# Disability Council Small Agency Profile

[www.disability.state.mn.us](http://www.disability.state.mn.us/)

| At a glance* MSCOD represents and advocates for 20% of Minnesota’s population who have a disability (over a million people).
* In its’ 43 years, MSCOD has responded to over a quarter of a million requests for technical assistance from businesses, employers, state agencies, people with disabilities, and the general public.
* From 1973-2000 MSCOD provided technical and policy related disability assistance to 4,000 contacts/yr.; from 2001-2004: 6,500/yr.; from 2004-2010: 8,500/yr.; from 2010-present: 16,000/yr.
* MSCOD operates with a staffing compliment of 6.1 FTE. We are advised by a council of 17 Minnesotans appointed by the Governor. The Council is comprised of people with disabilities, family members of people with disabilities and professionals that interact with people with disabilities.
* MSCOD statute is M.S. 256.482
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## Purpose

Minnesota State Council on Disability (MSCOD) leads the development of public policy that empowers and strengthens the rights of Minnesotans with disabilities. We collaborate with the public and private sectors as a policy, training & technical resource.

Society recognizes the value of providing all people with the opportunity to engage in a fully productive life. We advance this goal by holding policymakers and state agencies accountable to the Americans with Disabilities Act (ADA), the Minnesota Human Rights Act, and other disability related laws ensuring accessibility in voting, employment, recreation/entertainment, transportation, housing, education, and public safety for all residents and visitors of Minnesota.

Our priority is to ensure programmatic, physical, and digital access to government and promote ADA accessibility compliance in the private sector. We serve people with disabilities and their families, the private sector, and federal, state and local governments. MSCOD is the only free and readily available resource in the entire state where individuals, agencies, and businesses can receive guidance on accessibility.

MSCOD contributes to the statewide outcomes:

* A thriving economy that encourages business growth and employment opportunities
* Strong and stable families and communities
* People in Minnesota are safe
* Efficient and accountable government services

## Budget

Source: SWIFT

Source: Consolidated Fund Statement

MSCOD receives operating funds from the state’s General Fund and grant opportunities. In SFY2006-2013 MSCOD participated with DHS/DEED to receive sub-grants from the Centers for Medicare/Medicaid Pathways to Employment infrastructure building grant. Federal funds have been categorized differently due to accounting requirements. Pathways to Employment funds received are represented in the graph as ‘other’ funds from SFY2006-2010. In SFY2011-2013 those funds were reclassified as ‘federal funds’. In SFY2012-2013 MSCOD partnered with MN Dept. of Public Safety/Homeland Security and Emergency Management to further include people with disabilities in statewide emergency plans.

## STRATEGIES

MSCOD consults with and advises the Minnesota Legislature, Office of the Governor, Office of the MN Secretary of the State and numerous state agencies, to improve the accessibility of government services and to ensure compliance with civil rights laws. Agencies include the MN Dept. Human Services (DHS), MN Dept. of Employment and Economic Development (DEED), Olmstead Implementation Office (OIO), MN Dept. of Public Safety (DPS), Homeland Security & Emergency Management (HSEM), MN Dept. of Transportation (MnDOT), MN Dept. of Health (MDH), MN Dept. of Human Rights (DHR), Dept. of Labor and Industry (DLI), MNIT and others. MSCOD also represents the disability community on various public advisory boards and commissions; such as the Metropolitan Council, the City of Minneapolis and others.

MSCOD engages the disability community, the general public, legislators, and other policymakers through direct access to one another via live events, video and web-based conferences, to ensure that all voices are heard in policy discussions. MSCOD educates public and private employers, state employees, and other Minnesotans on issues related to disability. MSCOD serves as a representative of the disability community across the entire the state of Minnesota. Statutorily, MSCOD’s scope is broad; given limited resources the agency must focus its priorities in order to best serve Minnesotans with disabilities.

MSCOD provides professional technical assistance to building officials, emergency managers, architects, attorneys, employers, businesses (small and large), communication professionals, and others on federal and state laws relating to civil rights and disability rights such as ADA, MN Human Rights Act, the MN Building Code, the federal Olmstead Act, and Section 508 (governs electronic accessibility to government). MSCOD partners with the private sector to provide education and outreach regarding building code development and enforcement, accessibility of and access to everything from major sports facilities to small businesses. In so doing, MSCOD aims to remove accessibility barriers, by working collaboratively with entities that have ADA obligations to proactively reach compliance. By helping businesses find a financially-feasible path to ADA compliance and increasing access for customers with disabilities, MSCOD helps grow Minnesota’s economy.

MSCOD provides professional technical assistance in digital accessibility to state agencies (including IT professionals) by training agencies (i.e. MnDOT, Admin, MMB) on how to ensure electronic/digital communication (documents/websites) are accessible from every state agency. Under Title II of the ADA, State digital communications must be accessible. From the Governor down, the State of MN is committed to this goal, but has a long way to go to achieve full accessibility to all. MSCOD also provides resources to the private sector on ADA compliance with digital communications.

MSCOD provides professional technical assistance to the Secretary of State, cities and counties on voting rights and poll access for people with disabilities. MSCOD provides professional technical assistance on transportation issues including: increased transportation options in greater Minnesota, exploring new technologies and policies to increase equity and efficiency of our systems, and collaboration with the Metropolitan Council, MnDOT, and others to ensure needs are being met.

## RESULTS

| Type of Measure | Name of Measure (**Data in this table is sourced from MSCOD contacts database. MMB training satisfaction source is MMB.)** | Previous  | Current | Dates |
| --- | --- | --- | --- | --- |
| Quantity | ADA compliance training: focus on “ADA Litigation Prevention” for small businesses. | 0 | 6 | FY15 & 16 |
| Quality | Satisfaction of ADA Litigation Prevention training | 0 | 5 of 5 | FY15 & 16 |
| Quantity | Digital/electronic accessibility communication technical assistance provided to 1. State Agencies (SA); 2. Non-state agency (NSA) | SA: 132NSA: 10 | SA: 272NSA: 18 | FY15 & 16 |
| Quality | Diversity and inclusion cultural competency (self) rating before and after “Integrating the ADA in Employment Practices” for MMB State of MN Managers Core Training (199 trained) | Before3 of 5 | After4.13 of 5 | FY16 |

The legal authority for the Minnesota State Council on Disability (MSCOD) comes from M.S. 256.482