

# ADA ACCESS STATEMENT AND PLAN

## I. ORGANIZATIONAL POLICY STATEMENT

In keeping with the goals of the Americans with Disabilities Act (ADA), Greater Twin Cities Youth Symphonies (GTCYS) is committed to ensuring that its programs are accessible to the broadest range of Minnesotans with disabilities. It is GTCYS' Board-approved policy to provide equal opportunity to participate in and benefit from our programs and services for all individuals regardless of race, color, creed, religion, national origin, marital status, sex (including pregnancy), sexual orientation, gender identity, age, disability, status with regard to public assistance, veteran status, genetic information, or other characteristic protected by law.

## II. DEVELOPMENT OF THIS PLAN

- In 2012, we conducted a self-evaluation of our ADA compliance using Metropolitan Regional Arts Council's Arts Accessibility Planning Guide. Through this evaluation, we identified areas of improvement and implemented changes to make our programs more accessible, including providing large print programs at concerts and adding accessibility symbols to promotional materials.
- In 2013, Program Manager Miranda Bryan became the designated Access Coordinator, overseeing this plan and assessing needs and services on an ongoing basis.
- Access is reviewed annually and incorporated to all aspects of program planning; adaptations are made as needed and input from GTCYS' stakeholders (especially those with physical and emotional disabilities) helps inform our actions.

## III. WAYS IN WHICH FACILITIES, PROGRAMS, AND SERVICES ARE CURRENTLY ACCESSIBLE TO PEOPLE WITH DISABILITIES

**Facilities, Programs, and Services – Orchestra Rehearsals:** GTCYS does not own or operate its own rehearsal facilities. Rather, we rent program space on a seasonal basis. All eight of our regular rehearsal venues are ADA compliant. Venue selections are informed by easy entry and access to the rehearsal room (main floor or elevator access), parking, restroom access. Beyond the physical space, we make reasonable accommodations for any student with disabilities. For example, GTCYS' Librarian has printed musical parts in large format for visually impaired students. GTCYS has also accommodated students with autism spectrum disorders, learning disabilities, anxiety and depression, cerebral palsy, and epilepsy, working with families to ensure these students have quality experiences. Conductors demonstrate special awareness of students with unique learning needs and social differences, accommodating those needs and differences as needed.

We include accessibility wording/symbols regarding program participation on our website.

**Facilities, Programs, and Services – Concerts:** GTCYS does not currently own or operate its own performance facilities, and we rent or find pro bono spaces each season. GTCYS typically presents 25-30 performances each year, and concert facilities are selected with the overriding goal of providing the greatest access for the community, including accessibility for people with physical disabilities. Sites are ADA compliant and include venues such as Orchestra Hall, Ordway Center, Roseville Lutheran Church, Union Gospel Mission, Hopkins High School, and Humboldt High School. Although primary responsibility for the accessibility of these spaces rests with their owners and operators, GTCYS remains alert to any issues of access that may arise, and works to resolve them. GTCYS will continue to choose sites that are equipped for access for people with physical disabilities (including access to stage, audience seating with designated wheelchair areas, restrooms, sound systems for speaker amplification, etc.).

GTCYS performs at numerous assisted living facilities each year, including and Boutwells Landing, Johanna Shores, and the Veterans Home, bringing music to audiences with limited mobility. Programs are provided in large-print format.

Hearing amplification devices are available at all major concert venues, and since 2013, we provide large-print programs for all concerts. In addition, with ten days' notice, GTCYS will make reasonable accommodations for vision

or hearing impaired audience members (i.e. a person to read the program aloud prior to the concert or providing ASL interpretation).

We include accessibility wording/symbols regarding concerts on our website and in our season brochure.