



# California Commission on Disability Access (CCDA)

## Full Commission Meeting

March 25, 2026

1. Welcome & Framing
2. Executive Summary: What We've Heard So Far
3. Mission & Vision: Reaffirming Our Why
4. Defining Success for 2030: The 5-Year Target Conversation
5. Core Values
6. Pillars & SMART Goals
7. Close & Next Steps



# Group Norms



Be Present & Engaged  
(technology)



Listen Actively



Be open, Honest & Respectful



Share the Floor



Stay on Topic

# Progress to Date

- Summary of work to date
  - Commissioner Interviews, Business Community Summit, Disability Community Summit, Survey Development & Launch, Executive Committee Session
- Key themes
  - Commission Member interviews
  - Stakeholder Summits
  - Executive Committee Session
- Emerging patterns

# SWOT

## STRENGTHS

- Strong leadership and staff capacity
- Committed, diverse and knowledgeable Commission
- Clear and unique mission
- Credibility in accessibility and engagement
- Financial asset to leverage
- Bridge

## WEAKNESSES

- Limited visibility and understanding of CCDA
- Clarifying CCDA role in legislative process
- Communication and education challenges
- Data and capacity limitations
- Operational inefficiencies

# SWOT

## OPPORTUNITIES

- Expand education and outreach impact
- Strengthening relationships across all levels of government to increase dialogue
- Leverage data and targeted interventions
- Build partnerships and ambassadors
- Major upcoming events
- Innovative incentives and models

## THREATS

- Climate of fear and litigation
- External economic and social pressures
- Policy and scope constraints
- Resource limitations
- Perceptions and representation risks

# Reaffirm Mission & Vision

## **Mission Statement - WHAT:**

The mission of the California Commission on Disability Access is to promote disability access in California through dialogue and collaboration with stakeholders including, but not limited to, the disability and business communities and all levels of government.

## **Vision Statement - WHY:**

An accessible, barrier free California = Inclusive and equal opportunities and participation for all Californians.

# 5-Year Target

A unifying goal that will galvanize the team.

- What is our North Star?
- What does the Press Release say we achieved in 2030?
- What is the single most important outcome in 2030?
- What is the biggest thing that could "moves the needle" on your mission?
- What does success look like in 5 years?

# CCDA DRAFT 5-Year Target

A unifying goal that will galvanize the team.

## Potential 2030 Target:

*CCDA is a centralized resource hub known for reducing misinformation and increasing ADA accessibility awareness (or compliance) statewide.*

## Potential Measurements:

- Violations (lawsuits?) were reduced by X% between 2025-2030.
- CASp inspections have increased by X% between 2025-2030.
- CCDA was consulted in some fashion on every piece of ADA legislation proposed or passed from 2027 to 2030.

# Core Values

List up to 3 people that work in this space (disability access) that you most respect or admire (this will not be shared).

Now list the qualities, traits, or attributes that you most admire about them. Why did they make your list of 3?

We will work with April & Abigail to Keep, Cut or Combine – identify the top 3-7 Core Values.

# Example - Super Bowl 50 Host Committee

**Mission:** Position the Bay Area as a premier destination for world-class sporting events.

**5 Year Target:** Make Super Bowl 50 "the most giving, innovative, and sustainable Super Bowl in history."

## Strategic Pillars:

1. PHILANTHROPY & COMMUNITY LEGACY
2. SUSTAINABILITY
3. FUNDRAISING
4. ECONOMIC IMPACT
5. EVENT EXECUTION & ATTENDANCE
6. MEDIA & DIGITAL ENGAGEMENT
7. REGIONAL COLLABORATION & LEADERSHIP

# DRAFT Strategic Pillars

A unifying goal that will galvanize the team.

1. Outreach, Education, Public Awareness
2. Compliance Innovation
3. Partnerships, Ambassadors, Community Engagement
4. Operational Excellence & Data

## Next Steps?

- Survey distribution – Close April 3<sup>rd</sup>
- Subcommittee Meetings – Various
- Finalize CCDA Strategic Plan – June 24<sup>th</sup>



# Foundational Elements

## Core Values

- To seek out leaders, including leaders from the disability, business, educational, and non-profit communities, to help inspire vision, knowledge, integrity, loyalty, pride, passion and service to promote disability access in California.
- To empower those with disabilities by providing information to the community, businesses, non-profits, schools, government and other entities about disability culture and the disability community's key place in California's economic fabric.
- To support Californians with disabilities by providing the tools they need to participate in their community and make a difference in society as a whole.
- Successful and integrated state-wide physical access improvements for persons with disabilities require education and sensitivity to the challenges that businesses, schools, and other organizations face in implementing access goals.
- To create an environment that values and practices communication and collaboration across the wide spectrum of interests in the disability, governmental, business, educational, and non-profit communities.