



Comprehensive Work Plan

MISSION: The mission of the Portland Commission on Disability (PCOD) is to guide the City in ensuring that it is a more universally accessible city for all and to take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices that constitute discrimination against persons with disabilities.

To guide the City to take into account the protection and promotion of the human rights of persons with disabilities in all policies and programs.

To achieve its mission, PCOD has identified three core objectives:

Core objectives:

1. to establish, refine and strengthen mechanisms by which PCOD can achieve its mission of serving persons with disabilities in Portland:

- Establishing bureau liaisons;
- Developing sub-committees;
- Creating ad-hoc committees when needed.

Core objectives (continued):



2. to set operational practices for PCOD:

- Developing reporting hierarchy and procedures;
- Revising by-laws;
- Responding to new issues as they emerge from commissioners and the community by designating a PCOD communications point-person

Core objectives (continued):



3. to empower persons with disabilities of all races and backgrounds:

- Developing and applying tools to assess, track and guide all city policies and programs that affect persons with disabilities;
- Educating city officials, agencies, partner organizations to ensure under-represented groups are included in decision-making and service level negotiations.
- Working with Portland Plan authors to ensure appropriate inclusivity.

To achieve the overall goal, PCOD has established four subcommittees:

- Livability and Wellness (L&W)
- Accessibility in the Built Environment (ABE)
- Public Outreach and Awareness (POA)
- Employment



Livability & Wellness Sub-Committee

The Livability and Wellness Subcommittee will build connection and involvement within communities, improve health and well being, and increase public safety for persons with disabilities within Portland.

Objective 1: to increase community connection, public participation and recreation opportunities for people with disabilities in Portland.

Objective 2: to improve the health and well being of people with disabilities in Portland.

Objective 3: to improve public and personal safety for people with disabilities in Portland.

Livability & Wellness

Subcommittee completed projects in first year to address its objectives

- Waterfront event audits
- Designation of accessible movies in the park



Accessibility in the Built Environment Sub-Committee

The Accessibility in the Built Environment Sub-Committee will help create a built environment that is more accessible for people of all ages and abilities within Portland.

Objective 1: to build the capacity of ABE Subcommittee.

Objective 2: to improve accessibility of the City's public facilities.

Objective 3: to ensure that the transportation system in Portland is accessible and responsive to those of all ages & abilities.

Objective 4: To increase the accessibility and usability of city-funded housing.

Objective 5: to increase the accessibility and usability of privately funded housing to the greatest extent possible.

Accessibility in the Built Environment Subcommittee completed projects in first year to address its objectives

- Audit of Council chambers
 - Sunday Parkways audit
 - Letter to TriMet
 - Letter to State Building Codes Division, supported by MULTCO DSAC and AARP (which sent letter in support)
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Public Outreach & Awareness Subcommittee

The Public Outreach and Awareness Subcommittee will increase awareness, understanding and inclusion of the rights, assets and interests of persons with disabilities within Portland.

Objective 1: to increase PCOD internal awareness to fully represent all disabilities.

Objective 2: To increase awareness on the marginalization of persons with disabilities and educate City employees on ways to address/reduce disparities.

Objective 3: To make general public aware of disability in all its forms.

Public Outreach & Awareness

Subcommittee completed projects in first year to address its objectives



- Portland Plan technical advice
- Creation Committee for equity office
- Commission website
- FaceBook page
- PCOD brochure

Employment Sub-Committee

The Employment Subcommittee will advance the competitive, integrated and equitable employment of people in Portland with disabilities.

Objective: to be actively engaged on disability/employment issues of concern to people with disabilities in Portland.



Employment Subcommittee addressed its objective in the first year by completing:

- Seeking and receiving input from knowledgeable organizations and individuals about the challenges and barriers that Portlanders with disabilities face in seeking to work, including: Oregon Office of Vocational Rehabilitation Services, Oregon Commission for the Blind, Disability Rights Oregon, BOLI/Civil Rights Division, Oregon Competitive Employment Project and PSU's Assistive Technology Center.
 - Developing a proposal for the City to become a model employer of individuals with disabilities.
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In addition, Commission members have been representatives on:

- SB716 Task Force
- Charter Commission
- Portland Plan Equity Tag
- Impediments to Fair Housing
- ONI Bureau Advisory Committee

and

The PCOD Executive Committee:

- Sent numerous letters to support legislation and policies to benefit people with disabilities.
 - Revised and updated bylaws to reflect the evolution of the Commission.
 - Successfully lobbied for a full-time administrative position to adequately staff work being done by volunteers.
 - Created position paper for political candidates.
 - Developed & delivered two-year operating budget.
- and*

Participated in Partner Projects:

- Partnering with PSU Institute on Aging for forum and charette
- Partnering with CCC on ADA 20th Anniversary and Making A Difference Awards
- Partnering with National Association of the Blind to Rally on at the capital on the 21st anniversary of The ADA

