



## Legislation Text

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### Fiscal Note

The proposed resolution adopts the updated Americans with Disabilities Act (ADA) Transition Plan. The 2026 Executive Capital Improvement Plan (CIP) includes funding in future years for design and construction costs related to addressing access barriers at City facilities that are open to the public (program #15751). No additional City appropriation required with adoption of this Plan.

### Title

Adopting the updated ADA Transition Plan

### Body

WHEREAS, July 26, 2025, marks the 35<sup>th</sup> anniversary of the Americans with Disabilities Act (ADA).

WHEREAS, the ADA is landmark civil rights law that affirms and protects the rights of people with disabilities to participate in public life, which was achieved through the efforts of Disabled people's movements that pushed the nation to advance access and equity.

WHEREAS, we recognize that the disability community was most powerful when it worked across disability communities and moved in solidarity to shape America.

WHEREAS, the City of Madison established an ADA Transition Plan in the 1990s and has maintained compliance.

WHEREAS, people with disabilities continue to encounter barriers in the built world, burdensome processes to have access needs met, and continued social and attitudinal barriers to fully participate and thrive in their communities.

WHEREAS, the City of Madison established a Disability Rights and Services Program that works to foster a barrier-free, inclusive, thriving Madison by implementing innovative approaches to access, inclusion, and justice both internally and in City programs, services, and facilities.

WHEREAS, in 2020 the Disability Rights and Services Program became a part of the new Equity and Social Justice Division within the Department of Civil Rights, ensuring an approach that connects disability rights, language access, and racial and social justice together.

WHEREAS, in 2023 the City of Madison hosted its first *Disability Summit: Collective Visioning for a More Equitable Future* establishing a platform for residents to share their experiences and vision for the communities in which we live, work, learn, travel, play, and thrive.

WHEREAS, residents with disabilities affirmed that Madison should strive to be a model employer of people with disabilities and identified that City programs, services, and facilities must be accessible because every space should be a space for people with disabilities, ensuring that all people can access and engage with their community regardless of their mode of travel.

WHEREAS, the City of Madison has taken proactive steps to revitalize its ADA Transition Plan by

evaluating *all* programs, services, activities, public facilities, employment practices and public right-of-way in order to identify and develop a comprehensive plan to remove barriers to access for all Madison residents and visitors.

WHEREAS, adopting the updated ADA Transition Plan honors the legacy of the advocates and activists that fought for the right to access.

NOW, THEREFORE, BE IT RESOLVED, that Madison adopts an updated ADA Transition Plan and commits to working towards full ADA compliance in *all* programs, services, activities, public facilities, employment practices and public right-of-way.