



Colorado
Cross-Disability
Coalition

CCDC Consulting Services 2011

Training

- New ADA Regulations Overview
- New ADA Regulations for Health-Care Providers
- Effective Communication*
 - For policy makers
 - For people with disabilities
 - For front-line workers (call centers, case managers, customer service)
- ADA Regulations per Service Animals**
- Health Care Promotion for People with Disabilities
- Other: Advocacy, Medicaid, Community Organizing

Non-Attorney \$150 per hour, Attorney \$300 per hour (plus travel)

** The ADA and other laws require that governments and businesses provide effective communication for people with any type of disability that impacts full comprehension, by utilizing sign language interpretation, large font formats, audio description, note taking, mediation, etc. Effective communication streamlines processes that involve multiple health providers and system steps, resulting in greater understanding, efficiency and less client animosity.*

*** New ADA regulations regarding service animals: differentiating service and companion animals; differentiating psychiatric service animal, emotional support animal and therapy animals.*

Keynote Speakers

- Highly visible leaders in the disability community as keynote speakers for conference or events: **\$500 per appearance** (plus travel)

Consulting Services

- Culturally Competent Materials - design of materials relevant for people with disabilities such as check lists, one page fact sheets, etc.: **\$250-\$1,000** (depending on scope and size)
- Document and Communication Testing of organizational materials to determine effectiveness and suitability for a wide range of disabilities. Final report includes recommended wording. (This process can also be used for focus group questions): **\$750 per document**
- General Review of Documents Without Testing including general opinion on the likely reception by the disability community: **\$50-\$200 per document** (depending on size)

Inclusive Meetings and Organizations

- Legal Consultation on an event, meeting or organizational process to determine legal obligations and best practice for including people with disabilities in a meaningful way: **\$250** to review event plans and provide 1 page summary of suggestions. Additional services and support, **\$300 by the hour**.
- Organizational Inclusivity Assessment with recommendations on how to recruit and retain qualified people with disabilities for staff, board, or clientele: **\$500** for small organizations with 1 site and fewer than 15 FTE; **\$1,500** for mid-sized organization with 1 site and up to 100 employees; **\$3,000** for large organizations with up to three sites and up to 1,000 employees. (Fees negotiable with organizations who are outside of these parameters)
- Recruitment of Qualified Individuals with Disabilities for specific positions on staff, committees and governing boards: **\$100-\$2,500** (depending on scope)

Policy Development

- Review of Existing Policies to determine compliance with disability civil rights law – such as a review of personnel policies. Report includes and differentiates between legal compliance and best practice: **\$100-\$1,000** (depending on size and scope)
- Draft of Organizational Policies on matters related to disability civil rights and best practices – such as drafting an organizational policy on reasonable accommodation. **\$2,000 per policy** (includes review by attorney, written instructions for staff implementation, 90 day follow-up provision, and consultation with client throughout process)

Accessibility Assessments

- Survey a Physical Site for Accessibility: **Non-Attorney \$200, Attorney \$300-2,000** (depending on complexity) (plus travel)
- Review Site Plans for Accessibility: **Non-Attorney \$100, Attorney \$200**
- Site Visit or “Secret Shopper” to Assess Compliance with Accessibility: **\$100-\$500 per visit** or by agreement.

For issues or focus areas not listed above, please contact us to discuss.

CCDC was founded in 1990 to implement the American’s with Disabilities Act (ADA) throughout Colorado. We are the leading disability civil rights organization in Colorado, staffed by people with disabilities and serving the cross-disability (all disabilities) community. CCDC provides advocacy services, legal programs and expertise in policy, legislation, training and consulting honed by years of research, statewide organizing and activism.