



THE DISPATCH

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Enhancing Inclusivity: Colorado's Accessibility Standards

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In our modern and interconnected world, accessibility is not merely an option but a fundamental necessity. The Colorado Department of Military and Veterans Affairs (DMVA) recognizes the significance of ensuring that all state employees, veterans, and citizens have equal access to information, services, and facilities. This article delves into Colorado's accessibility standards, shedding light on what they encompass and why they are of utmost importance.

Accessibility standards refer to a set of guidelines and requirements designed to make digital content, physical spaces, communication, and services accessible to all individuals, regardless of their physical or cognitive abilities. These standards aim to eliminate barriers that might prevent people with disabilities from fully participating in society. For the DMVA, accessibility standards encompass various aspects, including the following:

Digital Accessibility: Ensuring that online platforms, websites, and digital documents are designed and coded in a way that allows people with disabilities to navigate, perceive, and interact with them effectively. This involves using alternative text for images, providing closed captioning for videos, and ensuring compatibility with screen readers. When creating digital content, employees should remember to use 12-point font, line spacing of at least 1.5, and structured headings.

Physical Accessibility: Creating physical spaces that are inclusive and navigable for everyone, including individuals with mobility challenges. This could involve installing ramps, accessible parking spaces, and elevators, as well as ensuring that doorways and hallways are wide enough to accommodate wheelchairs. The G9 works hard to ensure that all DMVA facilities are kept accessible.

Communication Accessibility: Making information and communication channels available to people with diverse needs. This might involve offering sign language interpretation services, providing documents in accessible formats (such as large print or Braille), and ensuring that public announcements are conveyed through multiple channels.

Service Accessibility: Ensuring that services and programs offered by the DMVA are available to all individuals, regardless of their abilities. This could involve providing assistance for completing forms, offering alternative

Accessibility continued...

methods of communication (such as video calls for individuals with hearing impairments), and training staff members to be sensitive to diverse needs.

Equal Opportunity: By adhering to accessibility standards, the DMVA ensures that all employees and citizens have equal opportunities to thrive. A level playing field is established, allowing individuals with disabilities to contribute their skills and talents without facing unnecessary barriers.

The Importance of Accessibility Standards

Legal and Ethical Obligations: Compliance with accessibility standards is not only a matter of ethical responsibility but also a legal requirement. Laws such as the Americans with Disabilities Act (ADA) mandate that public and private entities ensure equal access for individuals with disabilities. State law, HB21-1110 makes it a state civil rights violation for a government agency to exclude people with disabilities from receiving services or benefits because of lack of accessibility.

Promoting Inclusivity: Accessibility standards play a pivotal role in fostering an inclusive environment. They demonstrate the DMVA's

commitment to valuing and respecting the contributions and rights of every individual, regardless of their abilities.

Economic and Social Impact: By embracing accessibility standards, the DMVA contributes to a more inclusive society, thereby promoting economic growth and social progress. When barriers are removed, individuals with disabilities can more actively participate in the workforce, contribute to the economy, and engage in community activities.

In conclusion, Colorado's accessibility standards serve as a beacon of inclusivity and equity within the DMVA. By embracing these standards, we not only comply with legal obligations but also create an environment where every individual, regardless of their abilities, can fully participate and contribute. Accessibility is not merely a checkbox to mark; it is a commitment to valuing diversity and promoting a more vibrant and accessible future for all.

The following documents must be accessible:

- Emails
- Manuals
- Word Documents
- Flyers
- Forms
- Dashboards
- Web pages
- Intranet Pages
- Software
- PDFs
- PowerPoint Presentations
- Spreadsheets
- Policy Documents

As the SharePoint is under construction, we moved some things around to make it flow better and be easier on the eyes.... more simplistic. Here's the link to the DMVA SharePoint "<https://dmvacolorado.sharepoint.com/>" and if you scroll down, you will find separate pages for both Training and Professional Development and Safety Funding.

2024 Step Pay Program Webpage and Step Pay Estimator

The Division of Human Resources has launched the DHR 2024 Step Pay Program webpage for State classified employees in agencies and Institutions of Higher Education. On July 1, 2024, the State will implement the Step Pay Program for eligible classified employees in the State Personnel System. The Step Pay Program addresses pay equity issues, alleviates pay compression, reduces bias, and addresses employee pay progression through the pay range based on time in job series.

Comings

- Ralph Charlip**, temporary Marketing and Communications Specialist with Veterans Affairs
- Brandon DeBruyn**, DEERS Operator at the Western Region One Source in Grand Junction
- Johnathan Smith**, Transportation Maintenance II at Buckley Air Force Base
- Joe Martinez**, Pipe Mechanic II at Buckley AAS
- Zach Wadleigh**, Structural Trades II at Buckley AAS
- Austin Konrad**, Electrical Trades II at Centennial
- Scott Redmon**, Structural Trades II at North Colorado Springs Readiness Center
- Brody Fullmer**, Grounds & Nursery I at the Cemetery in Grand Junction

Goings

- Ralph Dennis**, Purchasing and Contracting
- Jimmy Cordova**, Air National Guard Patrol Officer
- Ken Balltrip**, Air National Guard Patrol Officer
- Michael Blea**, Air National Guard Patrol Officer
- Dylan Williams**, Pipe Mechanic II
- Dominic Edginton**, Veterans Service Officer
- Joe Murray**, Planning Specialist

Performance Appraisal Month

It is that time of year again! Start thinking about your performance appraisals now! First things to do?

1. Set a date to meet with your employee to discover their viewpoints of performance, accomplishments, problems, etc. during the course of the year; OR
2. You can also send them a self-evaluation providing them the opportunity to identify their viewpoint on paper (most effective for introverts). Remember to set a deadline date!

Job Listings

- State Maintenance Technician at Ft. Carson**
Colorado Springs, CO
- Mechanical Engineer**
Arapahoe County, CO
- Air National Guard Patrol Officer I**
Greeley, CO
- Equipment Mechanic II**
Arapahoe County, CO
- Airfield and Facility Ground Maintenance**
Arapahoe County, CO

Past Events

Division of Veteran Affairs:

-The PACT ACT Resource Fair took place July 24 in Alamosa. The PACT Act expanded VA healthcare and benefits for veterans exposed to burn pits, Agent Orange, and other toxic substances.

Civil Air Patrol:

-The annual wing radio communicators meeting took place July 22 at the South Metro Fire Rescue Authority Headquarters in Centennial.

CO National Guard:

-The Employer Support of the Guard and Reserve annual awards banquet took place July 27 in Larkspur. The Assistant Adjutant General, Air, U.S. Air Force. Brig. Gen. Micah Fesler was the keynote speaker at the banquet.

Upcoming Events

Division of Veteran Affairs:

-The National Association of State Directors of Veterans Affairs will have a conference Aug. 13-17 in Buffalo, New York. The DVA will attend the conference.

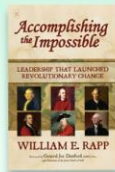
Civil Air Patrol:

-A state-wide search and rescue exercise will take place on August 18-20. The command post will be in Grand Junction with operations occurring throughout the state.

CO National Guard:

-The State Partnership Program will be hosting our Jordanian partners for the Bilateral Planning Conference, Army Non-commissioned Officer Development, and the UH60 Maintenance familiarization engagements the week of Aug. 6-13 and C-130 Operations, Maintenance in Wyoming Aug. 13-20.

Be in the JFHQ Auditorium from 0800-1115 on Sept. 14th, for "Leadership Lessons from a Historical Perspective" by MG William E. Rapp (Ret)



This FREE seminar supports continued development of leaders from DMVA and the CONG. Don't miss out!



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