CREATING A MORE INCLUSIVE CHICAGO: TODAY AND EVERYDAY

www.ADA25Chicago.org
Dear Friends:

In 2015, the Americans with Disabilities Act (ADA) reached its quarter century mark. This moment presented the perfect opportunity to reflect on and celebrate the legislation’s accomplishments and progress over its first 25 years, and to take action to fulfill its promise.

The ADA enshrined in federal law the idea that disability is a natural part of the human experience. It established the inclusion of people with disabilities as a basic civil right. The law promised equal opportunity, independent living, full participation and economic self-sufficiency for people with disabilities. Yet 25 years after President George H.W. Bush signed the law, degree attainment and employment rates for people with disabilities lag and barriers to full participation in community life persist.

ADA 25 Chicago was created by The Chicago Community Trust and other civic, business, educational, community and disability rights organizations to leverage the power of this 25th anniversary to advance access and inclusion and make metropolitan Chicago the most inclusive region in the nation. Together, we can change the game from compliance with the law to fulfilling the spirit of the law.

More than one in 10 people in Illinois have a disability, and as our population ages the numbers are growing exponentially. People with disabilities represent a huge consumer market and a vast talent pool. As the anniversary concludes, the imperative to expand inclusion continues. All of us in the Chicago region must continue to take action and lead the nation by example.

Today, we move from celebrating a 25th anniversary to incorporating the principles of the ADA in all that we do. Moving from ADA 25 to ADA everyday will become a competitive advantage for metropolitan Chicago.

We are Greater Together.

MARCA BRISTO  
President and CEO, Access Living  
Steering Committee Co-Chair, ADA 25 Chicago

STEVE PEMBERTON  
Vice President and Global Chief Diversity Officer, Walgreens Boots Alliance  
Steering Committee Co-Chair, ADA 25 Chicago

TERRY MAZAN  
President & CEO, The Chicago Community Trust  
Lead Supporter of ADA 25 Chicago

EMILY HARRIS  
Executive Director, ADA 25 Chicago
THE CHALLENGE: DISPARITIES REMAIN

<table>
<thead>
<tr>
<th></th>
<th>People with Disabilities</th>
<th>People without Disabilities</th>
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<tbody>
<tr>
<td>Bachelors Degree</td>
<td>14%</td>
<td>35%</td>
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<tr>
<td>Employment Rate</td>
<td>35%</td>
<td>75%</td>
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<tr>
<td>Median Annual Earnings</td>
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<td>$31,800</td>
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<tr>
<td>Poverty Rate</td>
<td>22%</td>
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People with disabilities in Illinois have lower educational outcomes, half the employment rate and a much higher poverty rate.


THE OPPORTUNITY: WE ARE GREATER TOGETHER

In 2015, ADA 25 Chicago engaged 200 diverse partner organizations to build public awareness and drive action. Focusing on the three key areas with the most need for improvement—education, employment and community inclusion—ADA 25 Chicago’s partners made commitments both big and small to create change and advance progress.

ADA 25 Chicago unified these programs with an overall marketing campaign punctuated by milestone events throughout the year—actively supporting and amplifying numerous partner commitments and events through our social, earned and paid media strategies.

ADA 25 CHICAGO LAUNCH: APRIL 17, 2015

On April 17, U.S. Senator Dick Durbin, U.S. Congresswoman Tammy Duckworth, Illinois Lieutenant Governor Evelyn Sanguinetti and Attorney General Lisa Madigan joined Motorola Mobility CEO Rick Osterloh and the ADA 25 Chicago Steering and Honorary Committees to share plans for the anniversary year, and challenge non-profit, government and business leaders to step up and make commitments to improve access and inclusion in honor of the 25th anniversary of this civil rights law.

U.S. Congresswoman Tammy Duckworth surrounded by ADA 25 Chicago Honorary and Steering Committee members at the initiative’s launch
ADA 25TH ANNIVERSARY WEEK: JULY 2015

President George H.W. Bush signed the ADA into law on July 26, 1990. In its honor, the month of July was filled with vibrant events in Chicago aimed at generating greater public awareness of the law and the challenges that remain to fulfill its vision of full disability rights.

- The Disability Pride Parade, an annual event, was lead this year by Grand Marshall Former U.S. Senator Tom Harkin, who authored the ADA, and featured the ADA National Legacy Tour bus—making the Parade larger than ever.

- The Disability Rights Museum on Wheels—a traveling exhibit dedicated to the history of Disability Rights in the U.S., sponsored by the U.S. Business Leadership Network, made a stop on Chicago’s Museum Campus. Its visit was accompanied by a day of adaptive sports demonstrations, thanks to the Chicago Park District.

- Brookfield Zoo implemented extensive accessible programming including touch tours, audio description and ASL interpreted shows that it will continue to integrate into future zoo events.

- The Motorola Mobility Foundation sponsored a Hackathon that brought together technology experts, engineers and people with disabilities to focus on creating solutions through accessible technology.

- Mayor Rahm Emanuel and Commissioner Karen Tamley hosted a breakfast roundtable for the ADA 25 Chicago Steering and Honorary Committees at City Hall to discuss progress made and outstanding challenges to be addressed for disability rights in Chicago.
ADA 25 Chicago partners challenged themselves to take action in the crucial areas of education, employment and community inclusion through the creation of long-term legacy projects, long-term commitments and events. These projects represented all disabilities, both apparent and non-apparent—such as mental illness and addiction. Together, our partner programs and activities will contribute to making Chicago one of the most inclusive regions in the nation.

EDUCATION

CHALLENGE: Existing achievement gaps between students with disabilities and those in the general education population from early childhood through college. For example, people with disabilities are 21% less likely to earn a Bachelor’s degree.

VISION: Increasing the number of fully inclusive classrooms, trained teachers, state-of-the-art technology and transition programs to connect students to college and careers and close the achievement gap for students with disabilities.

“Economic and educational empowerment for people with disabilities is the next frontier in the fight for equal access. Today we have an unacceptable achievement gap of 43 percent in terms of reading proficiency between students with and without disabilities. [The Task Force] will identify the causes of this gap, develop a set of recommendations that are realistic and aggressive for closing it and identify a mechanism to measure the results in our student progress.”

– CITY OF CHICAGO MAYOR RAHM EMANUEL

Legacy: A Focus on Literacy

MAYORAL LITERACY TASK FORCE
On November 16, City of Chicago Mayor Rahm Emanuel announced the establishment of the City’s first Mayoral Literacy Task Force to address the 43% reading achievement gap between the 60,000 Chicago Public School students with Individualized Education Plans and those in the general education population.

The Task Force will focus on children from birth through third grade. It is comprised of experts in early childhood education and literacy as well as foundation
leaders. The Task Force’s charge is to identify causes of the literacy achievement gap, develop a set of recommendations that are realistic and aggressive for closing it, and identify a mechanism to measure the results in student progress. Recommendations will be presented to the Mayor in Spring 2016. ADA 25 Chicago and The Chicago Community Trust will provide consulting support.

Events

• Lewis University held ADA Awareness Week in October, including speeches by noted authors in the area of disability studies and successful professionals with disabilities, as well as personal narratives from students, faculty and staff with disabilities.

• Thousands of students in the 82 Big Shoulders Fund Catholic Schools participated in the Open Doors project. Each student created a picture and wrote about how the ADA literally and figuratively ‘opened doors’ for people when it was enacted, how it continues to do so today and how it must do so in the future.

• Golden Apple Foundation educated its Scholars on the ADA with a presentation by the Mayor’s Office for People with Disabilities and will incorporate disability rights history into its future Scholar training.

Commitments

• A College Career and Disabilities Services Network, initiated by City Colleges of Chicago, will help connect campus-wide service providers to each other and to shared resources. The Network is also developing an up-to-date best practices and resource guide for its campuses.

• Chicago Public Schools and City Colleges’ career pathway transition strategies will help students with disabilities better prepare for transition to college, career and independent living.

• Chicago Public Schools’ disability awareness program will increase the number of diverse learners and other students participating in inclusive activities and learning about disability district-wide.

• City Colleges of Chicago has expanded its Disability Access Center services to more fully meet the academic and career planning needs of City College students with disabilities.

• Access Living will implement an innovative, person-centered transition initiative called READY—Realizing Education and Advancement for Disabled Youth—to support low-income youth with disabilities transitioning out of high school to gain college access or employment.

• College of Lake County’s installation of a step-hear system at its Vernon Hills campus, an audio signage system for blind and visually impaired students that provides directions and orientation to the campus environment.

• Disability Rights history video and curriculum—a proposal by Access Living to create and disseminate a short video on the history of disability rights in Chicago to students and other audiences.

The Chicago History Museum’s “Access for All” exhibit educates a wide audience about the history of disability rights through iconic photos taken by renowned photographer Tom Olin, on loan from Access Living.
Students from 82 Big Shoulders Fund Catholic Schools creatively depict their interpretations of the ADA

From my opinion, the ADA helps people of all ages feel like a normal person. It gives the experience of not being teased and made fun of. Mostly all people know what it’s like to be made of so it’s good that the ADA prevents that especially with people with disabilities. This program removes barriers and empowers people for 25 straight success filled years. ADA is the best program that helps people of all ages gain confidence in the fastest way possible!

Jannie
Grade 6
St. Pascal

Thank you ADA for providing equal opportunities for everyone.

Olivia
4th Grade
St. John Berchmans

One way the ADA opens doors for people with disabilities is by literally opening doors for people with disabilities by installing automatic doors in public buildings. The Americans with Disabilities Act also opens doors for people with disabilities by giving them opportunities that they haven’t had before such as employment and job opportunities.

Ainda K. Handaru #5
8th Grade - Ms. Cooke
St. Sylvester School

HOPE is the key to the door!
EMPLOYMENT

CHALLENGE: People with disabilities experience 40% lower rates of employment than the general population, and continue to experience barriers to career advancement and full inclusion in the workplace.

VISION: The employment rate of people with disabilities will increase because Chicago’s employers will implement innovative solutions to employ, retain and promote people with disabilities.

“Twenty-five years after the signing of the ADA, too many people with disabilities are not integrated into our workplaces and marketplaces and, as a result, face lives of hardship rather than opportunity.”
— TERRY MAZANY, PRESIDENT AND CEO OF THE CHICAGO COMMUNITY TRUST

Legacy: Reducing the Employment Gap

THE CHICAGOLAND BUSINESS LEADERSHIP NETWORK (CBLN)
The Chicagoland Chamber of Commerce Foundation committed to revitalize The Chicagoland Business Leadership Network (CBLN). This affiliate of the national USBLN is a business-to-business association that will help employers drive performance and gain competitive advantage through disability inclusion in the workplace, supply chain and marketplace. The CBLN is a valuable resource for businesses that prioritize equal opportunity for people with disabilities.

CBLN partners include AT&T, Baxalta, Baxter, Blue Cross and Blue Shield of Illinois, BMO Harris, Comcast, Deloitte, Discover Financial Services, EY, Grainger, Hyatt, inQUEST, KMPG, ManpowerGroup, McDonald’s Corporation, Northern Trust, University of Phoenix and Walgreens Boots Alliance.

Events

DISABILITY INCLUSION OPPORTUNITY SUMMIT:
NOVEMBER 16-17
Nearly 400 civic, business and government leaders gathered at Blue Cross and Blue Shield of Illinois to explore robust strategies for increasing access and inclusion in the areas of greatest remaining need—education and employment.

The Disability Inclusion Opportunity Summit provided a strategic framework for employers to concretely build on the legacy of the ADA and to hear stories and facts about the competitive advantages of embracing disability in hiring and throughout the workplace. Speakers—including U.S. Secretary of Labor Tom Perez, U.S. Congresswoman Tammy Duckworth, Delaware Governor Jack Markell, City of Chicago Mayor Rahm Emanuel and former U.S. Congressman and ADA author Tony Coelho, among others—spoke to the real demand and need for increased inclusion in employment, citing example after example in support of a more inclusive workforce. Panelists shared innovative solutions resulting in greater diversity, productivity and profitability. The Summit set the stage for the vibrant Chicagoland Business Leadership Network (CBLN) that will increase support and advance employment of people with disabilities in our region.
“In many ways, employment is the most important unfinished business of the ADA. We know this because it’s 2015, and the employment gap between Americans with and without a disability is simply unacceptable. As of [October 2015], the unemployment rate for people with disabilities is 10.6 percent, more than double the national rate. The story is similar when you look at labor force participation rate, which is more than 40 percentage points less than people with no disability. We can do better. We have to do better.”

– THE HONORABLE THOMAS E. PEREZ, U.S. SECRETARY OF LABOR
BUSINESS AND CIVIC LEADERS JOIN THE CONVERSATION

Over the course of the year, a number of leading business organizations addressed remaining employment issues faced by people with disabilities through various breakfasts, luncheons and other programs, including:

• A presentation by former U.S. Senator Tom Harkin at the City Club of Chicago.

• A Leadership Forum hosted by The Economic Club of Chicago featured ADA 25 Chicago Steering Committee leaders Steve Pemberton of Walgreens, Kareem Dale of Discover Financial Services and Karen Tamley of the Mayor’s Office for People with Disabilities.

• The Commercial Club of Chicago featured Wounded Warriors Board Chair Tony Odierno and invited one of ADA 25 Chicago’s co-chairs to present to its Civic Committee.

• The Civic Federation of Chicago honored Karen Tamley with its annual Excellence in Public Service Award.

Commitments

• Equip for Equality’s proposed Disability Employment Rights Center.

• Center for Independent Futures’ customized employment pilot project to increase employee satisfaction and employer profitability.

• Progress Center for Independent Living’s shadow-to-trial-to-hire program.

• Rush University Medical Center’s dedicated recruiting and assessment of standards.

• Chicago Cook Workforce Partnership Advisory Committee on Accessibility to assess status and develop a plan with recommendations for future action.

• Northern Trust is supporting an entrepreneurship education and training program developed by University of Illinois at Chicago for small businesses owners with disabilities.

• Equal Justice Works created a new Legal Fellowship for law students with disabilities, sponsored by McDermott, Will & Emery.

Former U.S. Senator, and author of the ADA, Tom Harkin presents to civic leaders at the City Club of Chicago.

The Economic Club of Chicago hosted a breakfast to discuss the business advantages of employing people with disabilities.
COMMUNITY INCLUSION

CHALLENGE: Despite 25 years of progress, physical and institutional barriers to inclusion persist and disability is often overlooked as a key component of diversity.

VISION: People with disabilities will be fully included in all aspects of Chicago’s civic, business and cultural life. Leaders and residents of the region alike will recognize that disability is a natural part of the human experience, and that inclusion benefits all of us.

“Your museum was the last stop for the week and boy was it the grand finale! … Alex loves to play in the water, but twice this week I’ve encountered ‘water play’ exhibits which were completely inaccessible for him. What caught my attention about your exhibit were push button activation that were low enough and slightly sticking out from the wall. Perfect for our needs. Suddenly, right there was the experience I’d been hoping for all week. My son got to play alongside his peers. Something he rarely if ever gets to do.”

– ANONYMOUS (IN A LETTER TO 25 FOR 25 CULTURAL ACCESS PARTNER, KOHL CHILDREN’S MUSEUM)

Legacies: Gaining Competitive Advantage through Increased Access to Civic and Cultural Life

LEAD ON—ADA 25 CHICAGO LEADERSHIP INSTITUTE FOR PEOPLE WITH DISABILITIES

The Leadership Institute for People with Disabilities is the first-of-its-kind in the nation, designed to ensure that Chicago’s vibrant civic and professional life fully includes people with disabilities in leadership roles. It directly addresses two critical needs: the desire of public officials, non-profit boards and other appointed civic leaders for a pipeline of qualified people with disabilities; and the perception of many people with disabilities that they lack access to the networks that facilitate entry to leadership positions.

ADA 25 Chicago launched the Leadership Institute with a competitive application process in the fall.

The inaugural Leadership Institute for People with Disabilities class joins ADA 25 Chicago leadership at the Disability Inclusion Opportunity Summit in November
Sixteen emerging leaders with disabilities were selected to participate in the Inaugural Fellows training retreat in December, hosted by Deloitte at their downtown Chicago offices. The intensive, interactive learning experience emphasized civic vision, leadership skills and disability identity. The Fellows, and a group of more experienced Advisors who were also competitively selected, will become part of a regional support network and a “Civic Connections Project.” Plans for additional networking events and training will be developed following an evaluation of the December retreat by the University of Illinois at Chicago’s Department of Disability and Human Development.

The Leadership Institute for People with Disabilities was made possible through the generous support of Exelon, The Chicago Community Trust, The Robert R. McCormick Foundation, Blue Cross and Blue Shield of Illinois, ManpowerGroup, Deloitte and Hyatt.

25 FOR 25 CULTURAL ACCESS PROJECT
The 25 For 25 Cultural Access Project engaged more than 30 cultural organizations—theaters, museums, galleries, zoos, parks, gardens and more—to commit to implementing at least one new change, service or program to increase inclusion during the anniversary year. They will soon report back about how they reached new audiences and their plans for the future.

The organizations involved planned more than 150 accessible performances and exhibits. Thanks in part to a small grants program from The Chicago Community Trust Persons with Disabilities Fund, representatives of 20 cultural organizations were able to attend the August Leadership Exchange in Arts and Disability (LEAD) conference in Washington D.C. This community of cultural accessibility leaders was mentored by members of the Chicago Cultural Accessibility Consortium (CCAC), which is working to create a web-based calendar to inform the public of touch tours, interpreted performances and more.

Two examples of these arts and cultural commitments are:
- Frank Lloyd Wright Trust offered touch tours for guests who are blind or have low vision, a sign language interpreted tour and updated English language translations for guests who are deaf or hard of hearing.
- The Museum of Contemporary Art formed an internal Accessibility Advisory Group made up of representatives of the community who are mobility-, vision-, or hearing-impaired, or who have children with disabilities. This group will be invited to join MCA staff members at regular intervals to assess the museum’s accessibility offerings and efforts both onsite and online. MCA’s commitments include staff training, an accessibility plan for hearing impaired audience members at MCA Stage, piloting an e-labeling system and developing a highly accessible website including captioning, visual descriptions and more.
CHICAGO’S BLUES AND JAZZ FESTIVALS: JUNE 12 AND SEPTEMBER 3 & 4

In an effort to reach a broad and expansive audience, ADA 25 Chicago partnered with the City of Chicago Department of Cultural Affairs and Special Events and the Jazz Institute of Chicago to integrate well-known entertainers and artists with disabilities into Chicago’s premier public festivals this summer. These performances provided ADA 25 Chicago the opportunity to engage the artists as advocates for the ADA and also provided unique opportunities for media coverage.

Blues legend Clarence Carter, who has been blind since birth, headlined Blues Festival in June and explained to the audience in Grant Park how the ADA paved the way for technology that enabled him to pursue his musical career.

Later in the summer, Jazz Pianist Henry Butler headlined the Jazz Festival in Millennium Park. Not only did he recognize the value of the ADA from onstage during his evening performance, he also delivered a master class to teens in Chicago’s After School Matters program earlier that day, sharing his stories and talents with local students.

Blues legend Clarence Carter meets with ADA 25 Chicago executive director Emily Harris, The Chicago Community Trust president and CEO Terry Mazany and ADA 25 Chicago Steering Committee Member Karen Tamley before performing at Blues Fest

Henry Butler performs on the main stage at Millennium Park, only after providing tips—and a sneak performance—for a small group of Chicago’s young jazz students
Finally, Jazz musician and pianist Fred Hersch helped raise awareness about a lesser-known protection of the ADA for those living with HIV and AIDS, which ensures that he and others have the rights to medical treatment and full participation in public life. Before his evening concert downtown, Hersch participated in a short concert and intimate conversation at the Center on Halsted, where he shared his personal experience living with those diseases and the benefits of the ADA.

CULTURAL ACCESSIBILITY SUMMIT: SEPTEMBER 1
In recognition of the 25th anniversary of the ADA, arts leaders and philanthropists Shawn Donnelley, Nora Daley, King Harris and Joan Clifford invited board members and executives of Chicago’s cultural institutions to a Cultural Accessibility Summit to explore how and why this industry should fully include the disability community in all theaters, museums, galleries and exhibits. The Summit empowered and motivated top-level officials to make their cultural institutions more accessible to visitors with disabilities.

Commitments
- Chicago Park District’s two new accessible fitness centers and a state-of-the-art accessible playground.
- Openlands’ interpretive signage at the Lakeshore Preserve at Fort Sheridan.
- Forest Preserves of Cook County Internal and External Accessibility Committees.
- Archdiocese of Chicago disseminated an accessibility survey to all parishes and other faith communities in the area, and will also make all new building projects accessible.
- Chicago Transit Authority’s 100 Percent Accessibility Vision that will add elevators to all elevated stations, renovate many existing stations, and add information for timely repairs and public notices of outages.
- Metropolitan Mayors Caucus Task Force and Municipal Accessibility Directors Network that include networking opportunities for ADA compliance, adoption of a resolution to commit to improve community inclusion for persons with disabilities, and a survey to identify best practices in community inclusion for persons with disabilities.
- Robert R. McCormick Foundation’s Cantigny Master Plan includes improving way-finding, visitor experience, environmental sustainability, and accessibility to enhance the park’s ability to serve people with varying disabilities.
- Thresholds’ ADA assessment of its entire real estate portfolio and a five-year plan for additional initiatives.
- Groups including Access Living, Chicago Hearing Society, Chicago Lighthouse, Equip for Equality, JJ’s List, Great Lakes ADA Center, Thresholds and more are exploring the creation of a potential “one stop shop” Disability Training Consortium.
EDUCATING OURSELVES TO EXPAND ACCESS

ADA 25 Chicago partners demonstrated that Chicago’s civic community is eager to increase inclusion, but organizations just need to know how.

• To meet this demand, The Chicago Community Trust updated its **Renewing the Commitment Guide** and partnered with Forefront (previously Donors Forum) and the Great Lakes ADA Center to offer a series of sold-out training sessions amplifying the guide’s chapters on planning for accessible events, delivering accessible communications and more for nonprofit organizations. Forefront expects to incorporate similar trainings into future programs for the independent sector, and proposals are underway to adapt the guide for other audiences such as municipal governments and small businesses.

• Two **special trainings** were offered for media to improve coverage of disability issues thanks to the Community Media Workshop, the Poynter Institute and the Robert R. McCormick Foundation.

• **Universal Design** aims to create products and environments that are usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. Partners who educated design professionals this year about Universal Design include Landmarks Illinois, AIA Chicago, Chicago Wilderness, Illinois Society of Landscape Architects, Terry Guen Design Associates, Metropolitan Planning Council and more.

• The Kennedy Forum used The Chicago Community Trust’s *On The Table* to create **100 conversations in one day** about ending the stigma of mental illness.

With the new knowledge gained this year, and ongoing opportunities to learn, metropolitan Chicago is poised to make accessibility a priority for the future.

“Universal design means making places work well for everyone—senior citizens, children, parents and people with disabilities all benefit. Millennium Park is one of the greatest examples of Universal Design and we are fortunate to have it in Chicago.” – Jack Catlin, ADA 25 Chicago Honorary Co-Chair and principal of LCM Architects
ADA 25 Chicago would not have been possible without the generous support of numerous individuals, businesses, organizations and institutions. Thank you for helping us make a difference.

**HONORARY LEADERSHIP COUNCIL**

*Co-Chairs*
- Dick Durbin, United States Senator
- Mark Kirk, United States Senator
- Tammy Duckworth, United States House of Representatives
- Rahm Emanuel, Mayor, City of Chicago
- Lisa Madigan, Illinois Attorney General
- Anne Burke, Justice, Illinois Supreme Court
- Toni Preckwinkle, President, Cook County Board
- Jack Catlin, Partner, LCM Architects
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- Shawn Donnelley, Gaylord and Dorothy Donnelley Foundation
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- Terry Mazany, President and CEO, The Chicago Community Trust
- Rick Osterloh, President & COO, Motorola Mobility
- Desiree Rogers, CEO, Johnson Publishing

**STEERING COMMITTEE**

*Co-Chairs*
- Marca Bristo, President and CEO, Access Living
- Steve Pemberton, Vice-President and Global Chief Diversity Officer, Walgreens Boots Alliance

*Members*
- Michelle T. Boone, Commissioner, City of Chicago, Department of Cultural Affairs and Special Events
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- Anne Edmunds, Regional Vice President, ManpowerGroup
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- Bob Gallo, IL State Director, AARP
- Tatiana Gant, Executive Director, Illinois Arts Council Agency
- Rey Gonzalez, President and CEO, El Valor
Mark Ishaug, CEO, Thresholds
Robin Jones, MPA, COTA/L, ROH, Director, Great Lakes ADA Center
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Rev. Joseph Mulcrone, Director, Catholic Office of the Deaf, Archdiocese of Chicago
Zena Naiditch, President and CEO, Equip for Equality
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Jorge Perez Izquierdo, Executive Vice President, Professional Diversity Network
Elliot Roth, MD, Medical Director, Patient Recovery, Rehabilitation Institute of Chicago and Northwestern University Feinberg School of Medicine
Kathy Ryg, Former State Representative, State of Illinois
Carrie Sandahl, Ph.D., Director of Bodies of Work, Disability and Human Development, UIC
Erin Smith, Chair, ADA Task Force, Metropolitan Mayors Caucus
Kris Smith, Director, Division of Rehabilitation Services, Illinois Department of Human Services
Sidney T. Smith, Director, Brand Integrity, Baxalta
Melissa Stockwell, Paralympian, and CoFounder, Dare2Tri
Karen Tamley, Commissioner, Mayor’s Office for People with Disabilities
Lisa Thornton, MD, Medical Director of Pediatric and Adolescent Rehabilitation for KidsRehab, Schwab Rehabilitation Hospital and LaRabida Children’s Hospital
Eric Weinheimer, President and CEO, Forefront (Formerly Donors Forum)
Bernie Wong, President and CEO, Chinese American Service League
Kathleen Yosko, President and CEO, Marianjoy Rehabilitation Hospital

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Marisa Leib-Neri, Intern
Risa Rifkind, Program Coordinator

CONSULTING TEAM
ADA 25 Chicago recognizes its primary consulting partners whose outstanding contributions made the anniversary a success:
Jasculca Terman Strategic Communications
JNL Design

ADA 25 CHICAGO PARTNERS
3Arts
AARP Illinois
Abilitylinks
Access Ability – JPMorgan Chase Disability and Caregiver Business Resource Group
Access Living of Metropolitan Chicago
Active Transportation Alliance
ADA Legacy Tour
ADOPT (Asians with Disabilities Outreach Project Think-Tank)
After School Matters
AIA Chicago
AIDS Foundation of Chicago (AFC)
American Blues Theater
American Public Health Association: Disability Section
Archdiocese of Chicago Arts Alliance Illinois
Aspire
Audubon Chicago Region
Backbones
Baxalta U.S. Inc.
Big Shoulders Fund
Blue Cross Blue Shield of Illinois (BCBSIL)
Blue1647
Bodies of Work (housed in IDHD)
Brookfield Zoo
Business Leadership Council
Council for Adult and Experiential Learning (CAEL)
Career Opportunities for Students with Disabilities (COSD)
CDW Corporation
Center for Independent Futures
Center on Halsted
Exceptional Needs Consultant
Exelon
Field Museum
Forest Preserves of Cook County Foundation for PM&R
Forefront (formerly Donors Forum)
Frank Lloyd Wright Trust
Freedom Golf Association
Gail Borden Public Library District
Gerber/Hart Library and Archives
Glessner House Museum
Golden Apple Foundation
Goodman Theatre
Grant Park Music Festival
Grant Thornton LLP
Great Lakes ADA Center (a program of IDHD)
Great Lakes Adaptive Sports Association
Harris Theater for Music and Dance
Health & Disability Advocates
Howard Brown Health Center
Hubbard Street Dance Chicago
Hyde Park Arts Center
i2i
IFF
Illinois APSE (Association of People Supporting Employment First)
Illinois Arts Council Agency
Illinois Council on Developmental Disabilities
Illinois Department of Human Services
Illinois ERC
Illinois Humanities
Illinois Talking Book Outreach Center
Illinois Technology Foundation (ITF)
Illuminating Engineering Society – Chicago
Inclusion Solutions
Institute on Disability and Human Development (IDHD) at the University of Illinois at Chicago
Itasca Community Library
ITKAN
Jackalope Theatre
Jasculca Terman Strategic Communications
Jazz Institute of Chicago
JJ’s List
Jobs for Dyslexics
Kartemquin Films
Kennedy Forum Illinois
Kohl Children’s Museum
Lake County Center for Independent Living (LCCIL)
Landmarks Illinois
LCM Architects
Leadership Greater Chicago
League of Chicago Theatres
Lewis University
Lifeline Theatre
Lincoln Park Zoo
Lookingglass Theatre Company
Loyola University Chicago
Museum of Art
Loyola University Chicago’s Department of Dance
Lyric Opera
ManpowerGroup
Marianjoy Rehabilitation Hospital
McDermott Will & Emery
MERCYWORLDFRIDE
Merit School of Music
Metropolitan Mayors Caucus
Metropolitan Planning Council
Microsoft Corporation
Millennium Park Foundation
Mission + Strategy Consulting
MOMENTA Performing Arts Company – The Academy of Movement & Music
Morton Arboretum
Motorola Mobility Foundation
Museum of Contemporary Art Chicago
National Museum of Health and Medicine Chicago
Navy Pier
Northern Trust
Northwest Special Recreation Association (NWSRA)
Openlands
Orchard Village
Over the Rainbow Association
Pace
Pacific College of Oriental Medicine
Poynter Institute
Progress Center for Independent Living
Project Onward
Reaching Across Illinois Library System (RAILS)
Red Theatre
COMMITMENTS TO COMMUNITY INCLUSION HIGHLIGHTS

- Chicago Department of Aviation committed to installing new airside animal relief areas for travelers with service animals.
- Following a community needs assessment, the Chinese American Service League committed to creating a long-term plan to serve people with disabilities in Chinatown.
- Cook County, under the leadership of President Toni Preckwinkle, committed to launching a fully accessible Cook County Website and physical accessibility improvements to the County Board room.
- DCASE committed to expanding accessibility at all City Festivals, including Blues and Jazz Fests.
- The Mayor’s Office for People with Disabilities committed to expand the number of its high school summer interns to 25 in 2015 and 50 in 2016.
- IFF created 80 units of integrated, accessible, affordable rental housing for people with disabilities.
- The new Polk Bros Park at Navy Pier will incorporate enhanced accessibility in its design.
- Equal Justice Works created a brand new Legal Fellowship for law students with disabilities, sponsored by McDermott, Will & Emery.
- Chicago Urban League committed to developing a report focused on the status of African Americans and disability.
- All movies shown at Millennium Park’s Summer Film Series were—for the first time—captioned.
- University medical communities in Chicago have committed to sustaining an annual accessibility & inclusion conference following the precedent set by Rush University Medical Center’s ADA symposium in October.

Photos in this report are credited to ADA 25 Chicago partners.

Cover photo: Blue Cross and Blue Shield of Illinois brought ADA 25 to Chicago’s skyline in honor of the ADA anniversary the weekend of July 26 and on November 16-17 in honor of the Disability Inclusion Opportunity Summit. Photo courtesy of Blue Cross and Blue Shield of Illinois.
ADA 25 Chicago recognized that we are Greater Together, and metropolitan Chicago stepped up to increase inclusion. While the anniversary year has ended, the imperative for inclusion continues.

**ADA Everyday**

**What will you do?**

[www.ADA25Chicago.org](http://www.ADA25Chicago.org)

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THANK YOU

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