

PeopleSoft

Report ID: DCPYR215 POSITION # Page No. 1

Run Date 1/9/2026

Run Time 16:51:16

As Of Date: 26-Dec-25

Data-Issue	Position Status	Position Nu	Title	Name
A		00008345	EXECUTIVE DIR	Whyte,Alison Lindsay
A		00009477	Administrative Support Spec.	Collazo,Luz Z.
A		00024988	Program Support Specialist	Benitez,Carla M
A		00026225	Program Analyst	
A		00044560	Public Affairs Specialist	Carr,Shelley L
A		00046099	Director	McCollough,Matthew
A		00046267	Staff Assistant	
A		00046268	ADA Comp. Spec. (Public Works)	McFadden-Resper,Susie A
A		00046268	ADA Comp. Spec. (Public Works)	McFadden-Resper,Susie A
A		00046274	Chief of Staff	TRINH,NGOC
A		00046275	ADA Comp. Spec. (Employment)	Reed,Grace
A		00046275	ADA Comp. Spec. (Employment)	Reed,Grace
A		00046964	ADA Architect	Mahmood,Anwar
A		00046964	ADA Architect	Mahmood,Anwar
A		00046964	ADA Architect	Mahmood,Anwar
A		00092013	Program Support Asst (OA)	Smith,Naquran
A		00105306	Interpreter (Sign Language)	Simmons,Hallie
A		00105307	Interpreter (Sign Language)	Butler,Krystal
A		00108261	Program Support Assistant	Wright,Kevin
A		00108649	Executive Director	Cooke,Kari Frances
A		00108650	Interpreter (Sign Language)	Rhoads Jr.,Robert E
A		00108903	Policy Analyst	Sky,Lei-Sea
A		00108932	Operations Assistant	Abdi,Saeed Mohamed
A		00108955	Deputy Director of Operations	Quinones,Karen Darlene
A		00108970	Project Manager	Scurry-Burns,Kerie
A		00109322	Attorney Advisor	
A		00111686	Program Support Specialist	
A		00113252	Administrative Services Manage	Gore,Kisha
A		00115189	Administrative Support Special	Simon,Claire
A		00115189	Administrative Support Special	Simon,Claire
A		00115690	Bilingual Outreach Specialist	Scotfield,Syrus C
A		00117675	General Counsel	Stephan,Peter

TOTAL POSITIONS PRINTED = 27

Data Issues: If Column#A line item has any indicator, the below reasons represent the indicator

C - The COMBO CODE assigned Invalid, PS attributes not matching with DIFS or NO budget entry for current f

D - Department Budget Entry missing or Inactive for the Position Nbr and Department ID. Budget office need

J - Job Data Position Nbr and Department ID not matching with Position Data DeptID, contact Agency HR nee

Emplid	Empl Rcd	Hire Date	Vacant Stat	Grade	Step	Salary	FTE x Dist %	Adds to FTE
00068879	0	1/8/2018	F		14	0 117129.1	1	Y
00113622	0	5/11/2020	F		12	8 98322	1	Y
00095760	0	1/9/2017	F		11	4 71579	1	Y
			V		11	0 65285	1	Y
00015171	0	4/14/2008	F		12	4 88300	1	Y
00037875	0	4/4/2010	F	E3		0 150803.7	1	Y
			V		11	0 65285	1	Y
00037626	0	1/7/2008	F		13	10 119916	0.1	Y
00037626	0	1/7/2008	F		13	10 119916	0.9	Y
00030791	0	10/17/2005	F		14	0 130000	1	Y
00108400	0	5/28/2019	F		13	4 102018	0.1	Y
00108400	0	5/28/2019	F		13	4 102018	0.9	Y
00038979	0	5/27/2008	F		13	10 119916	0.1	Y
00038979	0	5/27/2008	F		13	10 119916	0.3	Y
00038979	0	5/27/2008	F		13	10 119916	0.6	Y
00094563	1	1/9/2017	F	07		6 52648	1	N
00131319	0	9/11/2023	F		12	4 88300	1	N
00138410	0	12/30/2024	F		12	2 83289	1	N
00124369	0	8/15/2022	F	08		4 53969	1	N
00122910	0	6/21/2022	F	E1		0 150803.7	1	Y
00137066	0	9/9/2024	F		12	3 85794	1	Y
00139671	0	6/2/2025	F		12	4 88300	1	Y
00125405	0	9/25/2022	F	09		7 64574	1	Y
00126065	0	10/24/2022	F		13	0 117123.5	1	N
00109449	0	1/13/2025	F		12	1 80784	1	N
			V		13	0 108996	1	Y
			V		12	0 80784	1	Y
00120848	0	1/18/2022	F		12	0 95896.01	1	Y
00132029	0	10/23/2023	F		12	4 88300	0.26	N
00132029	0	10/23/2023	F		12	4 88300	0.74	N
00139450	0	4/21/2025	F	09		7 64574	1	Y
00132949	0	1/2/2024	F	01		0 128000	1	N

-Y. Budget office please Review, create combo and assign in Dept. Budget entry to create budget entry with recent position data DeptID
d to refresh Job Data

Job Code	Job DeptID	Job Dept N:	Pay Plan	Bargaing Ur	Union Code	Budgeted P	Report Age	Funding Ag
003969	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
551094	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552510	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
551336			DS	CH11	XAA	Y	JR	JR0
552509	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
551787	JR1000000	Office of Di	DX	CH11	XXX	Y	JR	JR0
552185			DS	CH11	XAA	Y	JR	JR0
552405	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552405	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552242	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552407	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552407	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552541	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552541	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552541	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552015	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
553039	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
553039	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
551612	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552055	JR1000000	Office of Di	DX	CH11	XXX	Y	JR	JR0
553039	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
554902	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
552096	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
557858	JR1000000	Office of Di	DS	CH11	MSS	Y	JR	JR0
557327	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
553089			LA	CH11	XAA	Y	JR	JR0
553157			DS	CH11	XAA	Y	JR	JR0
557857	JR1000000	Office of Di	DS	CH11	MSS	Y	JR	JR0
557672	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
557672	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
557728	JR1000000	Office of Di	DS	CH11	XAA	Y	JR	JR0
555196	JR1000000	Office of Di	LX	CH11	XAA	Y	JR	JR0

HR Agency	Combo Coc	Distributor	Fund	Fund Name Program	CostCenter	ProjectID	Award
JR	000155787	100	4020002	FEDERAL G 100158	70371	202537	2001925
JR	000155787	100	4020002	FEDERAL G 100158	70371	202537	2001925
JR	000155787	100	4020002	FEDERAL G 100158	70371	202537	2001925
JR	000148934	100	1010001	LOCAL FUN 100148	70367		
JR	000148933	100	1010001	LOCAL FUN 700227	70367		
JR	000148933	100	1010001	LOCAL FUN 700227	70367		
JR	000148933	100	1010001	LOCAL FUN 700227	70367		
JR	000148936	10	1010001	LOCAL FUN 700227	70369		
JR	000148935	90	1010001	LOCAL FUN 700227	70368		
JR	000148933	100	1010001	LOCAL FUN 700227	70367		
JR	000148936	10	1010001	LOCAL FUN 700227	70369		
JR	000148935	90	1010001	LOCAL FUN 700227	70368		
JR	000148936	10	1010001	LOCAL FUN 700227	70369		
JR	000148935	30	1010001	LOCAL FUN 700227	70368		
JR	000148934	60	1010001	LOCAL FUN 100148	70367		
JR	000148933	100	1010001	LOCAL FUN 700227	70367		
JR	000148935	100	1010001	LOCAL FUN 700227	70368		
JR	000148935	100	1010001	LOCAL FUN 700227	70368		
JR	000155787	100	4020002	FEDERAL G 100158	70371	202537	2001925
JR	000157784	100	1010001	LOCAL FUN 700513	71002		
JR	000157784	100	1010001	LOCAL FUN 700513	71002		
JR	000157784	100	1010001	LOCAL FUN 700513	71002		
JR	000157784	100	1010001	LOCAL FUN 700513	71002		
JR	000157784	100	1010001	LOCAL FUN 700513	71002		
JR	000157784	100	1010001	LOCAL FUN 700513	71002		
JR	000157784	100	1010001	LOCAL FUN 700513	71002		
JR	000148933	100	1010001	LOCAL FUN 700227	70367		
JR	000155787	100	4020002	FEDERAL G 100158	70371	202537	2001925
JR	000157784	100	1010001	LOCAL FUN 700513	71002		
JR	000155787	26	4020002	FEDERAL G 100158	70371	202537	2001925
JR	000148933	74	1010001	LOCAL FUN 700227	70367		
JR	000157784	100	1010001	LOCAL FUN 700513	71002		
JR	000148933	100	1010001	LOCAL FUN 700227	70367		

Task Numb	Project Org	ComboCod	Position De	Departmen	Location Cr	Location N	Reports to I	Reports to I
10.01	JR0	PROJ	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug
10.01	JR0	PROJ	JR1000000	Office of Di	LOCDC000	One Judicia	00008345	Whyte Alisc
10.01	JR0	PROJ	JR1000000	Office of Di	LOCDC000	One Judicia	00008345	Whyte Alisc
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046274	TRINH NGC
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046274	TRINH NGC
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00073646	Rodriguez C
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046274	TRINH NGC
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046274	TRINH NGC
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046274	TRINH NGC
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046274	TRINH NGC
10.01	JR0	PROJ	JR1000000	Office of Di	LOCDC000	John A. Wil	00008345	Whyte Alisc
	JR0	GL	JR1000000	Office of Di	LOCDC000	John A. Wil	00042740	Carey Lamc
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00113252	Gore Kisha
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00108955	Quinones K
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00113252	Gore Kisha
	JR0	GL	JR1000000	Office of Di	LOCDC000	John A. Wil	00108649	Cooke Kari
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00113252	Gore Kisha
	JR0	GL	JR1000000	Office of Di	LOCDC000	John A. Wil	00046099	McColloug
10.01	JR0	PROJ	JR1000000	Office of Di	LOCDC000	One Judicia	00008345	Whyte Alisc
	JR0	GL	JR1000000	Office of Di	LOCDC000	John A. Wil	00108649	Cooke Kari
10.01	JR0	PROJ	JR1000000	Office of Di	LOCDC000	John A. Wil	00008345	Whyte Alisc
	JR0	GL	JR1000000	Office of Di	LOCDC000	John A. Wil	00008345	Whyte Alisc
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00108955	Quinones K
	JR0	GL	JR1000000	Office of Di	LOCDC000	One Judicia	00046099	McColloug

Position Eff	Position NT F/P Time	Reg/Temp/	Work Scher	WAE	Sal Plan	Head Coun	FTE
#####	F	Reg	F	N	DS0087	1	1
11/7/2019	F	Reg	F	N	DS0087	1	1
12/5/2021	F	Reg	F	N	DS0087	1	1
4/23/2023	F				DS0087	1	1
6/18/2023	F	Reg	F	N	DS0087	1	1
7/14/2024	F	Reg	F	N	DX0000	1	1
4/23/2023	F				DS0087	1	1
6/11/2017	F	Reg	F	N	DS0087	1	1
6/11/2017	F	Reg	F	N	DS0087	1	1
#####	F	Reg	F	N	DS0086	1	1
2/13/2022	F	Reg	F	N	DS0087	1	1
2/13/2022	F	Reg	F	N	DS0087	1	1
6/11/2017	F	Reg	F	N	DS0087	1	1
6/11/2017	F	Reg	F	N	DS0087	1	1
6/11/2017	F	Reg	F	N	DS0087	1	1
4/23/2023	F	Reg	F	N	DS0087	1	1
4/23/2023	F	Reg	F	N	DS0087	1	1
4/23/2023	F	Reg	F	N	DS0087	1	1
7/13/2022	F	Reg	F	N	DS0087	1	1
10/1/2025	F	Reg	F	N	DX0000	1	1
10/5/2025	F	Term	F	N	DS0087	1	1
10/5/2025	F	Term	F	N	DS0087	1	1
10/5/2025	F	Term	F	N	DS0087	1	1
10/1/2025	F	Reg	F	N	DS0086	1	1
10/5/2025	F	Reg	F	N	DS0087	1	1
8/27/2023	F				LA0001	1	1
#####	F				DS0087	1	1
10/1/2025	F	Reg	F	N	DS0086	1	1
#####	F	Term	F	N	DS0087	1	1
#####	F	Term	F	N	DS0087	1	1
10/5/2025	F	Reg	F	N	DS0087	1	1
#####	F	Reg	F	N	LX0001	1	1

Employee NWGI Due Date Gvt Lei Date Hourly Rate Sensitivity (Sensitivity I Emergency Essential S Drug Test

	6/23/2019	6/25/2017	56.31208	6 Security	N	N	N
	5/17/2026	5/19/2024	47.27019	6 Security	N	N	N
	6/28/2026	6/29/2025	34.41298	6 Security	N	N	N
			31.39	6 Security	Y	N	Y
	9/6/2026	9/7/2025	42.45192	6 Security	Y	N	Y
		7/10/2017	72.5018	6 Security	Y	N	Y
			31.39	6 Security	N	N	N
		#####	57.65192	6 Security	N	N	N
		#####	57.65192	6 Security	N	N	N
		4/23/2023	62.5	6 Security	Y	N	Y
	6/14/2026	6/15/2025	49.04712	6 Security	N	N	N
	6/14/2026	6/15/2025	49.04712	6 Security	N	N	N
		5/24/2020	57.65192	6 Security	N	N	N
		5/24/2020	57.65192	6 Security	N	N	N
		5/24/2020	57.65192	6 Security	N	N	N
	1/10/2027	1/12/2025	25.31154	6 Security	N	N	N
	9/20/2026	9/21/2025	42.45192	6 Security	Y	N	Y
	1/11/2026	#####	40.04279	6 Security	Y	N	Y
	8/23/2026	8/24/2025	25.94664	6 Security	N	N	N
			72.5018 B	Executive S	N	N	N
#####	9/6/2026	10/5/2025	41.24712	6 Security	N	N	N
	7/1/2026	10/4/2026	10/5/2025	42.45192	6 Security	N	N
#####	10/3/2027	10/5/2025	31.04519	6 Security	N	N	N
		10/5/2025	56.30939	6 Security	N	N	N
	1/11/2026	10/5/2025	38.83846	6 Security	N	N	N
			52.4	6 Security	N	N	N
			38.84	7 Protection	N	N	N
		10/5/2025	46.10385	6 Security	N	Y	N
1/2/2027	11/1/2026	11/2/2025	42.45192	6 Security	N	N	N
1/2/2027	11/1/2026	11/2/2025	42.45192	6 Security	N	N	N
	4/18/2027	10/5/2025	31.04519	6 Security	N	N	N
		#####	61.53846	6 Security	N	N	N

Databases maintained by ODR FY25 and FY26 to date

Database name	Detailed description of information within database	Date of database establishment
ADA Compliance (CITA) Tracker	Information on complaints, requests for information, technical assistance, and reasonable accommodations from District Employees and constituents under ADA Titles I and II and related disability rights laws across District agencies	2008
Effective Communication Program	Information on requests for effective communication auxiliary aids and services for people with disabilities from District constituents under ADA Title II and related disability rights laws across District agencies	2017
ADA Self-Assessment	ADA Titles I and II Compliance self-assessment data from District agencies.	2024
Annual District Accessible Communications Accommodations Agency Self-Assessment	ADA Titles I and II effective communication requirements self-assessment data from District agencies.	2025

Date of most recent databse upgrade	Date of planned upgrade (if applicable)	Is the database public? (Y/N)	If publicly accessible, where can it be accessed?
2025	N/A	N	N/A
2025	N/A	N	N/A
2026	2026	N	N/A
2025	2026	N	N/A

If only a subset of database is publicly accessible, please describe the portion that is publicly accessible.

N/A

N/A

N/A

N/A

Event Name	Date of Event	Start and end Time
Third Olmstead Townhall	10/1/2024	4:00 p.m.- 6:00 p.m
Mayor's Disability Career Fair	10/24/2024	10:00 a.m.- 3:00 p.m.
Tech First Virtual Summit	12/5-12/6/24	10:00 a.m.- 1:30 p.m.
ADA 35th Anniversary Celebration	7/22/2025	4:00 p.m.- 6:00 p.m
Olmstead Community Intergration Conference	9/16/2025	10:00 a.m. - 3:00 p.m.
Developmental Disabilities Awareness Month (DDAM): A Journey Towards Inclusivity	3/4/2025	4:00 p.m.- 6:00 p.m
DDAM: Disability Awareness Engagement with Employers: The Encounter	3/11/2025	10:00 a.m.- 11:30 a.m.
DDAM: Advocate for Equity Awards Ceremony	3/27/2025	4:00 p.m.- 6:00 p.m.
Vamos DC Spring Resource Fair at CentroNía	4/30/2025	4:00 p.m.- 7:30 p.m.

Together in DC: Family Resource Fair (Juntos en DC)	9/6/2025	2:00 p.m.- 5:00 p.m.
Vamos DC - 7th Annual Latinx Conference on Disabilities	9/23/2025	6:30 p.m. to 8:30 p.m
Vamos DC - 7th Annual Latinx Conference on Disabilities	9/25/2025	12:00 p.m. to 2:00 p.m.
DC's 2024 Employment First Summit	10/25/2024	9:00 AM - 4:00 PM
DC's 2025 Employment First Summit	10/8/2025	9am-12pm

DDC Quarterly Public Meetings	March, June, September	2:00 - 5:00 PM
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DC Healthy Plan Virtual Workshop	11/18/2025	2-4:30p
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Hands On Heart Training	11/19/2025	10-12p
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DC Healthy Plan In-Person Workshop	11/20/2025	6-7:30p
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DAMD/3DBHH Holiday Market	12/13/2025	11-5p
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Senior Citizens Game Day	12/22/2025	10-2:30p
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Location	Format of the event (virtual, in-person, or hybrid)	Topic of Event	Number of Attendees
The Arc	Hybrid	Gather feedback from community stakeholders to inform the 2025 - 2027 District Olmstead Plan across key areas like housing, employment, healthcare, and transportation	22
MLK Library	In-person	The event was part of National Disability Employment Awareness Month, centered on the theme "Access to Good Jobs for All".	689
Zoom	Virtual	Provided community with information on technologies that can support and improve quality of life and independent living for people with disabilities.	400
MLK Library	In-person	Commemorate the 35th year milestone of the ADA, foster collaboration, and celebrate progress in disability rights and inclusion.	200
St Elizabeth	In-person	Panel led conference titled "Looking Back – Looking Forward", reflecting on Olmstead's legacy and future in DC. The conference provided a platform for discussion, connection, and advancing community integration for individuals with disabilities.	150
UDC, Student Center, Heritage Hall	In-person	Honoring the Life and Legacy of Judy Heumann, DDC co-planned as part of DDAM	100
Zoom	Virtual	Advocacy for Equity Awards Ceremony, DDC co-planned as part of DDAM	30
DC Department on Disability Services,	In-person	Advocacy for Equity Awards Ceremony, DDC co-planned as part of DDAM	200
CentroNía	In-person	Community resource access and vendor engagement, DDC co-planned as part of Vamos DC	75

3160 16th St NW, Washington, DC 20010	In-person	Juntos en DC: Feria de Recursos para Familias. Families and students connected with District service providers, learned about key supports for the school year, and accessed resources tailored for Latinx and bilingual families through the Vamos DC network. DDC co-planned as part of Vamos DC	10
Zoom	Virtual	“A Prepared Community is a Protected Community,” focused on inclusive preparedness and planning for individuals with disabilities and their families. Through the conference, individuals with disabilities and family members were able to access information in a format that was accessible, respectful, and relevant to their lived experiences.	23
Zoom	Virtual	“A Prepared Community is a Protected Community,” focused on inclusive preparedness and planning for individuals with disabilities and their families. Through the conference, individuals with disabilities and family members were able to access information in a format that was accessible, respectful, and relevant to their lived experiences.	33
MLK Library	In-person	The DC Employment First Summit is a vibrant annual gathering uniting people committed to advancing employment opportunities for people with disabilities. The 2024 theme was Supporting Diversity in the Workplace: Creating Accessible and Inclusive Jobs.	250
Ward 2	In-person	The DC Employment First Summit is a vibrant annual gathering uniting people committed to advancing employment opportunities for people with disabilities. The 2025 theme was Celebrating Innovation, Value, and Talent.	200

441 4th Street NW and Zoom	Hybrid	The DD Council holds public meetings for the Council to conduct its business, and engage the community in its work.	30
Zoom	Virtual	DDDBHH and DCHBX hosted a community awareness workshop about the changes to Medicaid, specifically geared toward D/DB/DD/HH/LD individuals and how the changes might affect them	6
Ward 5	In-person	In partnership with DC FEMS and Gallaudet University's Disaster and Emergency Planning program, participants learned about hands on heart CPR, accessible automated external defibrillator (AEDs), and Narcan administration.	12
Ward 6	In-person	DDDBHH and DCHBX hosted a community awareness workshop about the changes to Medicaid, specifically geared toward D/DB/DD/HH/LD individuals and how the changes might affect them	9
Ward 5	In-person	Hosted by DDDDBHH, this festive event celebrates the season while uplifting Deaf-owned small and local businesses. It also provides a unique opportunity to connect with DC government agencies and community partners who are passionate about entrepreneurship and strengthening the Deaf ecosystem. Attendees enjoyed shopping, networking and resource sharing, and holiday cheer.	200
Ward 6	In-person	DDDBHH partnered with Deaf seniors to host regular social gatherings in our office space, where participants come together to play cards and connect with one another.	5

**Q#40 -
Frequency
if regular**

Annual

Annual

Annual

Annual

Annual

Annual

Annual

Annual

Annual

Quarterly

Quarterly

Quarterly



OFFICE OF DISABILITY RIGHTS
FY 2025 PERFORMANCE ACCOUNTABILITY REPORT
JANUARY 15, 2026

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1 INTRODUCTION

This document is the Fiscal Year 2025 Performance Accountability Report (PAR) for the Office of Disability Rights.

The PAR is the second of two agency performance documents published each year. A Performance Plan is published at the start of the fiscal year when budget decisions have been finalized. A PAR is published in January following the end of the fiscal year. Each PAR assesses agency performance relative to its annual Performance Plan.

PAR Structure: PARs are comprised of agency Objectives, Administrative Structures (such as Divisions, Administrations, and Offices), Activities, Projects, and related Performance Measures. The following describes these plan components, and the types of performance measures agencies use to assess their performance.

Objectives: Objectives are statements of the desired benefits that are expected from the performance of an agency’s mission. They describe the goals of the agency.

Administrative Structures: Administrative Structures represent the organizational units of an agency, such as Departments, Divisions, or Offices.

Activities: Activities represent the programs and services an agency provides. They reflect what an agency does on a regular basis (e.g., processing permits).

Projects: Projects are planned efforts that end once a particular outcome or goal is achieved.

Measures: Performance Measures may be associated with any plan component, or with the agency overall. Performance Measures can address questions about an agency’s overall performance, the performance of an organizational unit, program, or service, or the implementation of a major project. Performance Measures can answer questions like “How much did we do?”, “How well did we do it?”, “How quickly did we do it?”, and “Is anyone better off?” as described in the table below.

Measures are printed in the Performance Plan along with the Objective, Administrative Structure, Activity, or Project that they measure.

Measure Type	Measure Description	Example
Quantity	Quantity measures assess the volume of work an agency performs. These measures can describe the inputs (e.g., requests or cases) that an agency receives or the work that an agency completes (e.g., licenses issued or cases closed). Quantity measures often start with the phrase “Number of...”.	“Number of public art projects completed”
Quality	Quality measures assess how well an agency’s work meets standards, specifications, resident needs, or resident expectations. These measures can directly describe the quality of decisions or products or they can assess resident feelings, like satisfaction.	“Percent of citations issued that were appealed”
Efficiency	Efficiency measures assess the resources an agency used to perform its work and the speed with which that work was performed. Efficiency measures can assess the unit cost to deliver a product or service, but typically these measures assess describe completion rates, processing times, and backlog.	“Percent of claims processed within 10 business days”
Outcome	Outcome measures assess the results or impact of an agency’s work. These measures describe the intended ultimate benefits associated with a program or service.	“Percent of families returning to homelessness within 6- 12 months”

(continued)

Measure Type	Measure Description	Example
Context	Context measures describe the circumstances or environment that the agency operates in. These measures are typically outside of the agency's direct control.	"Recidivism rate for 18-24 year-olds"
District-wide Indicators	District-wide indicators describe demographic, economic, and environmental trends in the District of Columbia that are relevant to the agency's work, but are not in the control of a single agency.	"Area median income"

Targets: Agencies set targets for most Performance Measures before the start of the fiscal year. Targets may represent goals, requirements, or national standards for a performance measure. Agencies strive to achieve targets each year, and agencies provide explanations for targets that are not met at the end of the fiscal year in their PAR.

Not all measures are associated with a target. Newly added measures do not require targets for the first year, as agencies determine a data-informed benchmark. Changes in some measures may not indicate better or worse performance. They may be "neutral" measures of demand or input or outside of the agency's direct control. In some cases, the relative improvement of a measure over a prior period is a more meaningful indicator than meeting or exceeding a particular numerical goal, so a target is not set.

2 OFFICE OF DISABILITY RIGHTS OVERVIEW

Mission: The mission of the Office of Disability Rights (ODR) is to ensure that every program, service, benefit, and activity operated or funded by the District of Columbia is fully accessible to, and usable by, qualified people with disabilities with or without reasonable accommodations or modifications.

Summary of Services: ODR is responsible for oversight of the District's obligations under the Americans with Disabilities Act (ADA) as well as other federal and local disability rights laws. ODR provides technical assistance, training, informal dispute resolution, policy guidance, and expertise on disability rights issues to District agencies and the disability community. ODR coordinates the ADA compliance efforts of all District agencies and works with agency ADA coordinators to ensure that the District is responsive to the needs of the disability community and employees with disabilities.

Objectives:

1. Be a Model City of Structural, Programmatic and Social Accessibility for People with Disabilities.
2. Improve the responsiveness of government systems and employees to the needs of people with disabilities.
3. Increase employment of people with disabilities in DC government.
4. Expand opportunities for people with disabilities to live in integrated community settings.
5. Efficient, Transparent, and Responsive Government

3 OBJECTIVES

3.1 BE A MODEL CITY OF STRUCTURAL, PROGRAMMATIC AND SOCIAL ACCESSIBILITY FOR PEOPLE WITH DISABILITIES.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Percent of District-owned buildings assessments within 20 days of the request							
Efficiency	Up is Better	Annual	Annual	Annual	Annual	97.67%	90%

3.2 IMPROVE THE RESPONSIVENESS OF GOVERNMENT SYSTEMS AND EMPLOYEES TO THE NEEDS OF PEOPLE WITH DISABILITIES.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Percent of accessibility reports which are completed within 30 days of the request							
Efficiency	Up is Better	100%	100%	87.5%	100%	96.88%	90%

3.3 INCREASE EMPLOYMENT OF PEOPLE WITH DISABILITIES IN DC GOVERNMENT.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Employment focused outreach events							
Quantity	Up is Better	5	3	4	0	12	8

3.4 EXPAND OPPORTUNITIES FOR PEOPLE WITH DISABILITIES TO LIVE IN INTEGRATED COMMUNITY SETTINGS.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Age Friendly: Number of participants in the ODR sponsored ADA Community Training on Housing							
Outcome	Up is Better	Semi-annual	0	Semi-annual	0	117	100

3.5 EFFICIENT, TRANSPARENT, AND RESPONSIVE GOVERNMENT

Create and maintain a highly efficient, transparent, and responsive District government.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years							
Outcome	Up is Better	Annual	Annual	Annual	Annual	100%	Target not required
Percent of employees that are District residents							
Outcome	Up is Better	Annual	Annual	Annual	Annual	86.67%	Target not required

(continued)

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Percent of new hires that are District residents (Peoplesoft)							
Outcome	Up is Better	Annual	Annual	Annual	Annual	100%	Target not required
Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia (eRecruit)							
Outcome	Up is Better	Annual	Annual	Annual	Annual	0%	Target not required
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time							
Outcome	Up is Better	Annual	Annual	Annual	Annual	No incidents	Target not required

4 ACTIVITIES

4.1 REASONABLE ACCOMMODATIONS OVERSIGHT

Provide technical assistance and oversight to District Government agencies for their employees and constituents, as well as information and referral to individuals, regarding reasonable accommodations.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Percent of Complaints, Information, Technical Assistance and Reasonable Accommodations (CITAs) requests addressed within 30 days of request							
Efficiency	Up is Better	97.2%	100%	90.65%	96.46%	96.08%	90%

4.2 ADA TRAINING

Provide trainings focused on the American's with Disabilities Act (ADA) and other law related to the District's disability population.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Number of DC Employees, contractors, and grantees receiving ADA training							
Quantity	Up is Better	121	205	794	390	1,510	1,200

4.3 ASSESS DISTRICT-OWNED BUILDINGS

Survey and evaluate District-owned building for accessibility to persons with disabilities and the aging population.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Surveys conducted and reports submitted to determine accessibility of District-owned buildings							
Quantity	Neutral	Annual	Annual	Annual	Annual	39	Target not required

4.4 AGENCY DATABASE COMPLIANCE

ODR requests that all agency ADA Coordinators input all requests for reasonable accommodations and allegations of disability discrimination into Quickbase for ODR review and recommendations.

No Related Measures

4.5 OLMSTEAD INITIATIVE

Manage the implementation of the city-wide Olmstead Initiative (oversight of reporting and outreach).

No Related Measures

4.6 OUTREACH AND WELLNESS EVENTS

Provide outreach, education and information to constituents related to disability issues.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
The number of attendees at ODR-sponsored events							

(continued)

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Quantity	Neutral	689	196	3,135	200	4,220	Target not required

4.7 COMPLAINTS, INFORMATION, TECHNICAL ASSISTANCE

Provide information and technical assistance to residents, employees and visitors of the District, as related to the (American with Disabilities Act) ADA laws.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
The number of Complaints, Requests for Information and Requests for Technical Assistance (CITA) received from residents, employees, and visitors to the District							
Quantity	Neutral	38	88	107	113	346	Target not required

5 PROJECTS

5.1 35TH ANNIVERSARY OF THE ADA

Project Description: Host a celebration in July 2025 for the 35th anniversary of the ADA. The event will bring agencies, as well as community stakeholders, together to celebrate the progress made in the District for disability rights. This will be an opportunity to raise awareness and renew our commitment for our continued work to ensure the civil rights of people with Disabilities.

Start Date: April 1, 2025

Date Completed: July 22, 2026

Current Project Phase: Completed

5.2 ADA COMPLIANCE PLAN

Project Description: Support District agencies in utilizing the new ADA compliance app to submit agencies' annual ADA compliance plan. This app will streamline the process for all District agencies in assessing their compliance and keeping a record of their progress in addressing ADA barriers.

Start Date: October 1, 2024

Date Completed: September 30, 2025

Current Project Phase: Completed

Project Status: ODR continued to support agencies to use the QuickBase app to submit their ADA compliance plan. As of the end of FY25 72/73 (99%) of District agencies have started the assessment of their ADA compliance in the QuickBase app and 65/73 (89%) have completed their ADA compliance plan for FY25.

5.3 OLMSTEAD PROJECT

Related Activity Name: Olmstead Initiative

Project Description: Finalize the District's new Olmstead Community Integration plan for the next three year (2025 to 2027) and cohost the Olmstead conference with DBH.

Start Date: October 1, 2024

Date Completed: December 30, 2024

Current Project Phase: Completed

5.4 OUTREACH TO PROMOTE DISABILITY RIGHTS AWARENESS AND ODR AND ITS WORK

Related Activity Name: Outreach and Wellness Events

Project Description: As part of the ODR's racial equity efforts, the agency will continue to expand its reach to the hard-to-reach communities, including the African American community, African American Community, Asian American and Pacific Islander Community, and Latino Community to let people know of ODR and our services by attending outreach events specifically held for each community.

Start Date: October 1, 2024

Date Completed: September 30, 2025

Current Project Phase: Completed

5.5 ADA TRAINING FOR DISTRICT'S NEW EMPLOYEES

Related Activity Name: ADA Training

Project Description: ODR will partner with DCHR to provide a training to all new District's employees. The training will be included as part of the onboarding contents DCHR is providing for new employees.

Start Date: October 1, 2024

Date Completed: September 30, 2025

Current Project Phase: Completed

Project Status: The training video for new employees was completed and ready to use. DCHR started to use it in September 2025. All new employees receiving orientation with DCHR now is receiving ADA training on their first day with the District.

5.6 COHOST TECH FEST WITH DDS

Project Description: This event aims to make the best use of our limited resource to reach a broader audience and raise awareness on disability rights and share services for people with disabilities, while showcasing technological advancements that can significantly enhance the quality of life for individuals with disabilities and older adults, promoting greater autonomy and independence.

Start Date: October 1, 2024

Date Completed: November 3, 2024

Current Project Phase: Completed

PO Number	Description	Supplier Name
FY25 POs		
PO715895	Interpretation for Employment First Summit	Andean Consulting Solutions Internationa
PO717204	FY25 AV Support for Employment First Summit	OLIVE TREE INC.
PO717207	FY25 NACDD Membership Dues	NACDD
PO717497	FY25 Printer Rental	XEROX CORPORATION
PO717760	FY25 ACSI Translation and Interpretation Services	Andean Consulting Solutions Internationa
PO718586	FY25 DD Suite Subscription	Massachusetts Developmental Disabilities Council
PO723289	FY25 Emergency ASL Interpretation Service	CONTEXT GLOBAL INC.
FY26 POs		
PO731292	FY26 AV for 2025 Employment First Summit	Foundation Entertainment
PO733448	ECP FY26 for ODR employees Joyful	Joyful Signing, LLC
PO735612	FY2026 Subscription to DD Suite	Massachusetts Developmental Disabilities Council
PO736138	FY26 Copier/Printer Lease	XEROX CORPORATION

PO Distribution Amount	Explanation for sole source
\$4,807.60	Small purchase
\$5,350.00	Small purchase
\$4,459.00	Small purchase
\$3,936.36	Small purchase
\$4,580.54	Small purchase
\$2,950.00	Small purchase
\$1,000.00	Small purchase
\$9,917.70	Small purchase
\$9,880.00	Small purchase
\$2,950.00	Small purchase
\$4,056.36	Small purchase

D.C. Office of Disability Rights 2025 Annual Report

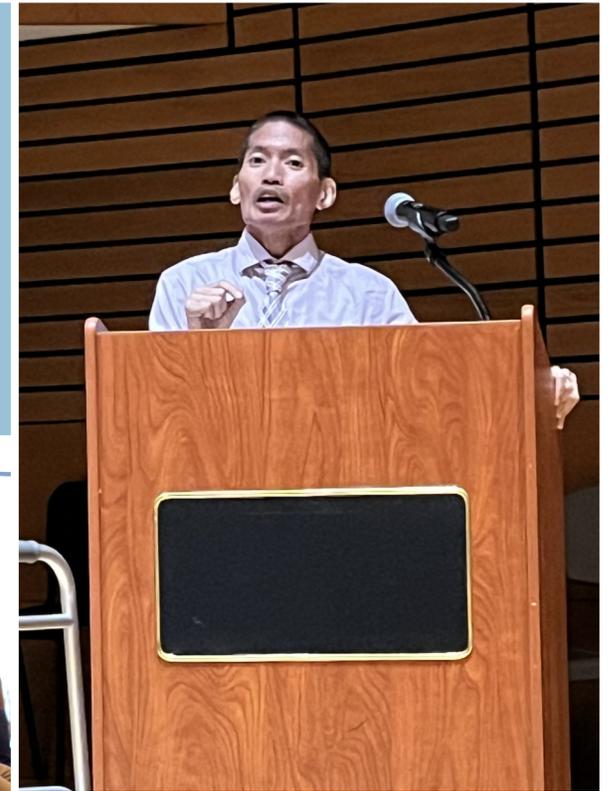




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About ODR

The mission of the Office of Disability Rights (ODR) is to ensure that the programs, services, benefits, activities, and facilities operated or funded by the District of Columbia government are fully accessible to and useable by people with disabilities.

ODR does this through:

- Investigation of discrimination complaints.
- ADA training and technical assistance for District agencies.
- Oversight of ADA Compliance within District government through monitoring of agencies' ADA plans.
- Work with agencies' designated ADA Coordinator.
- Olmstead (community integration) planning.
- Policy and budget recommendations for improving District access to people with disabilities.

ODR accomplishes its mission through the following main focus areas:

- Community Engagement
- Agency Coordination
- Training and Technical Assistance

Community Engagement

People with disabilities have the right to participate and live successfully in the community. ODR engages with community members through outreach to community organizations that advocate for this right including its own DC Commission on Persons with Disabilities, DC Developmental Disabilities Council, as well as publishing a Path to Community Living – Guide and Handbook.

ODR serves as the Designated State Agency (DSA) for the DC Developmental Disabilities Council (DDC), which means that DDC staff appear on ODR's public roster and that ODR is charged with submitting DDC budget and program-related decisions to the Mayor.

Agency Coordination

ODR spearheads efforts under the District's Olmstead Plan to create and revise an Olmstead Plan every three years highlighting the District government's efforts to increase community inclusion for people with disabilities across 24 partner agencies.

ODR also ensures agencies comply with the requirements under the Mayor's Order 2017-010 to appoint an ADA Coordinator, develop policies and procedures for disability-related accommodation requests and complaints, and submit an annual ADA Compliance Plan.

Training and Technical Assistance

ODR provides information to people with disabilities about their rights and offer technical assistance and guidance on the requirements of the Americans with Disabilities Act (ADA) and other laws affecting people with disabilities.

ODR also offers disability rights laws and regulations training and technical assistance to District Agencies.

Message from the Director



As we reflect on 2025, we do so in a year marked by powerful milestones and renewed commitments to disability rights and inclusion. This year, the Office of Disability Rights (ODR) celebrated the 35th anniversary of the Americans with Disabilities Act (ADA), a landmark civil rights law that continues to shape the lives of millions, including my own. The ADA has empowered individuals with disabilities to define their own paths, pursue meaningful careers, and live with dignity in communities that value their contributions.

We also commemorated the 80th anniversary of National Disability Employment Awareness Month (NDEAM). This month resonates deeply with ODR, where more than 60% of our staff identify as people with disabilities. Our lived experiences are not only central to our work, they are the foundation of our leadership in advancing accessibility and equity across the District.

Throughout the year, we have engaged in meaningful dialogue and action. From hosting a community celebration at the Martin Luther King Jr. Memorial Library to leading conversations at the Olmstead Community Integration

Conference, we have reaffirmed that accessibility is a right. Through our 2025-2027 Olmstead Community Integration Plan, ODR has strengthened partnerships, elevated community voices, and advanced the goals of the Olmstead decision.

This ADA Compliance Plan reflects the District's ongoing efforts to uphold the spirit and letter of the ADA. It outlines the progress we have made and the work that lies ahead to ensure that every resident, regardless of ability, can live, work, and thrive in an inclusive DC.

Thank you to our agency partners, advocates, and community members who continue to champion this vision. Together, we are building a stronger, more equitable city that truly celebrates talent and values every individual.

With Sincerity and Gratitude,

A handwritten signature in black ink that reads "Mathew McCollough".

Mathew McCollough

Executive Director of the Office of
Disability Rights







Highlights

and Achievements



Highlights & Achievements

Disability Rights Trainings

In FY25, ODR trained 1,510 individuals including District ADA coordinators, managers, grant administrators, grantees, and contractors, on ADA rights, disability sensitivity, and ADA compliance. In addition to this, ODR developed an ADA training video for new employees. Starting in September 2025, all new employees receiving orientation through DCHR will be receiving this orientation. Annually, DCHR onboards between 6,000 to 7,000 employees.

2025-2027 District Olmstead Plan

ODR successfully led the planning of the District's Olmstead community integration plan for 2025 - 2027, which involved working with 24 District agency partners and a broad range of community partners and stakeholders. The process involved three townhall meetings, numerous focus group meetings, two rounds of public feedback, and three rounds of revisions. The new, well-crafted Olmstead Plan ensures that residents with disabilities, regardless of their racial or ethnic background, have equal access to community-based services and supports. This is crucial in breaking down barriers that might disproportionately affect certain racial groups, ensuring everyone can benefit from the services outlined in the plan. Racial disparities often exist in the rates

of institutionalization for individuals with disabilities, and the Olmstead Plan works to reduce these disparities by promoting alternatives to institutional care and advocating for community-based options. By incorporating cultural competence and sensitivity, the Olmstead Plan can better address the unique needs and challenges faced by individuals from different racial backgrounds .

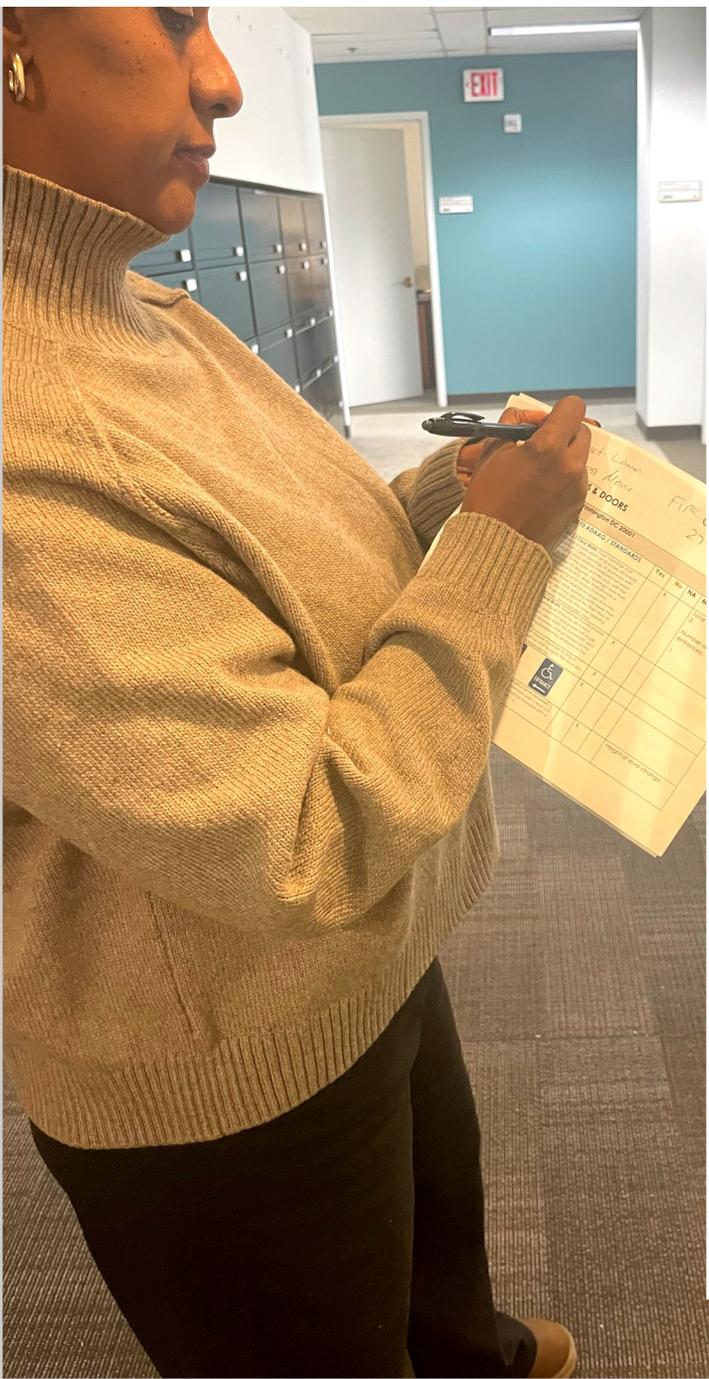
Outreach and Education

ODR engaged 7,070 people via 18 events it hosted, cohosted, or attended throughout the year to promote the work of ODR and raise awareness on the rights of people with disabilities. These events included Developmental Disabilities Awareness Month, ADA Anniversary, and Disability Employment Awareness Month celebrations.

ADA Compliance Plans

With the diligent work of ODR staff, who provided extensive training, guidance, and technical assistance to agencies, 72/73 (99%) of District agencies have started the assessment of their ADA compliance in the QuickBase app and 63/73 (86%) have completed their ADA compliance plan for FY25. The numbers were 84% and 67% respectively in FY24.







Taking a
Closer Look



ADA Compliance Plans

Introduction

To comply with the Americans with Disabilities Act (ADA), Disability Rights Protection Act, the Mayor's Order 2017-010, and in response to changes made by the Justice Department, ODR continues to work with all District agencies to assess the status of compliance with accessibility standards in federal and District law. This report explains how the District conducts systematic review of barriers to all aspects of the District's programs, activities, services, employment, and facility barriers to individuals with disabilities. After discussing what is surveyed and the methodology, this report details the status of each District agency's self-evaluation; a list of agencies that did not complete any section; and a list of agencies that reported no accessibility barriers.

Legal Basis and ADA Requirements

Under Title II of the Americans with Disabilities Act (42 U.S.C. §§ 12131-12134) and its implementing regulation at 28 C.F.R. § 35.150(d), public entities with 50 or more employees must prepare a Self-Evaluation and Transition Plan if structural changes are necessary to achieve program accessibility. This plan ensures that programs, services, and facilities are accessible to individuals with disabilities and outlines steps to remove barriers.

An ADA Compliance Plan should include:

- A review of all programs, services, activities, and facilities to identify barriers to accessibility.
- A list of physical and programmatic barriers that prevent access for individuals with disabilities.
- Specific actions the agency will take to address each barrier.
- A timeline for completing modifications and improvements.
- The name and title of the person responsible for implementing the plan.
- Documentation of input from individuals with disabilities and other stakeholders during plan development.

Agencies Plans Status by Section

Seventy-two (72) of seventy-three (73) agencies started a FY25 ADA Compliance Plan. Out of that, sixty-two (62) agencies completed a plan. Appendix A details the status of sections received from each agency that started a plan.

Status	No. of Agencies
Started a plan	72 agencies
Completed a plan	62 agencies

Agencies without Plans

Acronym	Agency Name
OCTFME	Office of Cable Television, Film, Music and Entertainment

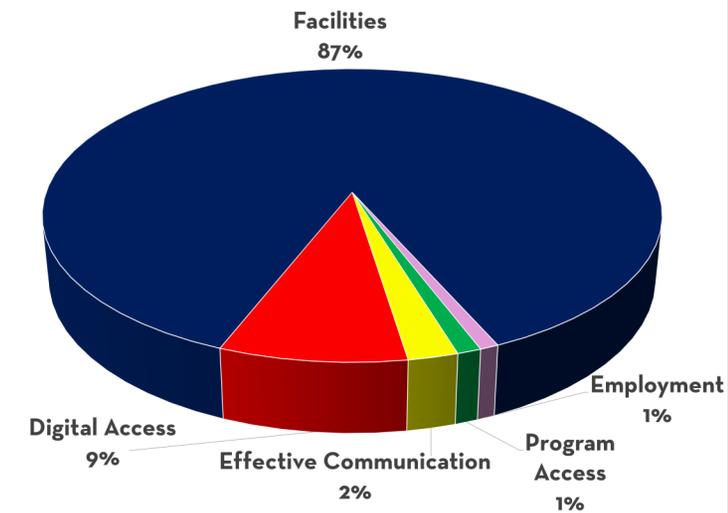
One (1) District agency did not start any section of an FY25 ADA Compliance Plan. The table above lists this agency.

Agencies without Identified ADA Barriers

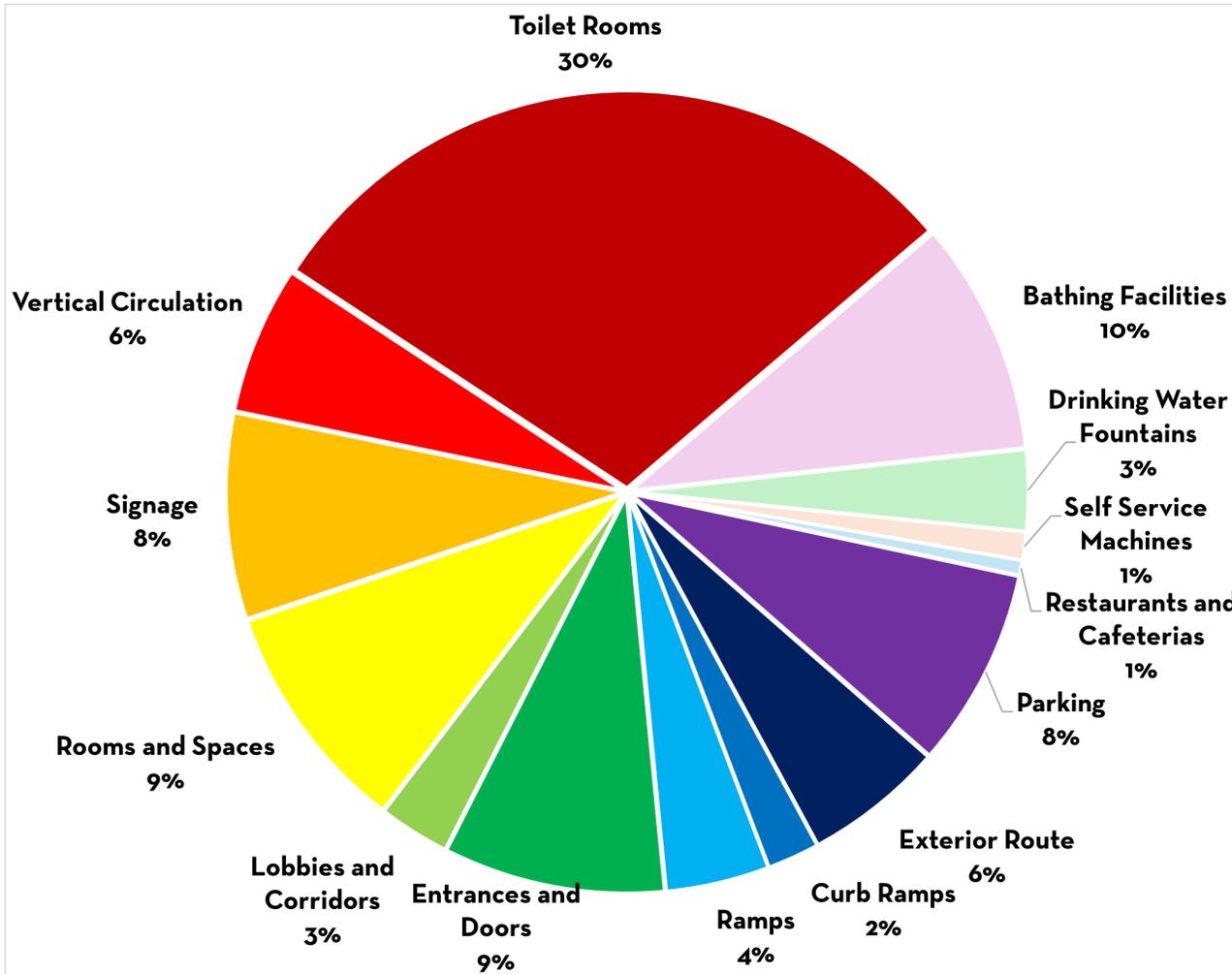
The following agencies identified no ADA barriers in their employment practices, programs and services, communication channels, digital communications, and among their facilities. Agencies with an asterisk did not submit one or more sections as noted in Appendix A.

Acronym	Agency Name
DCNG*	DC National Guard*
DHCF	Department of Health Care Finance
PERB	Public Employee Relations Board

Breaking Down Barriers: Districtwide ADA Insights



The pie chart above shows the percentage of barriers by category: employment (1%), program access (1%), effective communication (2%), digital access (9%), facilities (87%).



- 9% related to rooms with the proper fixtures and space for programs, services and activities
- 9% related to ensuring minimum width and door weight for entrance and door accessibility
- 8% related to appropriately sized, placed, and produced signage
- 8% related to accessible parking
- 6% related to ensuring an accessible exterior route from parking or the street to the main facility entrance
- 6% related to elevators and lifts required to access programs, services, and activities (vertical circulation)
- 4% related to external and internal ramps required to access programs, services, and activities
- 3% related to ensuring minimum width and clearances for lobbies and corridors
- 3% related to proper height and installation of drinking water fountains
- 2% related to the requirements for curb ramps immediately outside the building
- 1% related to the accessibility of self-service machines like ATMs and vending machines
- 1% related to ensuring accessible counters, tables, and other equipment at restaurants and cafeterias.

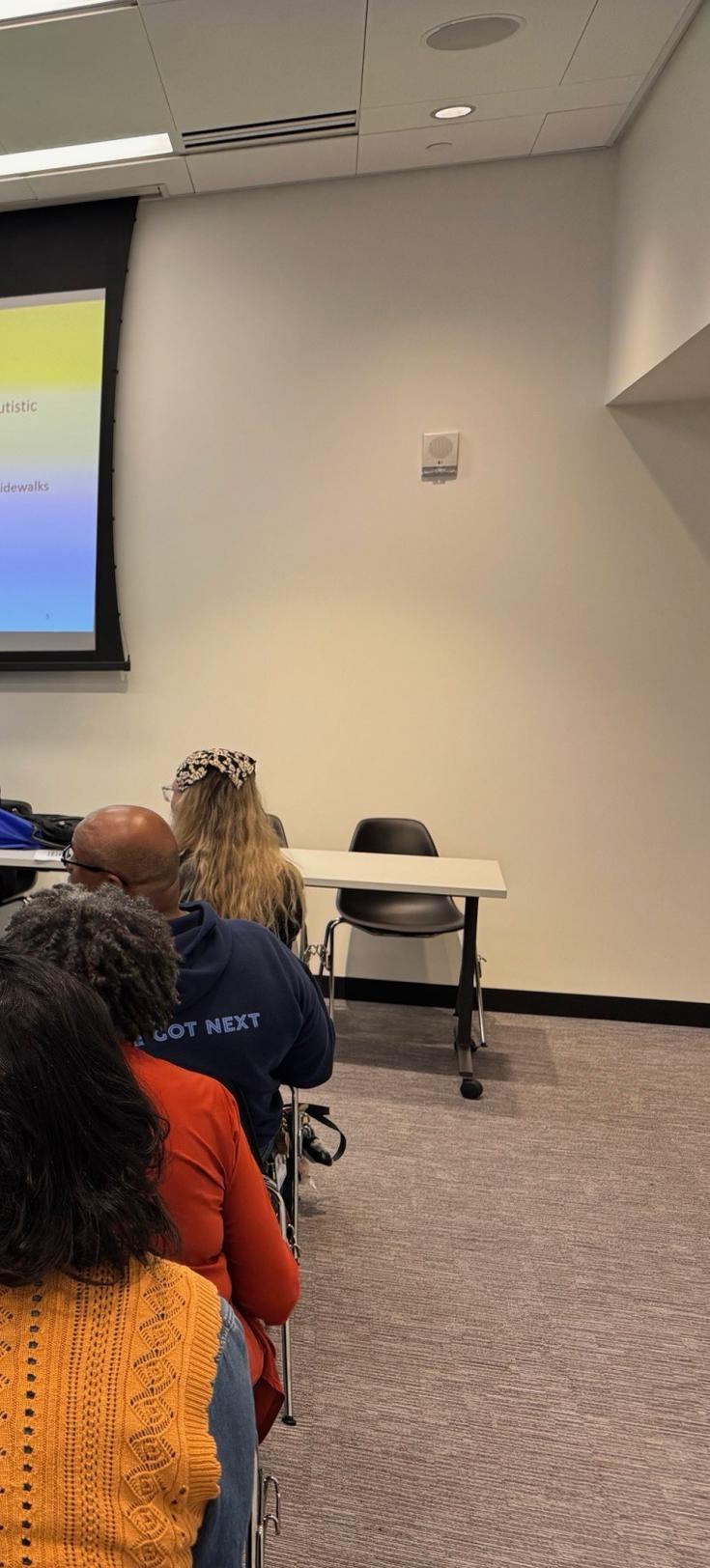
Based on self-assessments for 2025, out of all reported ADA barriers for the District, the vast majority (87%) are related to building and facility access issues. A breakdown on the types of barriers is shown on the previous page. Nine percent (9%) of ADA barriers relate to digital accessibility (accessing apps, web apps, websites, and other digital communication), two percent (2%) of ADA barriers relate to ensuring effective communication, and one percent (1%) of ADA barriers relate to program access and employment issues.

Facility Barriers

Diving deeper into the largest category of barriers across all District agencies, facility barriers are further broken down by category below and in the chart above.

- 30% related to ensuring sufficient space and height of fixtures in bathrooms and toilets
- 10% related to ensuring sufficient space, height, and presence of fixtures in showers, baths, and bathing facilities





The Path Forward

from Here



Path Forward

Advancing Accessibility Across District Agencies

ODR is committed to ensuring that all District agencies uphold the principles of accessibility and inclusion by reinforcing the importance of ADA compliance planning and barrier removal. Our path forward is guided by a strategic, collaborative, and accountability-driven approach that focuses on four key pillars:

1. Strengthening Agency Engagement

ODR recognizes that meaningful accessibility begins with strong partnerships. To achieve this:

- **Proactive Outreach:** ODR will continue engaging agencies through regular communication and collaboration to ensure accessibility remains a priority.
- **Technical Assistance:** Agencies will have access to expert guidance on ADA requirements, compliance strategies, and best practices.
- **Training and Education:** ODR will provide targeted training sessions to build internal capacity within agencies, empowering staff to identify and address accessibility challenges.
- **Clear Guidance:** Agencies will receive comprehensive instructions for developing and updating ADA compliance plans, ensuring clarity and consistency across the District.

2. Monitoring and Accountability

Accountability is essential for progress. ODR will:

- **Review Submissions:** Conduct thorough evaluations of agency ADA compliance plans to confirm completeness and accuracy.
- **Barrier Identification:** Require agencies to identify physical, programmatic, and digital barriers that impede accessibility.
- **Action Plans:** Ensure agencies include timelines and designate responsible parties for remediation, creating a clear roadmap for implementation.
- **Compliance Standards:** Reinforce adherence to ADA regulations and District accessibility policies through structured oversight.

3. Barrier Removal Follow-Through

Removing barriers is the ultimate goal. ODR will:

- **Track Progress:** Implement periodic check-ins and reporting requirements to monitor agencies' progress on barrier removal.
- **Prioritize Impact:** Encourage agencies to focus on high-impact barriers that significantly affect public access and employee inclusion.
- **Support Implementation:** Provide guidance and resources to help agencies overcome challenges in executing their remediation plans.

- Transparency: Promote accountability through documented progress and measurable outcomes.

4. Continuous Improvement

Accessibility is an evolving process. ODR will:

- Feedback Mechanisms: Establish channels for agencies to share feedback on the compliance planning process.
- Adaptive Strategies: Use feedback to refine guidance and tools, ensuring they remain responsive to changing accessibility standards and community needs.
- Innovation: Explore new technologies and practices that enhance accessibility across physical spaces, programs, and digital platforms.
- Community-Centered Approach: Align improvements with the lived experiences of individuals with disabilities to foster inclusivity and equity.



ODR Staff

ODR

Mathew McCollough

Director

Ngoc Trinh

Chief of Staff

Peter Stephan

General Counsel

Shelley Carr-Brown

Public Affairs Specialist

Grace Reed

ADA Compliance Specialist

Susie McFadden-Resper

ADA Compliance Specialist

Anwar Mahmood

ADA Architect

Naquran Smith

Program Support Assistant

Claire Simon

Administrative Support Specialist

Hallie Klein-Simmons

Sign Language Interpreter

Krystal Butler

Sign Language Interpreter

DDDBHH

Kari Cooke

Executive Director

Kisha Gore

Administrative Services Manager

Karen Quinones

Deputy Director of Operations

Kerie Scurry-Burns

Project Manager

Saeed Abdi

Staff Assistant

Syrus Scofield

Bilingual Outreach Specialist

Robert Rhoads

Sign Language Interpreter

Lei-Sea Sky

Policy Analyst

DD Council

Alison Whyte

Executive Director

Luz Collazo

Administrative Support Specialist

Carla McCaskill

Program Support Specialist

Kevin Wright

Program Support Assistant

Status of ADA Compliance Plan Submission Continued							
Acronym	Agency Name	Employment	Program, Services, Activities	Effective Communication	Digital Access	Facility Access	Barrier Removal Plans
OCTFME	Cable Television, Film, Music and Entertainment, Office of						
OCTO	Chief Technology Officer, Office of	Completed	Completed	Completed	Completed	Completed	Completed
ODCA	Office of the DC Auditor	Completed	Completed	Completed	Completed	Completed	Completed
ODR	Disability Rights, Office of	Completed	Completed	Completed	Completed	Completed	Completed
OEA	Employee Appeals, Office of	Completed	Completed	Completed	Completed	Completed	Completed
OHR	Human Rights, Office of	Completed	Completed	Completed	Completed	Completed	Completed
OIG	Inspector General, Office of the	Completed	Completed	Completed	Completed	Completed	Completed
OLRCB	Labor Relations and Collective Bargaining, Office of	Completed	Completed	Completed	Completed	Completed	Completed
ONSE	Neighborhood Safety and Engagement, Office of	Completed	Completed	Completed	Completed	Completed	Completed
OP	Planning, Office of	Completed	Completed	Completed	Completed	Completed	Completed
OPC-DC	People's Counsel	Completed	Completed	Completed	Completed	Completed	Completed
ORM	Risk Management, Office of	Completed	Completed	Completed	Completed	Completed	Completed
OSSE	State Superintendent for Education, Office of	Completed	Completed	Completed	Completed	Completed	Completed
OTA	Tenant Advocate, Office of	Completed	Completed	Completed	Completed		
OUC	Unified Communications, Office of	Completed	Completed	Completed	Completed	Completed	
OVSJG	Victim Services and Justice Grants, Office of	Completed	Completed	Completed	Completed		

Status of ADA Compliance Plan Submission Continued

Acronym	Agency Name	Employment	Program, Services, Activities	Effective Communication	Digital Access	Facility Access	Barrier Removal Plans
PERB	Public Employee Relations Board	Completed	Completed	Completed	Completed	Completed	Completed
PSC	Public Service Commission	Completed	Completed	Completed	Completed	In-Progress	
SBOE	State Board of Education	Completed	Completed	Completed	Completed	Completed	Completed
SCCRC	Sentencing Commission, DC	Completed	Completed	Completed	Completed	Completed	Completed
UDC	University of the District of Columbia					In-Progress	



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