a source of guidance and expertise on disability policy and to provide recommendations to the executive and legislative branch of state government on the development of disability policies and laws that affect persons with disabilities. The GCPD strives to identify the needs of individuals with disabilities that are overlooked. In doing so, we encourage the Texas Legislature to invest in programs that will improve the lives of Texans with disabilities. The committee is also the only entity that identifies and shares best practices on local disability policy issues and solutions through the network of city and county committees on disabilities; studies and analyze policy issues within our ten policy issue areas; and issues reports containing best practices and recommendations seeking legislative solutions or administrative solutions. The GCPD also strives to work within existing state agency policies and programs to advocate for better policy implementation within state agencies.

Each core function of the Committee is unique to the GCPD and is not duplicated by other state boards, commissions or agencies. The Committee believes we are the only cross-disability state entity that looks broadly at State and federal issues related to people with disabilities in a cross functional manner. If the Committee were abolished, 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 facilitate network connections to people, laws and entities.

State agencies are primarily focused on meeting their key performance goals and implementing their core programs and services as directed by the Texas Legislature. These agencies do not typically analyze the unmet needs of their customers and identify service gaps and propose program improvements. The GCPD regularly works with disability stakeholders to study existing state programs and issue reports and policy briefs to enhance the quality of life for Texans with disabilities of all ages. The GCPD's quarterly meetings serve as a collaborative setting to obtain briefings from state agencies, share policy issues and recommendations and advance the needs of Texans with disabilities.

Texans with disabilities are a significant part of our state's population and their unique needs and challenges crosscut through the programs and services of all state government agencies and programs. It is not enough to only have designated programs for Texans with disabilities but instead, to ensure that Texans with disabilities have equal access to all programs and services of state government and can fully enjoy and benefit from the social and economic opportunities afforded to all Texans. The GCPD's primary functions include identifying barriers to state services and helping to propose reasonable accommodations to state agencies to best address these barriers.

This year marks the 35th anniversary of the passage of the Americans with Disabilities Act (ADA). Although this law has matured with its implementation of all three major titles, GCPD's analysis indicates a strong and persistent need for ADA training and technical support. Our core function, *to provide information and technical assistance to public and private agencies and businesses to promote and facilitate implementation of the Americans with Disabilities Act of 1990 (42 U.S.C. Section 12101 et seq.) and other federal and state statutes relating to rights and opportunities of persons with disabilities*, is highlighted by new U.S. Department of Justice regulations under Title II of the ADA. These DOJ regulations require that state and local entities implement digital accessibility standards (WCAG 2.1 level AA) by April 2026 for larger title II entities and April 2027 for smaller municipalities. The GCPD serves an important role in promoting compliance with this deadline. In a recent GCPD survey of all Texas Counties, more than 40% of counties failed to identify a designated ADA Coordinator for their County. The GCPD continues to deliver ADA training to every Texas county through conference presentations and professional webinars to support full implementation of the ADA.

Working in partnership with the Texas Workforce Commission and local partners, our core function to effectively use [awards and recognition programs](#) to promote employment continues to highlight opportunities for Texans with disabilities to be an essential part of the Texas workforce. The employment participation level of Texans with disabilities is substantially lower than that of non-disabled Texans. According to the U.S. Census Bureau, in 2023, there was an estimated 3,480,550 working age Texans with disabilities. Of this population, 33.2% were employed while 63.6% were unemployed. Of those who were employed, the median earnings for Texans with disabilities show a disparity of \$9,954 in annual income compared to Texans without disabilities. 19.7% of Texans with disabilities are below the poverty line. See: U.S. Census Bureau, "Selected Economic Characteristics for the Civilian Noninstitutionalized Population by Disability Status" (Table S1811), American Community Survey, 2023, <https://data.census.gov/table/ACSST1Y2023.S1811?g=040XX00US48>. Promoting the full employment of Texans with disabilities through policy proposals, awards, programs, and training presentations remains a strong focus of the GCPD and a vital need for Texas.

**C. Does your agency's enabling law continue to correctly reflect your mission, objectives, and approach to performing your functions? Does statute present any barriers or gaps in authority for your agency to carry out its mission? If so, please describe.**

HRC Chapter 115 correctly reflects GCPD's mission, objectives, and approach to performing our functions. Our statutory authority requires the GCPD to reprepare a biennial report to the Texas Legislature. Although this report is timely shared with the Legislature, the GCPD continues to look for ways in which to more effectively convey the recommended policy changes in the report and ensure that these recommendations can result in legislative changes.

**D. Have you recommended changes to the Legislature to improve your agency's operations in recent years? If so, briefly explain the recommended changes, whether they were adopted, and if adopted, when.**

The 84th Texas Legislature directed the GCPD to conduct an interim study on state and federal parking laws. The findings were published, and the policy recommendations were shared with



subsequent sessions of the Texas Legislature. Among the recommendations, four policy proposals were enacted to improve accessible parking throughout the state.

During the 85th Texas Legislative Session, GCPD requested a rider to transfer funds to the Texas Facilities Commission to fulfill a policy goal identified in the GCPD Legislative Interim study on Accessible Parking.

Several bills have been filed in recent sessions directing the GCPD to serve on advisory boards or commissions and to conduct additional interim studies.

**E. Do any of your agency's functions overlap with those of another local, state, or federal agency? If so, how do you coordinate to avoid duplication of efforts? Explain if, and why, each of your key functions is most appropriately placed within your agency.**

GCPD is uniquely positioned to address cross-disability policy issues in our ten identified disability policy issue areas. In areas where there are common goals, such as promoting competitive, integrated employment of Texans with disabilities, GCPD directly partners with the Texas Workforce Commission (TWC) to collaborate with our HireAbility Employer Campaign during National Disability Employment Awareness Month (NDEA) and to cohost the Lex Frieden Employment Awards. This function is best represented by the GCPD within the Office of the Governor to attain the highest level of public attention to the challenge to achieve full employment for Texans with disabilities.

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

Most states have 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. The Texas Governor's Committee on People with Disabilities is a member of a peer group, the National Association of Governor's Committees (NAGC). Texas fills the role of vice chair for this national organization. This peer group meets quarterly to share national best practices among the participating states.

**G. 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 Federal Department of Government Efficiency (DOGE) substantially reorganized the U.S. Department of Health and Human Services, resulting in the elimination of the Administration for Community Living (ACL) with the transfer of its functions and reduced funding for ACL-funded programs, which impact Texas disability programs. A potential outcome of these efficiencies may be reduced collaboration, a reduction in disability policy expertise available to the Office of the Governor and Texas Legislature from ACL funded Texas entities including the Texas Council on Developmental Disabilities (TCDD), a council that *supports legislation and public policies that advance inclusion, fosters innovation in services through grants, and empowers self-advocates with intellectual and developmental disabilities and their families ...* for people with IDD.

This same federal funding stream, the Administration for Community Living (ACL) funds numerous other Texas agencies and programs that support older adults and people with disabilities. Key recipients include the Texas Health and Human Services Commission (HHSC), the Texas Council for Developmental Disabilities (TCDD), the Texas State Independent Living Council (SILC). Other Texas-based recipients include Disability Rights Texas (DRTx), our state's designated protection and advocacy organization, which advocates for the rights of Texans with disabilities. the University Affiliated Disabilities Programs at the University of Texas at Austin and Texas A&M University also receive some federal ACL funding for specific research or pilot projects. Finally, the Texas Technology Access Program (TTAP) is primarily funded by the federal government through the Assistive Technology Act, which provides grants for state assistive technology programs like TTAP. The program's funding comes from several sources, including grants from the former Administration for Community Living (ACL). The softening of ACL funding in Texas will reduce overall collaboration and the level of expert public policy research available to the Texas Legislature and other state agencies, resulting in much greater reliance on state funded public policy guidance from the GCPD.

For local initiatives particularly from entities formerly funded by the ACL such as centers for independent living, these changes may also impact access to local disability programs and policy guidance, resulting in a much greater need for a robust network of local disability committees supported by the GCPD. Unlike other state boards and commissions, the GCPD receives no federal funds and remains available to the Texas Legislature to fulfill our vital role.

**H. Overall, how does the agency monitor and measure its effectiveness in carrying out its functions and objectives?**

The Executive Director of GCPD reports to the Office of the Governor's Deputy Chief of Staff. The staff members are hired and managed by the Executive Director. Committee members are appointed by the Governor for staggered two-year terms. The presiding officer is appointed by the Governor while the committee elects its own vice chair. The GCPD is responsible for submitting quarterly performance measures to the Legislative Budget Board. The committee is also accountable to the Texas Legislature for submitting a biennial report to the Governor, Lieutenant Governor, Speaker of the House and each member of the Texas Legislature before the end of each even numbered year. The Executive Director is also accountable to the chair and committee members and provides regular reports to the committee on staff functions and activities during each quarterly meeting. The GCPD is subject to internal audit reviews and adheres to all state ethics rules and laws governing state employees and boards and commissions, including the Texas Open Meetings Act.

**In the following table, provide information regarding your agency's performance measures, including outcome, output, efficiency, and explanatory measures. See Exhibit 2 Example. Please provide both key and non-key performance measures set by the Legislative Budget Board and any other performance measures or indicators the agency tracks. For any particular measures the agency has not been able to meet, please explain or provide context as needed about why.**

**Governor's Committee on People with Disabilities**

**Exhibit 2: Performance Measures — Fiscal Year 2024**

<b>Performance Measures</b>	<b>Calculation (if applicable)</b>	<b>FY 2024 Target</b>	<b>FY 2024 Actual Performance</b>	<b>FY 2024 % of Annual Target</b>
Number of Individuals Receiving Information and Assistance [Output Measure #1]	N/A	750,000	228,198	30.4%
Number of Local Committees on People w/ Disabilities [Output Measure #2 = KEY]	N/A	25	20.75	83.0%
Estimated Number of People with Disabilities in Texas (in millions) [Explanatory/Input Measure #1]	N/A	5.80	5.81	100.2%

**Table 2 Exhibit 2 Performance Measures**

**I. Please list all “mission critical” data resources (e.g., spreadsheets, databases, IT systems, and cloud-hosted applications) your agency maintains to collect, track, or display agency program data. By “mission critical,” we mean the main systems necessary for the day-to-day functioning of core and/or client-facing agency functions and services. Please do *not* include any statutorily required data collection upon which agency funding is contingent but which does not impact daily program functionality. As a companion to the list below, please provide additional information on each data resource using the template provided for Attachment 21 in that section of the instructions.**

**Governor’s Committee on People with Disabilities  
Exhibit 3: Mission Critical Data Resources**

<b>Data Resource Name</b>	<b>Associated Program(s) or Division(s)</b>	<b>Data Owner</b>
Access Database (DCTS)	GCPD	GCPD
Webforms	GCPD	GCPD
e-mail	GCPD	GCPD
Survey tool (SurveyMonkey)	GCPD	GCPD

**Table 3 Exhibit 3 Mission Critical Data Resources**

**J. Does the agency use any analytics software or platforms to collect, store, transform, or analyze agency data?**

**Governor’s Committee on People with Disabilities  
Exhibit 4: Data Analytics Platforms**

<b>Analytics Platform</b>	<b>Associated Data Resource(s)</b>
none	n/a

**Table 4 Exhibit 4 Data Analytics Platforms**

### **III. History and Major Events**

This year (2025) marks the 75th anniversary of the Texas Governor’s Committee on People with Disabilities. The Texas Governor’s Committee on Employment of the Handicapped was first established in 1950 by an Executive Order from 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, 72nd Legislature, Regular Session.

See: <https://tsl.access.preservica.com/tda/tx-gov-perry/gcpd/#:~:text=A%20complete%20explanation%20of%20the,members%20appointed%20by%20the%20governor>

In 1950, following the end of World War II, many veterans with disabilities who sacrificed and served their nation, achieved a college education through the support of the GI Bill enacted in 1944. This legislation helped ease the transition of veterans with disabilities back to their community. Following their attainment of a college degree, thousands of Texas veterans with disabilities were ready to enter the workforce. Societal attitudes towards workers with disabilities have evolved over time but were not always accepting of job seekers with disabilities or "the handicapped" in the 1950s. To promote the full employment of veterans with disabilities and advocate for their inclusion in the mainstream of Texas communities the "Governor's Committee on Employment of the Handicapped" was established through an executive order.

In the ensuing years, GCPD's mission (and name) evolved to serve all Texans with disabilities. The committee's efforts expanded to address related policy issues that impact directly on employment of people with disabilities. For example, GCPD's policy work on accessible public transportation directly supports the ability of Texans with disabilities to freely travel in their communities and pursue and obtain employment.

The history of the GCPD is tied directly to our nation's advancement of civil rights for all Americans with disabilities. In the 1980s, many members of GCPD's committee and staff were thought leaders in the development of the framework for the Americans with Disabilities Act. Once the Committee was established in statute, the GCPD's first committee chair was Mr. Justin Dart, a prominent Texan who is today regarded posthumously as the "Father of the Americans with Disabilities Act." The passage of the Americans with Disabilities Act in July 1990 was the greatest expansion of civil rights for Americans since the passage of the Civil Rights Act of 1964. The passage of the ADA created a major opportunity and responsibility for the GCPD to help in leading our state's ADA implementation. The ADA applies to more than five million Texans and covers all aspects of life including access to employment, places of public accommodation, transportation, communications, and access to services of state and local government, including public education. ADA implementation is not a final destination but an ongoing program. As our state's dynamic economy leads the nation, the growth and regentrification of Texas communities will require consistent focused attention at all levels of government and private business to ensure the Texas economy continues to work for all.

## IV. Policymaking Structure

A. Complete the following table to provide information on members of your policymaking body.

**Governor's Committee on People with Disabilities  
Exhibit 5: Policymaking Body \***

<b>Member Name</b>	<b>Current Term / Appointment Dates / All members appointed by the Governor,</b>	<b>Previous Terms Served (if applicable)</b>	<b>Qualification (e.g., public member, industry representative)</b>	<b>City</b>
Kori A. Allen (Vice Chair)	Term: 8/20/24-2/1/26	Past terms: 1. 4/13/20-2/1/22, 2. 3/28/22-2/1/24,	Member of public, disability representative, . City ADA Coordinator	McKinney
Ellen M. Bauman (Chair)	Term: 3/3/25-2/1/27	Past terms: 1. 1/8/18-2/1/19, 2. 4/13/20-2/1/21, 3. 3/1/21-2/1/23, 4. 9/15/23-2/1/25,	Member of the public, caregiver of adult child with disabilities, Board Chair for disability non-profits	Joshua
William Blanchard	Term: 8/20/24-2/1/26	NA	Member of public, disability representative, vocational rehabilitation counselor	Victoria
Ronald W. Browning	Term: 3/3/25-2/1/27	NA	Member of public, disability representative, self-advocate	Spring
Evelyn Cano	Term: 8/20/24-2/1/26	Past terms: 1.10/16/18 2/1/20 2. 4/13/20-2/1/22 3. 3/28/22-2/1/24	Member of public, former educator, entrepreneur.	Pharr
Chelsea L. Elliott	Term: 3/3/25-2/1/27	NA	Member of public, disability representative, vision expert	Austin
Juan Carlos Lopez	Term: 3/3/25-2/1/26	NA	Member of public, disability representative, Independent Living advocate	Edinburg
Neva Fairchild	Term: 1. 9/15/23-2/1/25	Past term: 3/3/25-2/1/27	Member of public, disability representative, Expert on rehabilitation of blindness and low vision.	Flower Mound

Member Name	Current Term / Appointment Dates / All members appointed by the Governor,	Previous Terms Served (if applicable)	Qualification (e.g., public member, industry representative)	City
Dr. Kristie L. Orr, Ph.D.	Term: 4. 3/3/25-2/1/27	Past terms: 1. 4/13/20-2/1/21, 2. 3/1/21-2/1/23, 3. 9/15/23-2/1/25,	Higher education (Texas A&M) , administration for students with disabilities	College Station
Emma Faye Rudkin	Term: 8/20/24-2/1/26	Past terms: 1. 10/16/18-2/1/20, 2. 4/13/20-2/1/22, 3. 3/28/22-2/1/24,	Member of public, disability representative, Deaf advocate	Boerne
Lisa M. Treleven	Term: 3/3/25-2/1/27	NA	Member of public, education expert	Montgomery
Benjamin Willis	8/20/24-2/1/26	Past terms: 3/28/22-2/1/24	Member of public, disability representative	Lumberton
<p><b>*NOTE:</b> The member profiles for each Committee member are available at:  <a href="https://gov.texas.gov/organization/disabilities/members">https://gov.texas.gov/organization/disabilities/members</a></p>				

Table 5 Exhibit 5 Policymaking Body

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

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; recognizes employers for hiring and retaining employees with disabilities; and recognizes media professionals and students for positively depicting Texans with disabilities.

**C. How is the chair selected?**

The chair serves as the presiding officer and is appointed by the Governor.

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

A unique feature of the GCPD is a majority of the members must be Texans with disabilities as established in HRC Chapter 115.002. This ensures that policy is more likely to have the consensus of the disability community. The GCPD's policy making body coordinates policy development with all major state agencies that serve Texans with disabilities. The leadership of these agencies are represented through the Ex-officio members that attend each meeting. The GCPD strives to draft policy proposals that are specific, detailed and actionable. Our detailed policy process has multiple levels of approval to ensure accurate and salient policy proposals are delivered to the Texas Legislature. The statutory charge for developing policy is included below:

In accordance with Human Resources Code (HRC) Chapter 115, Section 115.009, 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; and
- (3) before the end of each even-numbered year, submit to the governor and to the legislature a report that includes any recommended changes in state laws relating to persons with disabilities.

**E. In general, how often does your policymaking body meet? How many times did it meet in fiscal years 2020 through 2024? Explain if the policymaking body met in-person or virtually during this time.**

Generally, the GCPD holds four quarterly meetings per year. The Committee held 24 meetings from FY 2020 – FY 2024, nine of which were virtual. Several of the meetings were regarded as Committee work sessions to finalize policy recommendations in preparation for the committee's Biennial reports to the Texas Legislature. Since 2019 most GCPD quarterly meetings were conducted in a hybrid manner with the option for some members to participate virtually through the accessible Zoom video conferencing platform. The presiding officer always attends in-person at the location published in the Texas Register. The GCPD was one of the first state boards or commissions to successfully implement accessible hybrid meetings. The meetings include open captioning and American Sign Language Interpreters with a statewide webcast to ensure anyone in the state may observe our meetings and if desired, provide public comment. The committee strives to conduct its quarterly meetings throughout all areas of the state to ensure the maximum engagement with the broadest geographic and demographic participation by Texans with disabilities. Each meeting includes briefings by local officials and disability community organizations to allow for sharing their community's challenges, opportunities and innovative practices with the GCPD. The committee attempts to engage with local mayors to support the continuation or establishment of local disability advisory committees (also known as "mayor's committees on disabilities.")

**F. Does the policymaking body broadcast and archive its meetings?**

Yes. GCPD uses the Zoom for Government web meeting platform to host and record our meetings. Recordings and transcripts of meetings are available to the public through a Public Information Request.

**G. Briefly describe all the training the members of the agency's policymaking body receive. How often do members receive this training or updated materials?**

Upon appointment, in accordance with HRC Sec. 115.0022, all committee members receive a basic training and orientation given by GCPD's executive director (see Attachment - GCPD New Committee Member Training). Before completing their oath of office, committee members must also complete the requirements of:

- (1) the open meetings law, Chapter 551 (Open Meetings), Government Code;
- (2) the public information law, Chapter 552 (Public Information), Government Code;
- (3) the administrative procedure law, Chapter 2001 (Administrative Procedure), Government Code; and
- (4) other laws relating to public officials, including conflict of interest laws.

Committee members are included in the invitations to attend GCPD's virtual Accessibility and Disability Policy Webinar series that covers disability policy topics in GCPD's ten disability policy issue areas. Committee members are also invited to attend statewide disability conferences to strengthen their understanding of disability policy topics. All committee members receive policy briefings and have access to GCPD's seven state agency ex-officio members who provide a state agency quarterly report and present on topics requested by the committee members. The GCPD has also held topical virtual meetings to brief the committee in-depth on new policy topics like criminal justice involvement by people with disabilities.

**H. What information is regularly presented to your policymaking body to keep them informed about the agency's operations and performance?**

The committee members are given a regular briefing by the Executive Director as part of the quarterly meeting agenda. Each Ex officio agency provides a written and in-person report to the committee. The state agency reports follow a pre-determined template to ensure comprehensive and relevant information is reported by the ex officio state agencies. Committee members are encouraged to serve on the many subcommittees of the GCPD that develop policy proposals for upcoming quarterly meetings.

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

The committee proactively seeks out public comment and schedules substantial time on all meeting agendas for both meeting days to provide public comment either in-person, in-writing, or virtually through the committee's Zoom platform. The committee ensures members of the public with communication disabilities have accommodations to effectively give public comment. This includes access to American Sign Language interpreters, readers, and additional time for those with a speech or communication impairment. All staff members maintain close working relationships with major Texas disability stakeholder organizations throughout the state. These organizations engage with GCPD to develop policy proposals that may be presented to the committee at a quarterly meeting. The committee uses a structured policy template that helps guide and focus the clear development of disability policy. The [Policy Form](#) is available on GCPD's website.

The beginning of every GCPD quarterly meeting includes the agenda topic "Listening to the Local Disability Community." This agenda item includes invited briefings by the directors of local



centers for independent living, chairs of local disability boards and commissions (mayor's committees), councils of government and other relevant disability non-profit organizations.

**J. If your policymaking body uses subcommittees, advisory committees, councils, or other groups to carry out its duties, fill in the following table. *See Exhibit 6 Example.* For any advisory committees established in statute, please note the date of creation for the committee as well as the abolishment date as required by Texas Government Code, Section 2110.008.**

**In addition, please attach a copy of any reports your agency filed under Texas Government Code, Section 2110.007 regarding an assessment of any statutory advisory committees as Attachment 28.**

**Governor's Committee on People with Disabilities  
Exhibit 6: Subcommittees and Advisory Committees**

<b>Name of Subcommittee or Advisory Committee</b>	<b>Size / Composition / How are members appointed?</b>	<b>Purpose / Duties</b>	<b>Legal Basis for Committee (statute or rule citation)</b>	<b>Creation and Abolishment Dates</b>
Adaptive Sports and Recreation Subcommittee	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	To develop policy recommendations to promote the full inclusion and participation of Texans with disabilities in all adaptive sports and recreation activities available in Texas.	Sub Committee falls within GCPD's policy development authority.	2023 – present
ASL Interpreter Subcommittee	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	To propose policy reforms for the Board for Evaluation of Interpreters, HHSC's Office for Deaf and Hard of Hearing Services and laws governing the training and certification of ASL interpreters.	Sub Committee falls within GCPD's policy development authority.	2025
K-12 Braille Literacy Subcommittee	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	To develop policies to promote the education of braille literacy skills among the state's estimated 11,000 blind and visually impaired K-12 public school students.	Sub Committee falls within GCPD's policy development authority.	2024 – present

# Self-Evaluation Report

<b>Name of Subcommittee or Advisory Committee</b>	<b>Size / Composition / How are members appointed?</b>	<b>Purpose / Duties</b>	<b>Legal Basis for Committee (statute or rule citation)</b>	<b>Creation and Abolishment Dates</b>
Diabetes K-12 Subcommittee	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	To identify and propose best practices policies to support education of students with diabetes in K-12. Identify training gaps and resources. Develop a Diabetes Student Bill of Rights.	Sub Committee falls within GCPD's policy development authority.	2023 – 2024
Durable Medical Equipment Back-up Power Taskforce	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	Established after Winter Storm Uri in February 2021 to identify emergency back-up power solutions for individuals with disabilities who live in their home and depend upon life-sustaining powered durable medical equipment.	Sub Committee falls within GCPD's policy development authority.	2021 – present
Employment Awards Committee	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	Plans the annual Lex Frieden Employment Awards and HireAbility Employment Form.	Sub Committee falls within GCPD's policy development authority.	2009 – Present
Guardianship Subcommittee	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	To develop policy recommendations that support alternatives to guardianship for Texans with disabilities, supportive decision making and guardianship reforms.	Sub Committee falls within GCPD's policy development authority.	2021 – present

<b>Name of Subcommittee or Advisory Committee</b>	<b>Size / Composition / How are members appointed?</b>	<b>Purpose / Duties</b>	<b>Legal Basis for Committee (statute or rule citation)</b>	<b>Creation and Abolishment Dates</b>
Self-Employment Disability Workgroup	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	Explore opportunities in Texas for entrepreneurs with disabilities to qualify for the federal Disadvantaged Business Enterprise Program (DBE). Support policy solutions with local and state agencies.	Sub Committee falls within GCPD's policy development authority.	2016
Texas Driving with Disability Subcommittee	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	To support and guide the sustainment and further development of the Texas Driving with Disability program, a program of the GCPD, DPS, DMV, TDLR and TEA.	Sub Committee falls within GCPD's policy development authority.	2023 – Present
TEA Digital Curriculum Advisory Committee	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	Developed policies and issued a report to TEA on digital inclusion and access to K-12 curriculum for students with disabilities who use assistive technology.	Sub Committee falls within GCPD's policy development authority.	2019 - 2021
Transportation Network Company Workgroup	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	Developed policy recommendations and a report with input of all relevant stakeholders on policies to incentivize TNC's to offer wheelchair accessible vehicle trips for passengers who use fixed frame wheelchairs.	Sub Committee falls within GCPD's policy development authority.	2020
Vision Loss in Older Adults Workgroup	Appointed by the GCPD chair. Committee members volunteer to serve. Additional members of the public with relevant experience are invited to participate.	Develops policy proposals to support the independent living of older Texans experiencing significant vision loss.	Sub Committee falls within GCPD's policy development authority.	2023 – 2025

Table 6 Exhibit 6 Subcommittees and Advisory Committees

**Note:** The GCPD Committee members and staff are routinely invited to serve on numerous interagency workgroups and subcommittees. These subcommittees are not listed here as they are a workgroup under the authority of another state agency.

## V. Funding

### A. Provide a brief description of your agency’s major sources of funding.

Funding for GCPD is provided by the General Revenue Fund and Autism Speaks License Plate Revenue.

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

- Rider 4: Unexpended Balances Within the Biennium
- Rider 11: Appropriation of Unexpended Balances, Revenues, and Interest Earnings

### C. Show your agency’s expenditures, including transfers, broken down into clear and easy-to-understand categories, as shown in the examples provided. This information forms the basis of the “Agency at a Glance” section of Sunset’s reports. *See Exhibit 7 Example.* Please ensure the totals provided for Expenditures and Sources of Revenue are equal.

**Governor’s Committee on People with Disabilities  
Exhibit 7: Expenditures — Fiscal Year 2024 (Actual)**

Category	Amount Spent	Percentage of Total	Contract Expenditures Included in Total Amount
Salaries and Wages	\$418,892	75.91%	\$ 0
Other Personnel Costs	\$ 14,062	2.55%	\$ 0
Professional Fees & Services	\$ 8,620	1.56%	\$ 8,620
Consumable Supplies/Utilities/Rent	\$ 3,609	0.65%	\$ 0
Travel	\$ 30,305	5.50%	\$ 0
Other Operating Expense	\$ 71,274	12.92%	\$48,596
Grants	\$ 5,071	0.92%	\$ 0
<b>GRAND TOTAL:</b>	<b>\$551,833</b>	<b>100.00%</b>	<b>\$57,216</b>

**Table 7 Exhibit 7 Expenditures**

### D. Show your agency’s sources of revenue broken down into clear and easy-to-understand categories, as shown in the examples provided. This information forms the basis of the “Agency at a Glance” section of Sunset’s reports. Include all local, state, and federal appropriations; all professional fees (for licensure and certification) and operating fees (charged to agency customers for services); and all other sources of revenue collected by the agency, including taxes and fines. *See Exhibit 8 Example.* Please ensure the totals provided for Expenditures and Sources of Revenue are equal.

**Governor's Committee on People with Disabilities  
Exhibit 8: Sources of Revenue — Fiscal Year 2024 (Actual)**

Source	Amount
General Revenue	\$767,583
Autism Speaks License Plate Revenue	\$ 5,000
<b>TOTAL</b>	<b>\$772,583</b>

**Table 8 Exhibit 8 Sources of Revenue**

**E. If you receive funds from multiple federal programs, show the source agency and type of federal funding. See Exhibit 9 Example.**

**Governor's Committee on People with Disabilities  
Exhibit 9: Federal Funds — Fiscal Year 2024 (Actual)**

Source/Type of Fund	Description of Fund	State / Federal Match Ratio	State Share	Federal Share	Total Funding
N/A					
	<b>TOTAL</b>				

**Table 9 Exhibit 9 Federal Funds**

**F. If applicable, provide detailed information on the fees your agency collects. Please explain how much fee revenue is deposited/returned to the General Revenue Fund and why, if applicable. See Exhibit 10 Example.**

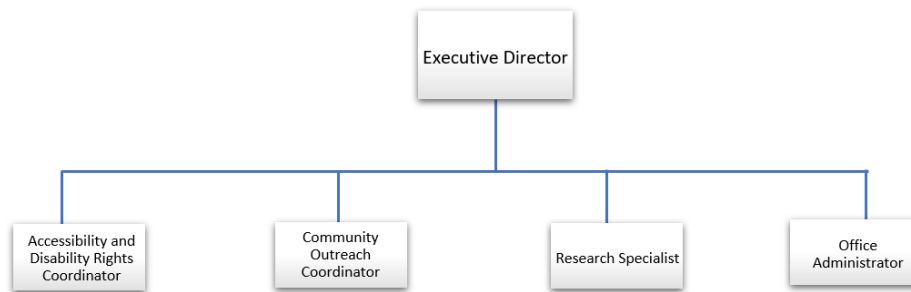
**Governor's Committee on People with Disabilities Exhibit 10: Fee Revenue — Fiscal Year 2024**

Fee Description/ Program/ Statutory Citation	Current Fee	Fees Set by Statute or Rule?	Statutory Maximum or Minimum, if applicable	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited (e.g., General Revenue Fund)
Specialty License Plates/HB 4080 & HB 2698, 87th Leg	\$22.00	Yes	\$22.00	91	\$2,023.93	GR

**Table 10 Exhibit 10 Fee Revenue**

## 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, division heads with subordinates and actual FTEs with budgeted FTEs in parentheses.



**B.** Complete the table below listing the agency's headquarters and number of FTEs and, if applicable, field or regional offices. *See Exhibit 11 Example.*

**Governor's Committee on People with Disabilities**  
**Exhibit 11: FTEs by Location — Fiscal Year 2025 (as of SER submission)**

Headquarters, Region, or Field Office	Location	Number of Budgeted FTEs FY 2025	Number of Actual FTEs (as of SER submission)
GCPD	Austin, Texas	5	5
		<b>TOTAL:</b>	<b>TOTAL:</b>

**Table 11 Exhibit 11 FTEs by Location**

**C.** What are your agency's FTE caps for fiscal years 2023-27?

Office of the Governor & Trusteed Programs within the Office of the Governor:

2023: 311.4

2024: 317.4

2025: 317.4

2026: 319.4

2027: 319.4

**D. How many temporary or contract employees did your agency have in fiscal year 2024? If use of contractors is significant, please break out totals by program or department. Please provide a short summary of the purpose of each position type, amount of expenditures per position type, and procurement methods used.**

**Governor's Committee on People with Disabilities  
Exhibit 12: Temporary/Contract Employees — Fiscal Year 2024**

Type of Temporary/ Contract Employee	Purpose of Position	Number of These Employees	Amount Expended	Procurement Method
N/A				
		<b>TOTAL:</b>	<b>TOTAL:</b>	

**Table 12 Exhibit 12 Temporary/Contract Employees**

**E. List each of your agency's key programs or functions, along with expenditures and FTEs by program. See Exhibit 13 Example. (If you have already completed the "Agency Program Information" spreadsheet in advance, you do not need to replicate any duplicative information below.)**

**Governor's Committee on People with Disabilities  
Exhibit 13: List of Program FTEs and Expenditures — Fiscal Years 2024 and 2025**

Program	Actual FTEs FY 2024	Budgeted FTEs FY 2025	Actual Expenditures FY 2024	Budgeted Expenditures FY 2025
Governor's Committee on People with Disabilities	5	5	\$417,864.93	\$442,121.00
<b>TOTAL</b>	<b>5</b>	<b>5</b>	<b>\$417,864.93</b>	<b>\$442,121.00</b>

**Table 13 Exhibit 13 List of Program FTEs and Expenditures**

## VII. Guide to Agency Divisions and Programs

Please fill out the information below for **each** agency division, program, activity, or service as appropriate. *(If you have already completed the "Agency Program Information" spreadsheet in advance, you do not need to replicate any duplicative information below.)* Copy and paste questions A through M as many times as needed to discuss each division or program. If there is overlap in the information provided across various agency divisions or programs, please reference the relevant page/section rather than repeating the information. Contact Sunset staff with any questions about completing this section for your agency.

**A. Provide the following information at the beginning of each description.**

***Name of division or program:*** Governors Committee on People with Disabilities

***Location within the agency:*** Austin, Texas

***Contact name:*** Ron Lucey

***Statutory citation:*** Chapter 115, Human Resources Code

According to Chapter 115, Human Resources Code, "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."

**B. What is the objective of this division or program? Describe its major activities.**

According to Chapter 115, Human Resources Code, the functions of the Committee include:

- (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 any recommended changes in state laws relating to persons with disabilities;
- (4) serve as the state's liaison agency in working with the Office of Disability Employment Policy 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) provide information and technical assistance to public and private agencies and businesses to promote and facilitate implementation of the Americans with Disabilities Act of 1990 (42 U.S.C.



Section 12101 et seq.) and other federal and state statutes relating to rights and opportunities of persons with disabilities;

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

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

(9) 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;

(10) identify each current long-range plan relating to persons with disabilities in this state created by a state agency, a committee of a state agency, or a nonprofit organization required by federal law to produce such a plan, and publish the link to the Internet website address for each long-range plan, if available, on the Internet website of the Governor's Committee on People with Disabilities; and

(11) review and analyze the long-range plans described by Subdivision (10) to identify gaps in state laws and services for persons with disabilities and make biennial recommendations in the committee's report required under Subdivision (3) to address identified gaps.

**C. What information does the agency collect/use to assess the effectiveness and efficiency of this division or program? If applicable, briefly note any LBB performance measures (from Section II, Exhibit 2) but also provide any other metrics of program effectiveness and efficiency. Please provide the data source and/or methodology behind how each statistic or performance measure was determined. If you do not track measures of effectiveness for a given division, department, or program, please explain why.**

See attached biennial report to the Texas Legislature.

**D. Describe any important history regarding this division or program not included in the general agency history section, including how the functions or services have changed over time. If the response to Section III of this report is sufficient, please leave this section blank.**

Section III of this report adequately addresses the Committee's history.

**E. List any qualifications or eligibility requirements for persons or entities affected by this division or program (e.g., licensees, consumers, and landowners). Provide a statistical breakdown of persons or entities affected.**

N/A

**F. Describe how the division or program is administered, including a description of key processes involved. If you have existing documentation (e.g., flowcharts, timelines, and other**

**illustrations) to describe agency policies and procedures, please include them as attachments. Indicate how field/regional services are used, if applicable.**

The GCPD is administered by the division's executive director who oversees the daily operation of the committee staff which include the:

- Office administrator
- Research Specialist
- Community Outreach and Information Coordinator
- Accessibility and Disability Rights Coordinator

The Committee and GCPD staff receive administrative support from OOG administrative services divisions including OOG Financial Services, Information Services, Human Resources and other facilities and operations support.

The staff work to fulfill the mission of the committee and implement the work of the committee members appointed by the governor. This work includes follow-up work from past quarterly meetings, policy development, and planning for the series of upcoming quarterly meetings and awards programs. The planning of quarterly meetings includes planning and facility checklists to ensure all meeting locations meet the rigorous accessibility needs of the committee and attending members of the public.

The committee staff regularly address written and telephone constituent inquiries at the Office of the Governor phone on a wide range of disability topics and issues. Constituent inquiries are logged and tracked in the committee's database.

Staff routinely plan and develop regular training presentations that are requested by stakeholder organizations or as part of the Committee's [Accessibility and Disability Policy Webinar series](#). These trainings are recorded and archived on the Committee's YouTube Channel as a valuable library of disability training topics.

**G. If key to understanding the division or program, identify funding sources and amounts, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. Please specify state funding sources (e.g., general revenue, appropriations rider, budget strategy, and fees/dues). (If you have already submitted funding source info through the "Agency Program Information" spreadsheet, please limit your response to funding formulas or funding conventions.)**

General Revenue and license plate fund

**H. Briefly discuss any memoranda of understanding (MOU), interagency agreements, or interagency contracts the agency uses to coordinate its activities and avoid duplication or conflict with other entities that provide similar or identical services or functions to the target population.**

GCPD utilizes an MOU with various entities to host its quarterly meetings. All meetings include accessible communications services delivered through CART (Communication access Real-time captioning) and American Sign Language Interpreter services available through an interagency contract with the Texas Health and Human Services Commission.

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

The GCPD has a collaborative relationship with municipal boards and commissions that advise local government on policies affecting their residents with disabilities. The GCPD serves as a connector and convener to share training, public awareness, and disability policy best practices throughout the state. The GCPD has a collaborative and consultative relationship with multiple state agencies, serving on agency workgroups, taskforces, and advisory committees. A comprehensive list of these agencies is included in Table 26 Exhibit 17 Interagency, State, and National Associations & Liaisons at Other State Agencies

**J. Are there any barriers or challenges that impede the division or program's performance, including any outdated or ineffective state laws? Explain.**

Pursuant to statute, the GCPD is required to submit a biennial report to the Texas Legislature regarding policy recommendations. Although this report is timely submit prior to every legislative session, the GCPD is interested in finding more effective ways to promote the recommendations so that they may result in statutory changes.

**K. Provide any additional information needed to gain a preliminary understanding of the division or program.**

N/A

**L. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, piece of equipment, or other entity (e.g., a facility). For each regulatory program, if applicable, describe:**

- Why the regulation is needed
- The scope of, and procedures for, inspections or audits of regulated entities
- Follow-up activities conducted when non-compliance is identified
- Actions available to the agency to ensure compliance
- Procedures for handling consumer/public complaints against regulated entities

N/A

**M. For each regulatory program, if applicable, provide detailed information on complaint and regulatory actions, including investigations and complaint resolutions. The data should cover the last five fiscal years and give a complete picture of the program's regulatory activity, including comprehensive information from initiation of a complaint to resolution of a case. The**

purpose of the table is to create uniformity across agencies under review to the extent possible, but you may make small adjustments to the table headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the data source and/or methodology supporting each measure. In addition, please briefly explain or define terms as used by your agency such as complaint, grievance, investigation, enforcement action, jurisdictional scope, etc.

N/A

**Governor's Committee on People with Disabilities (GCPD)**  
**Exhibit 14: Information on Regulated Population; Complaints Against Regulated Persons, Businesses, or other Entities; and Disciplinary Actions**  
**Fiscal Years 2020 to 2024**

*(These tables should convey the complaint resolution history of the program, encapsulating everything from the indication a violation may have occurred; the following investigation: any administrative or criminal procedures; and the final resolution of the complaint, case, or enforcement matter.)*

<b>*Number Within Total Regulated Population (Active Credentials Only)</b>	<b>Fiscal Year 2020</b>	<b>Fiscal Year 2021</b>	<b>Fiscal Year 2022</b>	<b>Fiscal Year 2023</b>	<b>Fiscal Year 2024</b>
Total Number of (License / Certification / Registration / Permit Holder)	N/A	N/A	N/A	N/A	N/A

***\*Add or remove rows as needed***

**Table 14 Exhibit 14 Information on Complaints Against Persons or Entities**

<b>Complaints Received by Source</b>	<b>Fiscal Year 2020</b>	<b>Fiscal Year 2021</b>	<b>Fiscal Year 2022</b>	<b>Fiscal Year 2023</b>	<b>Fiscal Year 2024</b>
Total Complaints Received	N/A	N/A	N/A	N/A	N/A
Complaints Initiated by Agency (originating from criminal history checks)*	N/A	N/A	N/A	N/A	N/A
Complaints Initiated by Agency (not originating from criminal history check)	N/A	N/A	N/A	N/A	N/A
Complaints Originating from Public (including other regulated persons or entities)	N/A	N/A	N/A	N/A	N/A
Complaints Originating from Other Agencies	N/A	N/A	N/A	N/A	N/A

***\*Only applicable if conducting fingerprint criminal history checks***

**Table 15 Exhibit 14 Information on Complaints Against Persons or Entities**

Disposition of Complaints	Fiscal Year 2020	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024
Total Complaints Received*	N/A	N/A	N/A	N/A	N/A
Complaints Found Jurisdictional	N/A	N/A	N/A	N/A	N/A
Complaints Found Non-Jurisdictional	N/A	N/A	N/A	N/A	N/A
Total Complaints Dismissed (no investigation)	N/A	N/A	N/A	N/A	N/A
Complaints Dismissed for Lack of Evidence (no investigation)	N/A	N/A	N/A	N/A	N/A
Complaints Dismissed Due to No Violation Alleged (no investigation)	N/A	N/A	N/A	N/A	N/A
Total Complaints Sent for Investigation	N/A	N/A	N/A	N/A	N/A

*\*Since complaints may not be processed within a single fiscal year, rows below may not equal the total*  
**Table 16 Exhibit 14 Information on Complaints Against Persons or Entities**

Complaints Resolved	Fiscal Year 2020	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024
Total Complaints Resolved After Investigation	N/A	N/A	N/A	N/A	N/A
Complaints Dismissed for Lack of Evidence Found in Investigation	N/A	N/A	N/A	N/A	N/A
Complaints Dismissed Due to No Violation Found in Investigation	N/A	N/A	N/A	N/A	N/A
Total Complaints Resolved Through Informal Action	N/A	N/A	N/A	N/A	N/A
Total Complaints Resolved Through Formal Action	N/A	N/A	N/A	N/A	N/A

**Table 17 Exhibit 14 Information on Complaints Against Persons or Entities**

<b>Disciplinary Actions Taken</b>	<b>Fiscal Year 2020</b>	<b>Fiscal Year 2021</b>	<b>Fiscal Year 2022</b>	<b>Fiscal Year 2023</b>	<b>Fiscal Year 2024</b>
Total Complaints Resolved Through Final Orders (Formal and Informal)*	N/A	N/A	N/A	N/A	N/A
<u>Number</u> of Administrative Penalties Issued	N/A	N/A	N/A	N/A	N/A
<u>Total Amount</u> of Administrative Penalties Issued	N/A	N/A	N/A	N/A	N/A
<u>Total Amount</u> of Administrative Penalties Collected	N/A	N/A	N/A	N/A	N/A
<u>Average Amount</u> of Administrative Penalties Issued	N/A	N/A	N/A	N/A	N/A
<u>Average Amount</u> of Administrative Penalties Collected	N/A	N/A	N/A	N/A	N/A
Warnings	N/A	N/A	N/A	N/A	N/A
Reprimands	N/A	N/A	N/A	N/A	N/A
Suspensions	N/A	N/A	N/A	N/A	N/A
Probated Suspensions	N/A	N/A	N/A	N/A	N/A
Revocations	N/A	N/A	N/A	N/A	N/A
Remedial Plans (if applicable)	N/A	N/A	N/A	N/A	N/A
(Other Disciplinary Action – Specify)**	N/A	N/A	N/A	N/A	N/A

*\* Since complaints may not be processed within a single fiscal year, rows below may not equal the total*

*\*\*Add rows as needed*

**Table 18 Exhibit 14 Information on Complaints Against Persons or Entities**

<b>Disciplinary Actions Appealed</b>	<b>Fiscal Year 2020</b>	<b>Fiscal Year 2021</b>	<b>Fiscal Year 2022</b>	<b>Fiscal Year 2023</b>	<b>Fiscal Year 2024</b>
Total Hearings at SOAH	N/A	N/A	N/A	N/A	N/A
Agency Prevailed at SOAH	N/A	N/A	N/A	N/A	N/A
Agency Did Not Prevail at SOAH	N/A	N/A	N/A	N/A	N/A
Total Appeals by Respondent to District Court	N/A	N/A	N/A	N/A	N/A
Agency Action Affirmed by District Court	N/A	N/A	N/A	N/A	N/A
Agency Action Overturned or Changed by District Court	N/A	N/A	N/A	N/A	N/A
Total Appeals by Agency to District Court	N/A	N/A	N/A	N/A	N/A
Agency Action Affirmed by District Court	N/A	N/A	N/A	N/A	N/A
Agency Action Overturned or Changed by District Court	N/A	N/A	N/A	N/A	N/A

**Table 19 Exhibit 14 Information on Complaints Against Persons or Entities**

Timelines for Enforcement Actions	Fiscal Year 2020	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024
<i>Final Resolution = complaint dismissed or final order entered; does not include time in appeals to district court</i>					
Average Days from Complaint Received to Final Resolution	N/A	N/A	N/A	N/A	N/A
Maximum Days from Complaint Received to Final Resolution	N/A	N/A	N/A	N/A	N/A
Average Days from Complaint Received to Dismissed	N/A	N/A	N/A	N/A	N/A
Average Days from Complaint Received to Dismissed (no investigation)	N/A	N/A	N/A	N/A	N/A
Average Days from Complaint Received to Investigation Finished	N/A	N/A	N/A	N/A	N/A
Average Days from Start to Finish of Investigation	N/A	N/A	N/A	N/A	N/A
Number of Complaints Open for More than One Year (as of August 31st of Fiscal Year)	N/A	N/A	N/A	N/A	N/A
Percentage of Complaints Resolved within Six Months	N/A	N/A	N/A	N/A	N/A

Table 20 Exhibit 14 Information on Complaints Against Persons or Entities

## VIII. Statutory Authority and Recent Legislation

A. Fill in the following tables, 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 fiscal years 2020-2024 or earlier significant Attorney General opinions that affect your agency's operations.

### Governor's Committee on People with Disabilities Exhibit 15: Statutes / Attorney General Opinions

#### Statutes

Citation / Title	Authority / Impact on Agency (e.g., "provides authority to license and regulate nursing home administrators")
Chapter 115, Human Resources Code	Establishes GCPD within the Office of the Governor, further opportunities for persons with disabilities to enjoy full and equal access to lives of independence, productivity, and self-determination.

Table 21 Exhibit 15 Statutes

#### Attorney General Opinions

Attorney General Opinion No.	Impact on Agency
N/A	

Table 22 Exhibit 15 Attorney General Opinions

B. Provide a summary of significant legislation regarding your agency by filling in the tables below or attaching information already available in an agency-developed format. Briefly summarize the key provisions. For bills that did not pass but were significant, 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. *See Exhibit 16 Examples.*



**Governor's Committee on People with Disabilities  
Exhibit 16: 89th Legislative Session**

**Legislation Enacted**

Bill Number	Author	Summary of Key Provisions
SCR 32	Hall   Eckhardt	Directing the Texas Facilities Commission to name the new transit amenity center at 207 W. 14th Street in the Capitol Complex the "Lead On! Transit Amenity" in honor of Justin Dart.
SB 568	Bettencourt et al.	The main goal of the bill is to change special education funding from placement-based to service intensity-based. Updates TEC re students who have visual impairments, are deaf or hard of hearing, or are deaf-blind. Requires an annual meeting on Special Ed. Includes requirements for the ESCs or TEA to provide technical assistance to schools on providing services to students with disabilities. Includes info about SSLCs and placement for kids in an SSLC for parents. Grants for students with disabilities at risk for being placed in an institution for noneducational expenses (respite care, in home care, etc.) Grants for schools that have innovative approaches for students with Autism. Grants for SpEd teacher recruitment. Includes RDSPD funding allotments.
SB 1	Huffman	General Appropriations Bill – included raises for personal care attendants and funding to expand the Senior Keys to Independence Program

Table 23 Exhibit 16 Legislation Enacted 89th Legislature

**Legislation Not Passed**

Bill Number	Author	Summary of Key Provisions / Reason Bill Did Not Pass
HB 2938	Gonzalez of El Paso	Relating to attendant care services under Medicaid and other programs administered by the Health and Human Services Commission, including establishing a minimum base wage for certain personal attendants providing those services and allowing family members to provide those services. / Reasons it did not pass are unclear – it never had a hearing in committee.
HB 3312	Swanson et al.	Relating to the preservation and release of video surveillance recordings of special education settings. / Unclear: It was voted unanimously out of committee, but it was not heard on the House floor.
HB 645	Gonzalez of El Paso	Relating to the provision of certain co-navigation services to individuals who are deaf-blind. / Unclear. This passed the House and was referred to a Senate committee, but it was never scheduled for a hearing in committee.
SB 1653	Hughes	Relating to the provision of certain co-navigation services to individuals who are deaf-blind. / Unclear. It was referred to a senate committee, but it was not heard in committee.
SB 2326	Zaffirini	Relating to access to universal changing facilities in places of public accommodation and public buildings. / Unclear. It was referred to committee, but it was not heard in committee.
HB 4754	Lopez, Ray	Relating to access to universal changing facilities in places of public accommodation and public buildings. / Unclear. It was referred to committee, but it was not heard in committee.
SB 1680	Menendez	Relating to access to an adult changing station in the Capitol. / Unclear. It was referred to committee, but it was not heard in committee.

Bill Number	Author	Summary of Key Provisions / Reason Bill Did Not Pass
HB 2292	Allen	Relating to prohibiting certain releases of a student to the student's parent after school-initiated communication by a school district or open-enrollment charter school. / Unclear. It was referred to committee but was not heard.
HB 2096	Martinez	Relating to the notification of a peace officer through an indication associated with vehicle registration that a person has a health condition or disability that may impede effective communication. / Unclear. It was referred to committee but was not heard.
SB 680	Hughes	Relating to the notification of a peace officer through an indication associated with vehicle registration that a person has a health condition or disability that may impede effective communication. / Unclear. It was referred to committee but was not heard.
HB 466	Gonzalez of El Paso	Amends education code so that an adult student who cannot make informed consent may appoint a person to serve as their educational representative. School districts will also provide information about educational representatives when sharing information on guardianship with parents. / Unclear. It was referred to committee but was not heard.
SB 58	Zaffirini	Amends education code so that an adult student who cannot make informed consent may appoint a person to serve as their educational representative. School districts will also provide information about educational representatives when sharing information on guardianship with parents. / Unclear. It was referred to committee but was not heard.
HB 1936	Cook	Amends Transportation code to allow peace officers to issue a citation for violators of accessible parking law. / Unclear. It was referred to a committee, but it was not heard.
HB 1996	Hernandez	Adds receiving special education as an eligibility criteria for free Pre-kindergarten. / Unclear. It was referred to a committee, but it was not heard.
SB 2526	Zaffirini	Adds receiving special education as an eligibility criteria for free Pre-kindergarten. / Unclear. It was referred to a committee, but it was not heard.
HB 3048	Allen	Relating to the revision of the essential knowledge and skills of the public school social studies curricula to include instruction relating to the history of persons with disabilities. / Unclear. It was referred to a committee, but it was not heard.
SB 2612	West	Relating to the revision of the essential knowledge and skills of the public school social studies curricula to include instruction relating to the history of persons with disabilities. / Unclear. It was referred to a committee, but it was not heard.

Table 24 Exhibit 16 Legislation Not Passed 89th Legislature

## IX. Major Issues

### A. Brief Description of Issue

#### Issue 1

Human Resources Code Section 115.002 Composition requires a minor clean-up of this section to remove "(2) the commissioner of assistive and rehabilitative services;" The Texas Department of Assistive and Rehabilitative Services (DARS) was abolished during the 84th Texas Legislature (SB80 84R) in September 2017. The functions of DARS were transferred to the Texas Workforce Commission and Texas Health and Human Services Commission. Both of these agencies have ex officio representatives serving on the committee.

#### Issue 2

GCPD is challenged to host a media awards program that efficiently reaches the intended audience and delivers the intended results. The Barbara Jordan Media Awards was no longer achieving the intended results in a cost-effective manner due to changes in the media marketplace and changing journalism and communication styles and technology barriers.

**Issue 3 Ensuring Greater Disability Representation Throughout the State** - Human Resources Code Section 115.002 Composition (a) The committee is composed of 12 members appointed by the governor and of nonvoting ex officio members. Given that Texas is among the largest states in the nation by population and geographic area, The Committee would greatly benefit from having the additional expertise of three additional members to more adequately represent our large and growing state population. Amending our enabling statute to change the composition of the committee should add three more members while requiring a majority of the members (nine) be represented by Texans with disabilities. Given that the GCPD is charged with being the leading entity that develops policy from a cross-disability perspective, it would help further broaden the committee's perspective to gain the expertise of three more members to address GCPD's ten major policy issue areas and address the diverse perspectives of the many disabilities in our state's population. Other Texas boards and commissions have larger committee memberships but have a narrower policy focus. Given the realized travel cost savings of GCPD implementing hybrid meetings over the past seven years, there would be no substantial additional travel cost to adding three additional committee members.

### B. Discussion

#### ***Background.***

The GCPD hosted the Barbara Jordan Media Awards from 1994 – 2023. 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 with 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. During the following decades, numerous local newspapers were closed due to online advertising competition. Local TV stations were consolidated and heavily syndicated. In recent years, GCPD was receiving fewer media nominations with each annual awards program. Many stories went undiscovered as they were published behind paywalls on the Internet. Meanwhile, costs for producing a live BJMA program with the accompanying awards compilation video continued to increase in price while audience participation dropped off. Changing reporter and writing styles resulted in contradictory judging criteria between “People First Respectful Writing Style” and “Identity First Writing Style.”

### **C. Possible Solutions and Impact**

GCPD is exploring several solutions beyond cancelling this awards program that may achieve the same programmatic goal. They include:

- (1) Transfer the awards program to an institution of higher education such as a university college of journalism or communication.
- (2) Replace the awards program with sustainable training videos and curriculum on supporting positive and accurate reporting on people with disabilities.

- How will the proposed solution fix the problem or issue?

Institutions of higher education can include training on disability reporting into the curriculum for their journalism and communications degree plans and class work. Texas universities could host a UIL awards program for high school disability student reporting.

GCPD's potential production of sustainable disability reporting resources would result in more cost-effective means of sharing resources with a larger audience.

- How will the proposed change impact any entities or interest groups?

Any college or university that accepts this role would expect the resources to sustain these efforts.

- How will your agency's performance be impacted by the proposed change?

N/A

- What are the benefits of the recommended change?  
The benefits will be a systemic approach to education and training for college and university students on communicating and reporting on disability topics and issues.
- What are the possible drawbacks of the recommended change?  
The Office of the Governor may lose control over the program.
- What is the fiscal impact of the proposed change?  
The impact depends upon any funding from the Texas Legislature.

**D. What key obstacles impede your agency's ability to achieve its objectives?**

GCPD is primarily a policy advising committee. As such, we do not have the ability to pursue the implementation of the committee's policy recommendations. Instead, during Legislative sessions, GCPD can only respond to Legislative inquiries and may not proactively address members of the Legislature, even when a portion of GCPD's Biennial Policy Report would potentially address a known policy goal found in any filed bill. More opportunities would be welcome to educate members of the Legislature on GCPD's policy recommendations that could further opportunities for Texans with disabilities.

**E. What, if any, agency or program functions does your agency perform that are no longer serving a clear and ongoing purpose? Could any agency functions be eliminated so agency resources could be better directed elsewhere? If so, which?**

Although GCPD maintains two of its annual awards and recognition programs to promote the full employment of Texans with disabilities (LFEA and NDEAM Poster Art Competition), the Committee's Barbara Jordan Media Awards program has been paused while the Committee considers more appropriate and efficient methods to encourage positive and appropriate communication about individuals with disabilities in the media. GCPD previously partnered with most major Texas university colleges of journalism and communication on hosting this awards program. We discussed the potential transfer of this program to a university communications or journalism school with potential ongoing support from GCPD. However, the invited colleges and universities were unwilling to accept the responsibility without a transfer of funds.

**F. Aside from acquiring additional staff or funding, what are your agency's biggest opportunities for improvement in the future? For example, are there other programs or duties the agency could take on to better carry out its mission?**

The development and implementation of information technology over the past ten years has increased opportunities for the GCPD to engage with our stakeholders and deliver training to ADA coordinators and accessibility professionals across the state without travel limitations. The use of hybrid meetings and webinar tools like MS TEAMS and Zoom further enhance GCPD's ability to include subject matter experts from anywhere in the state or nation to address disability policy agenda topics at GCPD quarterly meetings. GCPD was an early adopter of this technology

before the COVID 19 pandemic and we have optimized our accessibility business processes to ensure all Texans regardless of their disability, may fully participate in our quarterly meetings.

GCPD is growing its social media capabilities and is expanding its public awareness reach beyond traditional contact methods like email newsletters. We expect the effective use of social media to become a growing area of strength in the coming years.

## X. Other Contacts

**A. Fill in the following tables with updated information on people with an interest in your agency. Be sure to include their most recent email address.**

### Governor's Committee on People with Disabilities Exhibit 17: Other Contacts

#### ***Interest Groups***

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

<b>Group or Association Name/ Contact Person</b>	<b>Address</b>	<b>Telephone</b>	<b>Email Address</b>
National Association of Governor's Committees David Dively, NAGC Chair Executive Director, Minnesota Council on Disability	1600 University Avenue W., Suite 8 Saint Paul, MN 55104	651-341-1845	David.Dively@state.mn.us
Coalition of Texans with Disabilities Chase Bearden, Executive Director	1716 San Antonio St., Austin, TX 78701	512-415-9699	cbearden@txdisabilities.org
Sean Jackson, Director Disability Rights Texas	2222 W Braker LN Austin, TX 78758-4030	713-972-5350	sjackson@drtx.org
Josephine Sullivan Christian Sullivan Foundation	P.O. Box 504. Galveston, TX 77553-0504	817-727-5266	josephine@tcgsf.org
Hiram Kuykendall MicroAssist	8500 Shoal Creek Blvd Bldg. 4, Ste. 225 Austin, TX 78757	512-794-8440	HiramK@microassist.com
Sharron Rush Knowbility, Inc.	PO BOX 10064 Austin, TX 78766-1064	512-527-3138	srush@knowbility.org
Jeffrey Walker Premier Amputee Community	San Antonio, TX	210-846-2376	jbernardwalker@live.com
Jennifer Allen Texas Driving with Disability		210-241-2922	jallen100@att.net
Mr. Richard Martinez Former GCPD Chair	9534 Legend Isle San Antonio, TX 78254	210-722-2031	Richard.Martinez@VIAinfo.net

Group or Association Name/ Contact Person	Address	Telephone	Email Address
Houston Mayor's Office of Public Safety & Homeland Security Jackie Miller	P. O. Box 1562 Houston, Texas 77251	832.393.0922 Office 713.859.4232 Cell	jackie.miller@houstontx.gov
Heart of Texas Center for Independent Living – Bell County Committee on Disabilities Melissa Ingriola	2005 Commerce St Belton, TX 76513	254-933-7487 ext 104	Melissa.Ingriola@hochtllc.org
Austin Mayor's Committee on People with Disabilities Conor Kelly	City of Austin Committee on People with Disabilities ATT: Committee Chair P.O Box 1088 Austin, Texas 78767-1088	512-974-2562	bc-conor.kelly@austintexas.gov
Coastal Bend Center for Independent Living Marisa Telge-Masur	3833 S Staples St Suite N 110, Corpus Christi, TX 78411	361-883-8461	marisat@cbcil.org
Texas Parent2Parent Linda Litzinger		512-922-3810	Linda.litzinger@txp2p.org
TIRR Memorial Hermann Hospital Professor of Rehabilitation Dr. Lex Frieden	Baylor College of Medicine 2323 South Shepherd Houston, TX 77019	713-870-7378	lfrieden@bcm.edu
Dr. Aaron Bangor, Former GCPD Chair		512-289-1917	Aaron_Bangor@labs.att.com
Peak Performers Disability Inclusion Partner Myles Wallace		512-656-0980	myles@peakperformers.org
Williamson County Judge Donna King			dking@wilco.org
DeafBlind Community of Texas Jen Borland			jen@dbctx.org
Deaf-Blind Multihandicapped Association of Texas President Vivecca Hartman		713-231-7508	hartmanfam28@sbcglobal.net
Texas Tech University Coordinator of Teacher of Students with Visual Impairments Program Rona Pogrud	Texas Tech University c/o Texas School for the Blind and Visually Impaired 1100 W. 45th St. Austin, TX 78756	512-206-9213	rona.pogrud@ttu.edu

## Self-Evaluation Report

Group or Association Name/ Contact Person	Address	Telephone	Email Address
Universal Changing Places CEO Sabrina Kimball		850-408-8586	ucplaces@gmail.com

**Table 25 Exhibit 17 Interest Groups**

### ***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	Email Address
Helen Keller National Center Leanne Cook		516-965-1039	lcook@helenkeller.org
The Arc of Texas Sabrina Gonzalez Saucedo		512-485-9755	sgonzalezsaucedo@thearcoftexas.org
American Council of the Blind of Texas Larry Johnson			larjo1@prodigy.net
Board for the Evaluation of Interpreters Advisory Board Alaina Webb			Webb.alaina@gmail.com
ALS Association Diana Arevalo		210-489-1446	diana.arevalo@als.org
Texas Special Olympics Executive Director of Unified Programs Tammy Hortenstine		737-867-9634	thortenstine@sotx.org

**Table 26 Exhibit 17 Interagency, State, and National Associations**

### ***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	Email Address
Texas Parks and Wildlife, Jessica Burke		512-298-9036	jessica.burke@tpwd.texas.gov
Department of Public Safety, Sheri Gipson		512-424-5415	Sheri.gipson@dps.texas.gov
Workforce Solutions of Coastal Bend, Corpus Christi Committee for Persons with Disabilities Imelda Trevino		361-885-3059	Imelda.Trevino@workforcesolutionscb.org
Coastal Bend Center for Independent Living Marisa Telge-Masur		361-563-1750	marisat@cbcil.org
Department of Information Resources Marie Cohan		512-463-6186	Marie.cohan@dir.texas.gov



<b>Agency Name / Relationship / Contact Person</b>	<b>Address</b>	<b>Telephone</b>	<b>Email Address</b>
Dept. of Family and Protective Services Hector Ortiz Ex Officio Representative	4900 N. Lamar Austin, TX 78751	512-815-9165	Hector.Ortiz@dfps.texas.gov
Health and Human Services Commission Clair Benitz Ex Officio Representative	PO Box 12347 Austin, TX 78711	512-574-6773	Clair.Benitez@hhs.texas.gov
Texas Dept. of Licensing and Regulation Marsha Godeaux Ex Officio Representative	920 Colorado Street Austin, TX 78701	512-820-0358 512-539-5669	marsha.godeaux@tdlr.texas.gov
Texas Education Agency Elyse Lieberman Ex Officio Representative	1701 N. Congress Avenue Austin, TX 78701	512-876-8202	Elyse.Lieberman@tea.texas.gov
Texas Workforce Commission Claudia Peden Ex Officio Representative	101 E 15th Street Austin, TX 78778	512-936-3446	Claudia.Peden@twc.texas.gov
Texas Dept. of Criminal Justice Emily Eisenman Ex Officio Representative	4616 Howard Ln. Austin, TX 78728	512-671-2108	Emily.eisenman@tdcj.texas.gov
Texas State Independent Living Council Janet Sharkis Ex Officio Representative	5900 Balcones Dr. #13235 Austin, TX 78731	512-501-0879 806-206-6845	janet@txsilc.org
Texas Commission on Jail Standards Brandon S. Wood Executive Director Ex Officio Representative	P.O. Box 99 Huntsville, TX 77340	512 771-5283	brandon.wood@tcjs.state.tx.us
Texas State Library and Archives Commission Program Engagement Manager Texas Talking Book Program Jaclyn Owusu	P.O. Box 12927 Austin, TX 78711	512-463-5452	jowusu@tsl.texas.gov
Angela Standridge Director The University of Texas at Austin Center for Disability Studies	JJ Pickle Research Campus 10100 Burnet Road Building 137, Suite 1.154, L4000 Austin, TX 78758-4445	512-232-0751	astandridge@austin.utexas.edu

## Self-Evaluation Report

<b>Agency Name / Relationship / Contact Person</b>	<b>Address</b>	<b>Telephone</b>	<b>Email Address</b>
Texas School for the Blind and Visually Impaired Superintendent Emily Coleman		512-206-9133	colemane@tsbvi.edu
Statewide Outreach Center at TSD Director Jennifer Prigge		512-462-5334	jennifer.prigge@tsd.texas.gov
Judicial Commission on Mental Health Executive Director Kristi Taylor		512-431-9371	Kristi.Taylor@txcourts.gov
Education Service Center 10/VI/O&M Consultant Alexa Poynor		972-348-1658	alexa.poynor@region10.org
Texas School for the Blind and Visually Impaired Outreach Programs Cyril Miller		512-779-5269	millerc@tsbvi.edu

**Table 27 Exhibit 17 Liaisons at Other State Agencies**

## XI. Additional Information

**A. Texas Government Code, Section 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 agency-specific report 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 put in place. Please do not include general reporting requirements applicable to all agencies, reports that have an expiration date, routine notifications or notices, posting requirements, federally mandated reports, or reports required by G.A.A. rider. If the list is longer than one page, please include it as an attachment. *See Exhibit 18 Example.***

**Governor's Committee on People with Disabilities  
Exhibit 18: Evaluation of Agency Reporting Requirements**

Report Title	Legal Authority	Due Date and Frequency	Recipient	Description	Is the Report Still Needed? Why?
<a href="#">2026-2027 Biennial Policy Recommendations Report to the 89th Texas Legislature</a>	Human Resources Code, Chapter 115	Biennially – before the end of each even-numbered year	Governor and Legislature	Per statute, the biennial report should include any recommended changes in state laws relating to persons with disabilities	Yes, the report is required by statute

**Table 28 Exhibit 18 Agency Reporting Requirements**

**B. Does the agency's statute use "person-first respectful language" as required by Texas Government Code, Section 325.0123? Please explain and include any statutory provisions that might supersede or create challenges in implementing these changes.**

Yes, person-first respectful language is used in Chapter 115, Human Resources Code.

**C. Please describe how your agency receives and investigates complaints about the agency and its operations.**

Complaints made against the Office of the Governor may be received through different means, including: the Texas Workforce Commission Civil Rights Division; the Equal Employment Opportunity Commission San Antonio Field Office, the State Auditor's Office Website for Fraud Waste and Abuse, or via phone, electronic mail, mail, or face-to-face contact with a representative of the agency. Once a complaint is received by one of the means listed above, the complaint is reviewed and investigated by a designated agency official.

**Complete the following table detailing information on complaints received about your agency and its operations. Do not include complaints received about people or entities the agency regulates, if applicable.**

**Office of the Governor**  
**Exhibit 19: Complaints Against the Agency — Fiscal Years 2020-24**

	Fiscal Year 2020	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024
Number of complaints received	0	0	0	0	0
Number of complaints resolved	0	0	0	0	0
Number of complaints dropped / found to be without merit	0	0	0	0	0
Number of complaints pending from prior years	0	0	0	0	0
Average time period for resolution of a complaint	N/A	N/A	N/A	N/A	N/A

**Table 29 Exhibit 19 Complaints Against the Agency**

**D. Fill in the following tables detailing your agency’s historically underutilized business (HUB) purchases. Sunset is required by law to review and report this information to the Legislature. If your agency has set 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 20.284)**

**Office of the Governor, Trusteed Programs**  
**Exhibit 20: Purchases from HUBs**

***Heavy Construction***

Year	Total \$ Spent	Total HUB \$ Spent	Percentage of Total Spent on HUB	Agency Specific Goal*	Statewide Goal
2022	\$0	\$0	0.0%	11.2%	11.2%
2023	\$0	\$0	0.0%	11.2%	11.2%
2024	\$0	\$0	0.0%	11.2%	11.2%

**Table 30 Exhibit 20 HUB Purchases for Heavy Construction**

**Building Construction**

Year	Total \$ Spent	Total HUB \$ Spent	Percentage of Total Spent on HUB	Agency Specific Goal	Statewide Goal
2022	\$0	\$0	0.0%	21.1%	21.1%
2023	\$0	\$0	0.0%	21.1%	21.1%
2024	\$0	\$0	0.0%	21.1%	21.1%

Table 31 Exhibit 20 HUB Purchases for Building Construction

**Special Trade**

Year	Total \$ Spent	Total HUB \$ Spent	Percentage of Total Spent on HUB	Agency Specific Goal	Statewide Goal
2022	\$0	\$0	0.0%	32.9%	32.9%
2023	\$0	\$0	0.0%	32.9%	32.9%
2024	\$0	\$0	0.0%	32.9%	32.9%

Table 32 Exhibit 20 HUB Purchases for Special Trade

**Professional Services**

Year	Total \$ Spent	Total HUB \$ Spent	Percentage of Total Spent on HUB	Agency Specific Goal	Statewide Goal
2022	\$0	\$0	0.0%	23.7%	23.7%
2023	\$0	\$0	0.0%	23.7%	23.7%
2024	\$0	\$0	0.0%	23.7%	23.7%

Table 33 Exhibit 20 HUB Purchases for Professional Services

**Other Services**

Year	Total \$ Spent	Total HUB \$ Spent	Percentage of Total Spent on HUB	Agency Specific Goal	Statewide Goal
2022	\$0	\$0	0.0%	26.0%	26.0%
2023	\$0	\$0	0.0%	26.0%	26.0%
2024	\$0	\$0	0.0%	26.0%	26.0%

Table 34 Exhibit 20 HUB Purchases for Other Services

**Commodities**

Year	Total \$ Spent	Total HUB \$ Spent	Percentage of Total Spent on HUB	Agency Specific Goal	Statewide Goal
2022	\$0	\$0	0.0%	21.1%	21.1%
2023	\$0	\$0	0.0%	21.1%	21.1%

Year	Total \$ Spent	Total HUB \$ Spent	Percentage of Total Spent on HUB	Agency Specific Goal	Statewide Goal
2024	\$0	\$0	0.0%	21.1%	21.1%

Table 35 Exhibit 20 HUB Purchases for Commodities

**F. Does your agency have a HUB policy? How does your agency address performance shortfalls related to the policy? (Texas Government Code, Section 2161.003; TAC Title 34, Part 1, Rule 20.286c)**

The Office of the Governor, Trusteed Programs, is committed to meeting the statewide goals for each of the categories. Demonstrative of this commitment, the Office utilizes the Centralized Master Bidder List (CMBL) and includes every registered HUB on the CMBL in its solicitation process for every procurement \$10,000 or above. In addition, the Office supplements the CMBL with additional, known HUBs in an effort to solicit bids from those businesses.

**G. 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, Section 2161.252; TAC Title 34, Part 1, Rule 20.285)**

Yes, for all Requests for Proposal, our Office requires that prospective vendors submit a HUB Subcontracting Plan as part of their proposal. We encourage our vendors to demonstrate a *Good Faith Effort* to complete the HUB Subcontracting Plan.

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

- 1. Do you have a HUB coordinator? If yes, provide name and contact information. (Texas Government Code, Section 2161.062; TAC Title 34, Part 1, Rule 20.296)**

Warren Collier  
 Director of Financial Services Division  
 512-563-6348  
 warren.collier@gov.texas.gov

- 2. Has your agency designed a program of HUB forums in which businesses are invited to deliver presentations that demonstrate their capability to do business with your agency? (Texas Government Code, Section 2161.066; TAC Title 34, Part 1, Rule 20.297)**

The Office of the Governor – Office of Small Business hosts approximately 15 Forums and Workshops throughout the state each fiscal year. At each of these events, the Office conducts a HUB/DBE panel discussion that encourages HUB participation in state procurement and exhibits some of the tools and resources that our Office provides to HUB vendors.

- 3. Has your agency developed a mentor-protégé program to foster long-term relationships between prime contractors and HUBs and to increase the ability of HUBs**

to contract with the state or to receive subcontracts under a state contract? (Texas Government Code, Section 2161.065; TAC Title 34, Part 1, Rule 20.298)

N/A

I. Fill in the tables below detailing your agency's Equal Employment Opportunity (EEO) statistics. Sunset is required by law to review and report this information to the Legislature. Please use only the categories provided below. For example, some agencies use the classification "paraprofessionals," which is not tracked by the state civilian workforce. Please reclassify all employees within the appropriate categories below.

**Office of the Governor  
Exhibit 21: Equal Employment Opportunity Statistics**

**1. Officials / Administration**

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2022	35	0.0%	9.1%	8.6%	26.5%	48.6%	41.3%
2023	32	0.0%	9.1%	6.3%	26.5%	59.4%	41.3%
2024	39	0.0%	9.1%	5.1%	26.5%	48.7%	41.3%

Table 36 Exhibit 21 EEO Statistics for Officials/Administration

**2. Professional**

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2022	207	8.2%	11.7%	24.2%	23.3%	57.0%	53.8%
2023	204	8.8%	11.7%	26.5%	23.3%	58.3%	53.8%
2024	239	7.9%	11.7%	27.2%	23.3%	54.8%	53.8%

Table 37 Exhibit 21 EEO Statistics for Professionals

**3. Technical**

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2022	6	0.0%	15.3%	0.0%	36.7%	33.3%	62.8%
2023	7	0.0%	15.3%	28.6%	36.7%	14.3%	62.8%
2024	13	15.4%	15.3%	15.4%	36.7%	7.7%	62.8%

Table 38 Exhibit 21 EEO Statistics for Technical

**4. Administrative Support**

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2022	8	12.5%	15.2%	37.5%	39.3%	75.0%	73.7%
2023	11	9.1%	15.2%	18.2%	39.3%	63.6%	73.7%
2024	5	0.0%	15.2%	20.0%	39.3%	100%	73.7%

Table 39 Exhibit 21 EEO Statistics for Administrative Support

**5. Service / Maintenance**

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2022	3	0.0%	12.6%	100%	55.10%	100%	51.7%
2023	4	0.0%	12.6%	75.0%	55.1%	50.0%	51.7%
2024	7	14.3%	12.6%	57.1%	55.1%	57.1%	51.7%

Table 40 Exhibit 21 EEO Statistics for Service and Maintenance

**6. Skilled Craft**

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2022	0	N/A	10.8%	N/A	53.0%	N/A	12.4%
2023	0	N/A	10.8%	N/A	53.0%	N/A	12.4%
2024	0	N/A	10.8%	N/A	53.0%	N/A	12.4%

Table 41 Exhibit 21 EEO Statistics for Skilled Craft

**7. Protective Service (if applicable)**

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2022	0	N/A	24.0%	N/A	33.6%	N/A	25.4%
2023	0	N/A	24.0%	N/A	33.6%	N/A	25.4%
2024	0	N/A	24.0%	N/A	33.6%	N/A	25.4%

Table 42 Exhibit 21 EEO Statistics for Protective Service

**J. Does your agency have an equal employment opportunity policy? If yes, please provide an attachment. How does your agency address performance shortfalls related to the policy?**

Yes, the Office of the Governor has an equal employment opportunity policy. The Office of the Governor is committed to having a workforce that represents Texas through adherence to, and



a universal application of, equal employment opportunity laws and related policies, both in spirit and intent. We review our workforce statistics annually and compare them to the statewide workforce. This information is used to update our diversity and recruitment plan, enabling the agency to reach out to under-represented communities both internally and externally.

## **XII. Agency Comments**

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

GCPD has no additional comments.

## ATTACHMENTS

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### Attachments Relating to Key Functions, Powers, and Duties

1. If the agency publishes a version of its enabling statute and/or rules, please include an electronic copy.

N/A

2. Annual reports published by the agency from fiscal years 2020-24.

Attachment 2\_2020-2021 GCPD Biennial Policy Recommendations for the 86th Legislature

Attachment 2\_2022-2023 GCPD Biennial Policy Recommendations for the 87th Legislature

Attachment 2\_2024-2025 GCPD Biennial Policy Recommendations for the 88th Legislature

3. Biennial Operating Plans from fiscal years 2020-24.

<https://gov.texas.gov/organization/financial-services/reports>

4. Internal or external newsletters published by the agency in fiscal year 2024.

All newsletters are published through the Granicus GovDelivery platform. GCPD only recently began archiving all news publications to our website at:

<https://gov.texas.gov/organization/disabilities/gcpd-news>

5. List of studies the agency is required to do by legislation or riders.

N/A

6. List of legislative or interagency studies relating to the agency that are being performed during the current interim.

N/A

7. List of studies from other states, the federal government, or national groups/associations that relate to or affect the agency or agencies with similar duties or functions. Provide links if available.

N/A

8. If applicable, a list describing the type of personal information of license holders the agency publishes on its website. Please also explain if and how license holders can opt out of this publication.

N/A

#### **Attachments Relating to Policymaking Structure**

9. Biographical information (e.g., education, employment, affiliations, and honors) or resumes of all policymaking body members.

<https://gov.texas.gov/organization/disabilities/members>

10. Board training manuals and copies of any policies related to the board's duties and responsibilities.

Attachment 10\_GCPD New Committee Member Training

11. Employee manuals and copies of any policies related to staff's duties and responsibilities.

Attachment 11\_Employee Handbook

Attachment 11\_EEO-Discrimination-Sexual Harassment Policy

Attachment 11\_Employee Complaint Policy

Attachment 11\_Progressive Discipline Policy

12. Copies of any other significant policies adopted by the board.

N/A

#### **Attachments Relating to Funding**

13. Agency's Legislative Appropriations Request for fiscal years 2026-27.

[Legislative Appropriation Request FY 2026-2027](#)

14. Annual financial reports from fiscal years 2020-24.

[Annual Financial Report FY 2020](#)

[Annual Financial Report FY 2021](#)

[Annual Financial Report FY 2022](#)

[Annual Financial Report FY 2023](#)

[Annual Financial Report FY 2024](#)

## 15. Operating budgets from fiscal years 2020-24.

[Operating Budget FY 2020](#)

[Operating Budget FY 2022](#)

[Operating Budget FY 2024](#)

## 16. List of all contracts awarded in fiscal years 2020-24, with details provided in the attached template. Do not include purchase orders in this list.

Contractor	Brief description of purpose	Associated division, program, or function	Award date	Contract term	Contract value (over the term)	Funding source	Procurement method	Key contract monitoring contact(s)	Brief description of any current
HHSC	Sign language interpreters and CART services	GCPD	1/17/2020	8/31/2021	\$ 20,000	General Revenue	IAC	Ron Lucey	none
HHSC (contract amendment 1)	Sign language interpreters and CART services	GCPD	12/8/2020	8/31/2021	\$ 42,500	General Revenue	IAC	Ron Lucey	none
HHSC (contract amendment 2)	Sign language interpreters and CART services	GCPD	5/11/2021	8/31/2021	\$ 62,500	General Revenue	IAC	Ron Lucey	none
HHSC (contract amendment 3)	Sign language interpreters and CART services	GCPD	8/30/2021	8/31/2023	\$ 62,500	General Revenue	IAC	Ron Lucey	none
HHSC (contract amendment 4)	Sign language interpreters and CART services	GCPD	8/31/2023	8/31/2024	\$ 89,500	General Revenue	IAC	Ron Lucey	none
HHSC (contract amendment 5)	Sign language interpreters and CART services	GCPD	8/30/2024	1/13/2025	\$ 109,500	General Revenue	IAC	Ron Lucey	none
Visual Language Professionals, LLC	CART services	GCPD	9/22/2025	8/31/2026	\$ 27,000	General Revenue	RFP	Ron Lucey	none
HHSC	Communications Services for State Agencies	GCPD	1/21/2025	8/31/2028	\$ 150,000	GR	IAC	Ron Lucey	none

## 17. List of all grants awarded in fiscal years 2020-24, with details provided in the attached template.

N/A

**Attachments Relating to Organization**

## 18. If applicable, a map that illustrates the regional boundaries, headquarters location, and field or regional office locations.

N/A

## 19. Any flowcharts showing the operations of the agency such as complaint resolution processes, disciplinary or enforcement procedures, etc.

N/A

20. If applicable, a list and brief explanation of all active memoranda of understanding and information-sharing agreements the agency has entered into. Indicate whether these are required by statute, rule, or something else.

N/A GCPD utilizes Memoranda of Understanding (MOU) as needed to host Quarterly Meetings. There are no active MOUs.

**Attachments Relating to Agency Performance Evaluation**

21. Information on the agency's "mission critical" data resources (per Section II, Exhibit 3), with details provided in the attached template.

Attachment 21\_Mission Critical Data Resources

22. Quarterly performance reports completed by the agency in fiscal years 2020-24.

Attachment 22\_Measures FY20-24

23. Performance reports presented to the agency's board of directors in fiscal years 2020-24, if different from the reports in Attachment 22.

N/A

24. Performance reports submitted to the Legislative Budget Board from fiscal years 2020-24.

Attachment 24\_LAR FY20-24

25. Any recent studies on the agency or any of its functions conducted by outside management consultants or academic institutions.

N/A

26. Agency's current internal audit plan.

Attachment 26\_FY 25 OOG Internal Audit Plan

27. Agency's current strategic plan.

N/A

28. List of internal audit reports from fiscal years 2020-24 completed by or in progress at the agency.

Attachment 28\_FY 20\_An Internal Audit Report on Management Controls and Adherence to Approved Investment Policies

Attachment 28\_FY 21\_An Internal Audit Report on Information Technology General Controls

Attachment 28\_FY 22\_An Internal Audit Report on Management Controls and Adherence to Approved Investment Policies

Attachment 28\_FY 23\_An Internal Audit Report on Management Controls and Compliance with Federal law of the Texas Travel Industry Recovery Program

Attachment 28\_FY 24\_An Internal Audit Report on Management Controls and Adherence to Approved Investment Policies

29. List of State Auditor reports from fiscal years 2020-24 that relate to the agency or any of its functions.

30. Any customer service surveys conducted by or for your agency in fiscal years 2020-24.

N/A

31. Any reports created under Texas Government Code, Section 2110.007 regarding the usefulness and costs of the agency's advisory committees.

N/A

32. A description of the agency's review of existing rules as required by Texas Government Code, Section 2001.039, and for the last eight years, a brief description of the rules reviewed by date and the result the review.

N/A