



Accessibility Self-Evaluation and Transition Plan (SETP)

César E. Chávez National Monument
California
September 2023



National Park Service Interior Region 10

EXECUTIVE SUMMARY

César E. Chávez National Monument staff is dedicated to serving all monument visitors to help them find meaning in the resources of the monument and its stories. Recently, monument staff embarked on a journey to ensure that key monument experiences are available to all visitors, regardless of race, nationality, socioeconomic status, or ability. The monument conducted an accessibility self-evaluation of park facilities, services, activities, and programs and drafted a transition plan that identifies opportunities for improvement and outlines critical steps towards implementing responsive solutions monument wide.

This accessibility self-evaluation and transition plan (SETP) resulted from the work of a National Park Service (NPS) interdisciplinary team, including planning, design, and construction professionals and interpretive, resource, visitor safety, maintenance, and accessibility specialists. The team developed site plans identifying the location of accessibility barriers and opportunities for each assessed monument area and crafted an implementation strategy to assist monument staff in scheduling and performing required actions and documenting completed work. The team also assessed monument policies, practices, communication, and training needs to improve access to elements of the monument that lie outside of direct physical and programmatic access. The goals of the SETP are to (1) document existing monument barriers to accessibility for people with disabilities; (2) provide an effective approach for upgrading facilities, services, activities, and programs; and (3) instill a culture around creating universal access.

PHYSICAL ACCESSIBILITY

César E. Chávez National Monument has made many strides to improve physical accessibility throughout the monument. The memorial gardens are meaningful in design intent and invite visitors to explore three different tiers of gardens and reflect along paved and even surfaces. The monument has two entry points: the primary entrance, which leads to the visitor center, where the monument sign and accessible parking stalls are located; and a secondary entry that provides direct access to the upper tier of the gardens. The natural surfaced path through the Garden of the Southwest can be directly accessed from the memorial gardens and would require minimal improvements to slopes and surfaces to improve physical accessibility. The visitor center itself has ample circulation and maneuvering space. The Villa La Paz Conference and Event Center is owned and operated by the César Chávez Foundation's National Chávez Center, which serves a critical role in honoring and continuing the work and legacy of César E. Chávez. The 17,000-square-foot center is beautifully maintained, supports physical access via paved, even surfaces, and integrates ramps and handrails into the original design.

Recurring findings related to physical accessibility were identified for parking areas, including accessible paths of travel; visitor information areas, such as interpretive panels and waysides; and features in restrooms. Many of these facilities and features had slopes that exceeded allowable standards, were out of reach range, or were difficult or too heavy to access and operate. Restroom amenities regularly did not meet required standards, primarily due to common feature and fixture locations or installation. Some

signage was also missing, had illegible content, or had insufficient or misplaced information.

The monument has opportunities to provide access to unique experiences. Future endeavors, including potential access to important structures like the Chávez home, will provide a comprehensive look into the public and private life of César E. Chávez for visitors with mobility disabilities.

PROGRAMMATIC ACCESSIBILITY

César E. Chávez National Monument has made substantive strides in improving programmatic accessibility in recent years. On the monument's website, visitors can find a virtual guided tour of the monument, an interactive story map leading visitors along the route of the 1966 March for Bread and Dignity, and virtual self-guided tours through the memorial grounds, visitor center exhibits, and other exterior locations within the monument. Some areas that can be accessed on the virtual tours are not open to the public on-site. The monument's robust virtual presence has been universally beneficial in its support of visitors with disabilities, educational groups, and other interested parties who cannot attend in person or easily get around the site.

Recurring findings related to program accessibility were identified for monument publications, exhibits, and programs. Alternative formats for interpretive materials and exhibit content were limited, tactile exhibits and other sensory opportunities were minimal or absent, and audio description for tours was not available.

Significant ways in which programs could be improved include audio description for the self-guided exhibit tours on the monument app and the current film, which is slated for replacement in the coming years. Additionally, improving the multisensory elements in the three-dimensional exhibits and elsewhere would enrich the experience for all visitors. While the immediate gardens and visitor center area are easily identified, understanding where access is permitted and general navigation of the broader estate would be greatly improved by comprehensive wayfinding and regulatory signage and by providing access to this information in an accessible format virtually and in person.

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INTRODUCTION

Since 1916, the National Park Service has preserved, unimpaired, the natural and cultural resources and values of the national park system, while also providing for the enjoyment, education, and inspiration of current and future generations.

Many national parks were founded because of their stunning views, extreme and unique geography, challenging and sensitive natural environments, and historic and fragile structures. César E. Chávez National Monument and other parks exist because of their history and resources. The NPS mission balances protection of resources (natural and cultural) with visitation. Facilities, services, and programs were designed and built in parks to accommodate our visitors and help them better understand each park purpose and significance.

However, many facilities were constructed before the passage of laws and policies requiring the National Park Service to provide access to the widest cross section of the public and to ensure compliance with the Architectural Barriers Act of 1968, the Rehabilitation Act of 1973, the Equal Employment Opportunity Act of 1972, and the Americans with Disabilities Act of 1990. The accessibility of commercial services in national parks is also governed by applicable federal laws. After 100 years of operation, the National Park Service continues to work towards a more inclusive environment.

Visitors today have unique needs and expectations, and the agency must adapt to meet changing demands. Modern scientific research and visitor trend analysis provide new insight into accessibility opportunities and challenges in the national park system. According to 2020 CDC data, there are approximately 61 million people with disabilities in the United States, and this number is expected to rise in the coming years as more people reach retirement age (65 and older). This information helps the National Park Service understand changing visitation patterns, the nexus between resource stewardship and accessibility, and the impacts of managing visitors, resources, and infrastructure with the reality of unpredictable funding. Planning can help identify solutions to challenges and provide a trajectory full of opportunity for current and future visitors. The National Park Service is committed to making park facilities, services, programs, and employment opportunities accessible to all people, including those with disabilities.

The accessibility self-evaluation and transition plan is a component of César E. Chávez National Monument's planning portfolio. This plan documents park barriers to accessibility for people with disabilities and provides an effective approach for upgrading park facilities, services, and programs. In addition, the plan helps inform management decisions regarding project prioritization, funding, and compliance.

ACCESSIBILITY SELF-EVALUATION AND TRANSITION PLAN

The creation of a transition plan is mandated by regulations under the Rehabilitation Act of 1973 as they apply to the US Department of the Interior, which states that “No otherwise qualified handicapped individual in the United States . . . shall, solely by reason of his handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal assistance.” The act requires parks to document architectural barriers and identify solutions, time frames, and responsible parties to improve and increase accessibility.

This plan was prepared to provide César E. Chávez National Monument with a tool for addressing overall needs associated with making the monument accessible when viewed in its entirety. The plan is based on an understanding of key monument experiences and establishes a methodical process that identifies, prioritizes, and outlines improvements to monument accessibility. The plan proposes strategies for implementation over time and in a manner consistent with monument requirements and protocols.

ACCESSIBILITY SELF-EVALUATION AND TRANSITION PLAN PROCESS

The process for creating a SETP involves seven steps:

STEPS OF THE SETP PROCESS



1. **Identify Key Monument Experiences and Monument Areas** – The interdisciplinary team began by identifying the key experiences available to visitors at the monument. Key monument experiences, which help determine the monument areas to assess in step 2, are iconic and important experiences for visitors to understand the purpose and significance of the monument. Monument legislation is the foundation for key monument experiences, which are identified through monument purpose, significance, interpretive themes, and programs (these can be found in the monument’s foundation document at https://pubs.nps.gov/eTIC/CACO-CHIS/CECH_502_140806_0001_of_0008.pdf). Key monument experiences ensure that planned improvements are prioritized to best increase overall access to monument experiences.

The key monument experiences identified for César E. Chávez National Monument include the following:

- a. Understand the intertwined legacy of the life and work of César Chávez through the personal sacrifices he made, his ardent dedication to the farm labor movement, the ability to organize and inspire people to action, and the enduring commitment to nurturing a culture of community knowledge, activism, and advocacy on the same land his family called home and where he was laid to rest.
- b. Learn the history of the farm labor movement from the events and conditions that lead to its rise to the movement’s unprecedented representation across multiple immigrant communities and the successful

establishment of union contracts for more than 100,000 migrant farmworkers.

- c. Journey through the history of Nuestra Señora Reina de la Paz and the key attributes that made it a functional and safe retreat to grow the farm labor movement. Share and celebrate the life and legacy of César Chávez and the continued use of the area as a critical resource for training the next generation of community leaders, organizers, and activists.
- d. Follow the evolution of César Chávez's legacy of community organizing as early efforts targeting living and working conditions for farmworkers brought national and international attention to civil rights abuses and injustices, including substandard housing, a lack of access to educational opportunities, and the denial of healthcare and political participation.
- e. Connect with sites that César Chávez intentionally conceived as opportunities for rest, retreat, and reflection on the struggle and memorialization of people who participated in the farmworker movement, including those who gave their lives to the peaceful endeavor towards civil rights.

To prepare for step 2, the team then listed all developed areas of the monument in which visitors have access.

2. **Determine Monument Areas to Assess** – In some instances, not all monument areas can be assessed during this process due to time and funding constraints. Therefore, the interdisciplinary team determined which monument areas to assess based on the number of key monument experiences, visitation, diversity of activities and programs, distribution, and unique characteristics. The areas selected for assessment provide the best opportunities for the public to access all key monument experiences.
3. **Identify Facilities, Services, and Programs in Each Monument Area** – The team identified all facilities, services, and programs in each monument area to ensure that all physical and programmatic visitor amenities in each monument area were reviewed for accessibility. The comprehensive lists of facilities, services, and programs were the basis for conducting assessments and documenting barriers.
4. **Conduct Accessibility Assessment** – On-site, the interdisciplinary assessment team assessed each monument area and identified physical and programmatic barriers to accessibility. The team then reviewed possible solutions and explored options to provide universal access. In some cases, programmatic alternatives needed to be examined because eliminating physical barriers is not always possible due to historic designations, environmental concerns, topography, or sensitive cultural and natural resources. Therefore, a range of programmatic alternatives was considered to provide access to key monument experiences for as many visitors as possible.
5. **Draft Transition Plan** – Following the assessment, the team added field results to an implementation strategy table and drafted conceptual site plans to display the

locations of barriers and proposed opportunities. An implementation strategy can be complex because of a large range of coordination efforts associated with scheduling accessibility improvements. All improvement efforts need to consider monument activities and operational requirements. Therefore, the team identified an implementation time frame and a responsible monument staff member for each barrier and solution. Implementation time frames are based on a monument's ability to complete the improvements in normal scheduling of monument operations and planned projects and are as follows:

- a. Immediate (0–1 year)
 - b. Short term (1–3 years)
 - c. Mid-term (3–7 years)
 - d. Long term (longer than 7 years)
6. **Conduct Public Involvement** – The public, including people with disabilities and organizations representing people with disabilities, was invited to provide comments on the draft Self-Evaluation and Transition Plan. Cesar E. Chavez National Monument notified the public of the opportunity to review and comment on the draft plan by issuing a press release and posting to official park social media accounts. The public review period was from July 24, 2023 – August 25, 2023, and the document was posted on the National Park Service Planning, Environment and Public Comment (PEPC) site.
7. **Finalize Transition Plan** – After the comment period closed, park staff analyzed all comments to determine if any changes to the plan were necessary. Comments were received regarding the need for exhibits to have appropriately sized font and images, and other recommendations for accommodations and improvements were provided. The plan's implementation strategy was revised in response. Once finalized, a notification will be sent to the public to announce the plan's availability.

IMPLEMENTATION OF THE PLAN

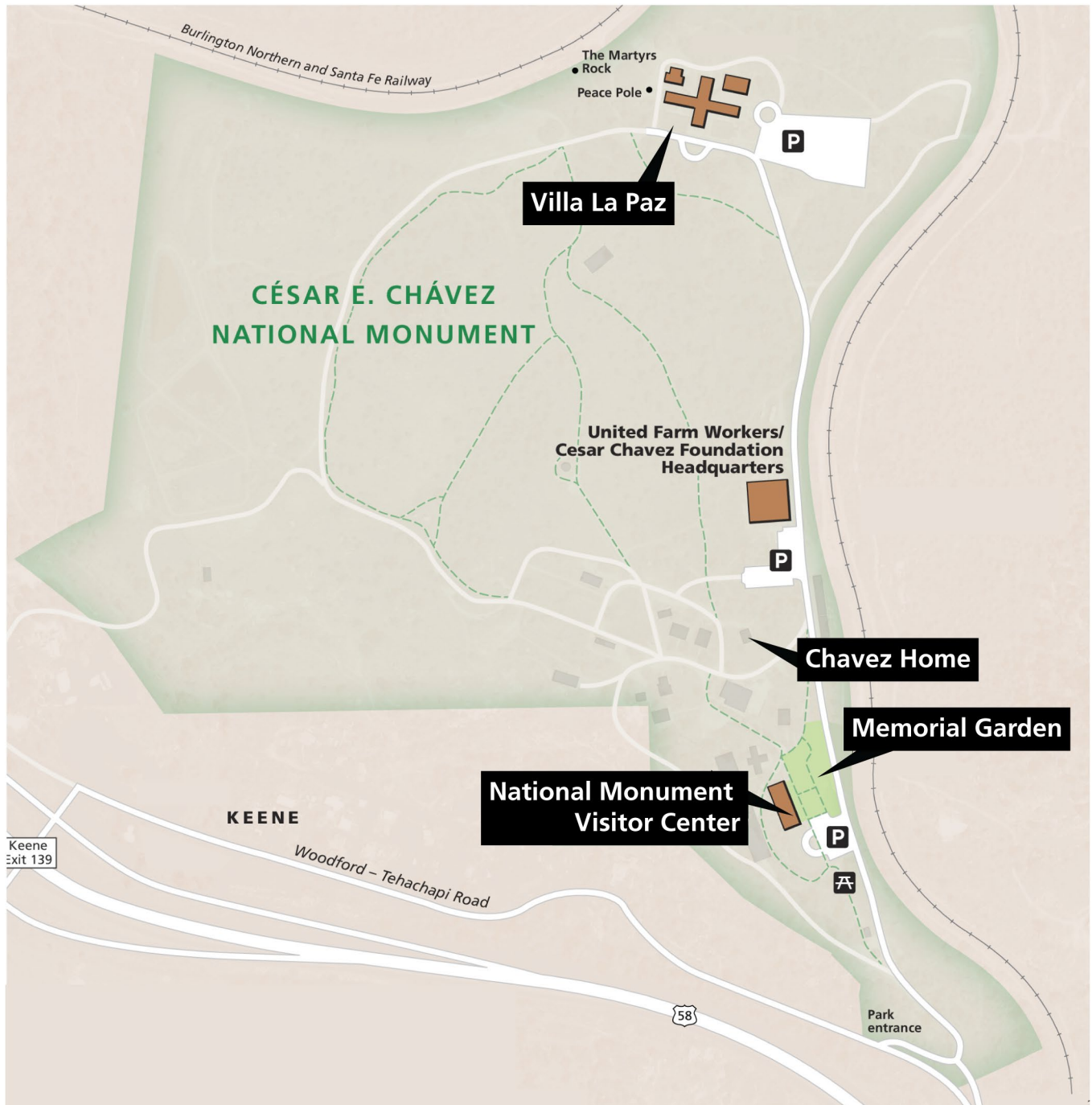
The monument superintendent is responsible for implementing and integrating the accessibility self-evaluation and transition plan, and the accessibility coordinator assists the superintendent by documenting improvements, keeping the plan updated, and communicating to monument employees. Monument staff should employ trained consultants to assist with addressing accessibility improvements to ensure that design and implementation meet the needs of visitors with disabilities. Creating monument wide accessibility requires staff awareness, understanding, and appropriate action. Because of fiscal constraints and limited monument resources, staff will need to determine which improvements will benefit the greatest number of visitors with disabilities. Suggested implementation time frames and relative costs need to be factored into all accessibility investment decisions.

IMPLEMENTATION STRATEGY FOR CÉSAR E. CHÁVEZ NATIONAL MONUMENT

PARK AREAS ASSESSED

The interdisciplinary team assessed the following monument areas for accessibility during the planning effort.

- Visitor Center and Memorial Gardens
- Chávez Home
- Villa La Paz Conference and Event Center



IMPLEMENTATION STRATEGY FOR MONUMENT AREAS ASSESSED

The Architectural Barrier Act requires that any building or facility designed, constructed, altered, or leased with federal funds be accessible and usable by any individuals with disabilities. The Uniform Federal Accessibility Standards and the Architectural Barriers Act Accessibility Standards (ABAAS) were adopted for federal facilities in 1984 and 2006, respectively. Subsequently, in 2011, standards for recreational facilities were incorporated into ABAAS as chapter 10.

Depending on the date of a building's construction or alteration, different design standards apply. The interdisciplinary team used ABAAS to conduct the transition plan facility assessments. Although a barrier may be identified by the current assessment for improvement, facilities are only required to follow the standard in place at the time of construction and/or alteration. Therefore, barriers may not be in violation of ABAAS. However, any renovation or upgrade of that building is required to meet the most current standard at the time of work. In addition, Harpers Ferry Center Programmatic Accessibility Guidelines for National Park Service Interpretive Media were followed for facility and program assessments.

This document does not include strategies for transitioning employee workspaces to be accessible. In the event that an employee with a disability is hired by César E. Chávez National Monument, the supervisor and employee will discuss the employee's needs. The supervisor will then determine what accommodations are reasonable in the given work environment and determine a plan of action to meet those needs.

For each monument area, this document provides an overview of findings and recommended solutions in a brief narrative and bulleted list and provides corresponding site plan(s) that illustrate draft proposals. For details on each barrier, solution, and time frame, see the companion implementation strategy table https://parkplanning.nps.gov/CECH_SETP. It is important to understand that the site plans and recommendations are conceptual and will require further design development and historic and environmental compliance before construction. Consult with cultural and natural resource staff before proceeding with recommended actions. During the implementation phase, the interdisciplinary team must reassess the project site conditions and consult with ABAAS and the local disability community to ensure that specific design and programmatic solutions are correctly addressed.



VISITOR CENTER AND MEMORIAL GARDENS

The visitor center and César E. Chávez Memorial Garden welcome visitors to the monument. Visitors come to learn about the life and legacy of César E. Chávez and others involved with the farmworker movement; understand their collective struggles and achievements and the formation of the United Farm Workers of America; and view the landscape, structures, and homes associated with these formative people and events. Many of the facilities and services in this area are accessible or nearly accessible, such as the parking; routes to and within the visitor center; and routes throughout most of the memorial garden, restrooms, waysides, and exhibits. A project is in place to revamp the visitor center, including exhibits and an information desk. The demonstration exhibits allow visitors to view into César Chávez's former office and walk through a typical farmworker's living quarters. Most of the memorial garden is level, with wide routes and resting benches, and visitors can access and view the gravesites of César and Helen Chávez. Accessibility could be improved by reducing the slopes of some routes at the visitor center entrance and nearby fountain, stabilizing and leveling routes in the adjacent desert garden, establishing an accessible route to the nearby Chávez home, adding tactile exhibits and maps, and improving wayfinding and signage throughout the monument.

Proposed accessibility improvements at the visitor center and memorial gardens include the following:

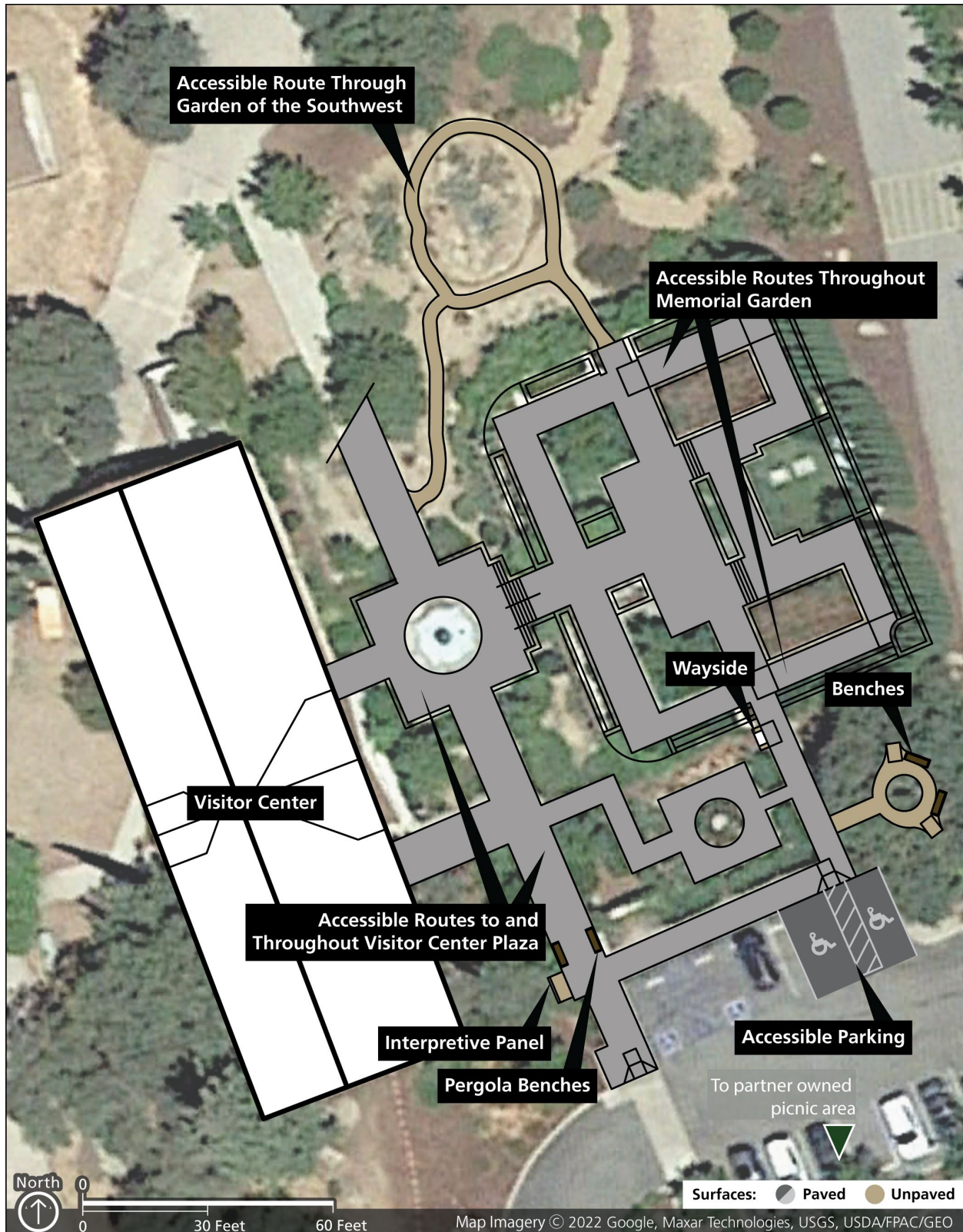
- **Parking:** Resurface or relocate stalls to meet slope requirements, remove obstructions from the access aisle, and provide designating signage for standard and van-accessible stalls.
- **Routes:** Relocate curb ramps out of the parking access aisle; install compliant handrails at stairs and ramps; clearly identify designated accessible routes; meet requirements for slope, width, and other specifications along routes, as practicable;

provide a manually operated automatic door opener; and remove objects protruding into the circulation route.

- **Restrooms:** Provide accessible stalls that are properly outfitted with required features and ensure all restroom fixtures meet applicable reach range and operable part requirements.
- **Site and Building Features:** Ensure benches provide accessible features and space for companion seating, as applicable, and meet requirements for clear ground space, maneuvering space, knee clearance, operable parts, and reach ranges.
- **Waysides:** Provide required knee clearance and clear ground space, and ensure that text, images, and content meet accessible standards and guidelines.
- **Exhibits:** Provide programmatic alternatives to physically inaccessible experiences, and ensure that text, images, and content meet accessible standards and guidelines and that interactive exhibits meet operable part and reach range requirements.

Details of the identified accessibility barriers and their recommended solutions and target time frames can be found in the implementation strategy table.

Visitor Center and Memorial Gardens Proposed Site Plan





CHÁVEZ HOME

Where the majority of facilities supported the critical activities of the movement, the Chávez home was a place for family, rest, and grounding. The area includes the home, surrounding fenced-in landscape, Helen's Garden, and 12 picnic tables under a cluster of shady trees. The site is currently not open to the public; however, the monument is considering doing so in the future. School groups are occasionally brought into the fenced-off area for interpretive programming. While the landscape surrounding the home contains gentle slopes, getting to the site itself requires following a roadway that exceeds the maximum slope requirements for accessible routes, including from the location where the current passenger drop-off is located. If it is decided that the monument will allow interior access to the home by the public, a proposed ramp to the front entrance would be required and interior routes would need to be modified or alternative programming provided. The picnic tables and the surfaces and routes between them need to be made accessible in support of the student groups that gather there during programs. Since the assessment, interpretive waysides have been installed outside the fence line which offer passive programming to those visitors who choose to access the site by following the path of the road. These waysides require audio description for those visitors who are blind or have low vision.

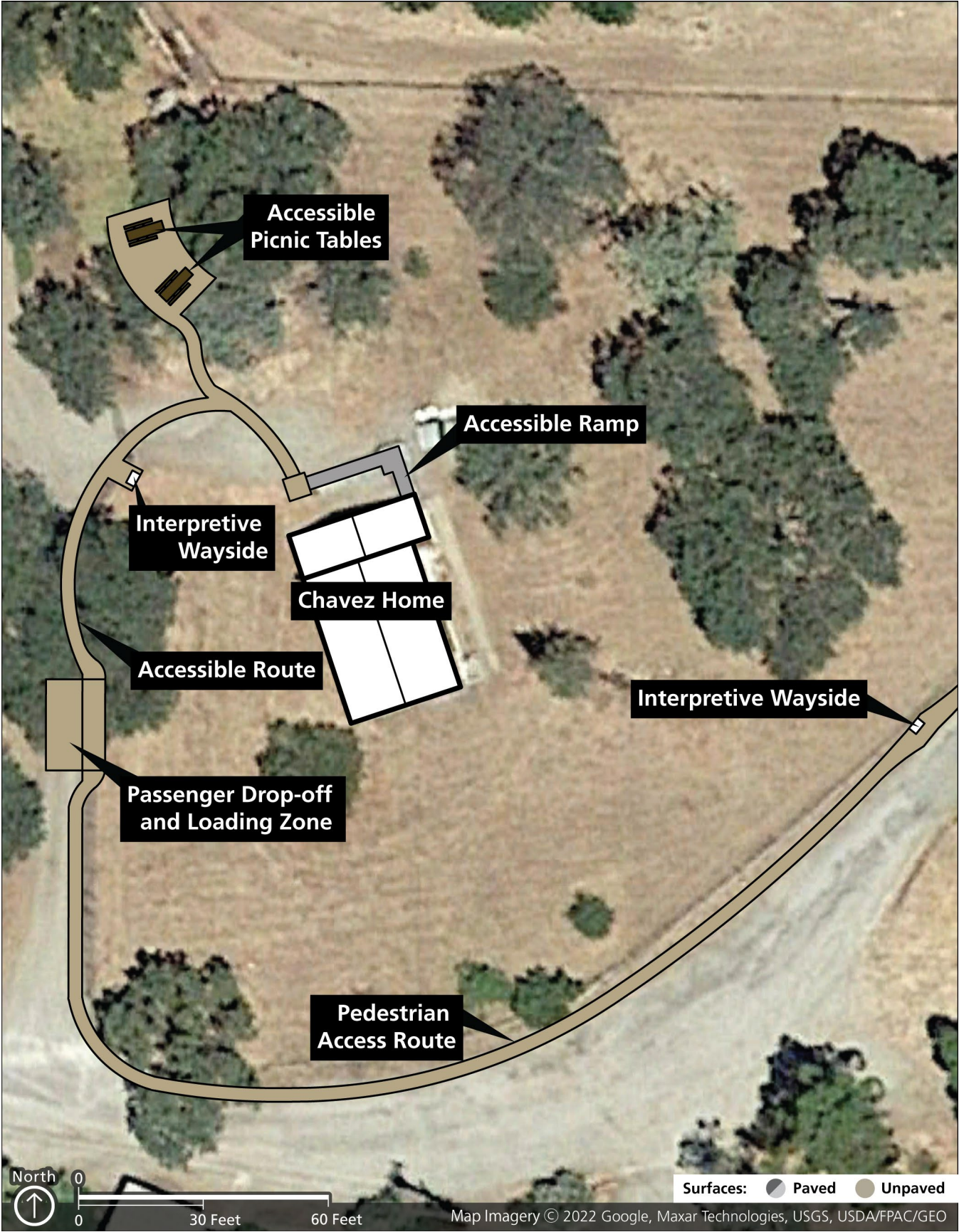
Proposed accessibility improvements at the Chavez Home include the following:

- **Wayfinding and Signage:** Provide interpretive waysides outside the fence line with a clear approach.
- **Parking:** Provide a passenger drop-off and loading zone that connects to an accessible route.

- **Routes:** Provide accessible routes between all site services, features, and facilities; and meet requirements for slope, width, and other specifications along existing routes.

Details of the identified accessibility barriers and their recommended solutions and target time frames can be found in the implementation strategy table.

Chávez Home Proposed Site Plan





VILLA LA PAZ CONFERENCE AND EVENT CENTER

Villa La Paz, which inspired Cesar Chávez’s vision for the future, acted as an educational center for recruiting and training activists during the farmworker movement. Today, the site is operated by the National Chávez Center and used as a conference and event center and as a venue for weddings and special events. Most of the facilities and services in this area are accessible, with level, accessible parking stalls; maneuverable routes to the facility entrance; a dual-height information counter; and wide hallways and rooms. Making minimal improvements to cross slopes on the route to the front doors and adding an automatic door opener would improve visitor access to the facility. Minor updates to the restrooms and improvements to bulletin boards and information presented on walls (e.g., reading heights, font sizes, amount of content) would further improve accessibility.

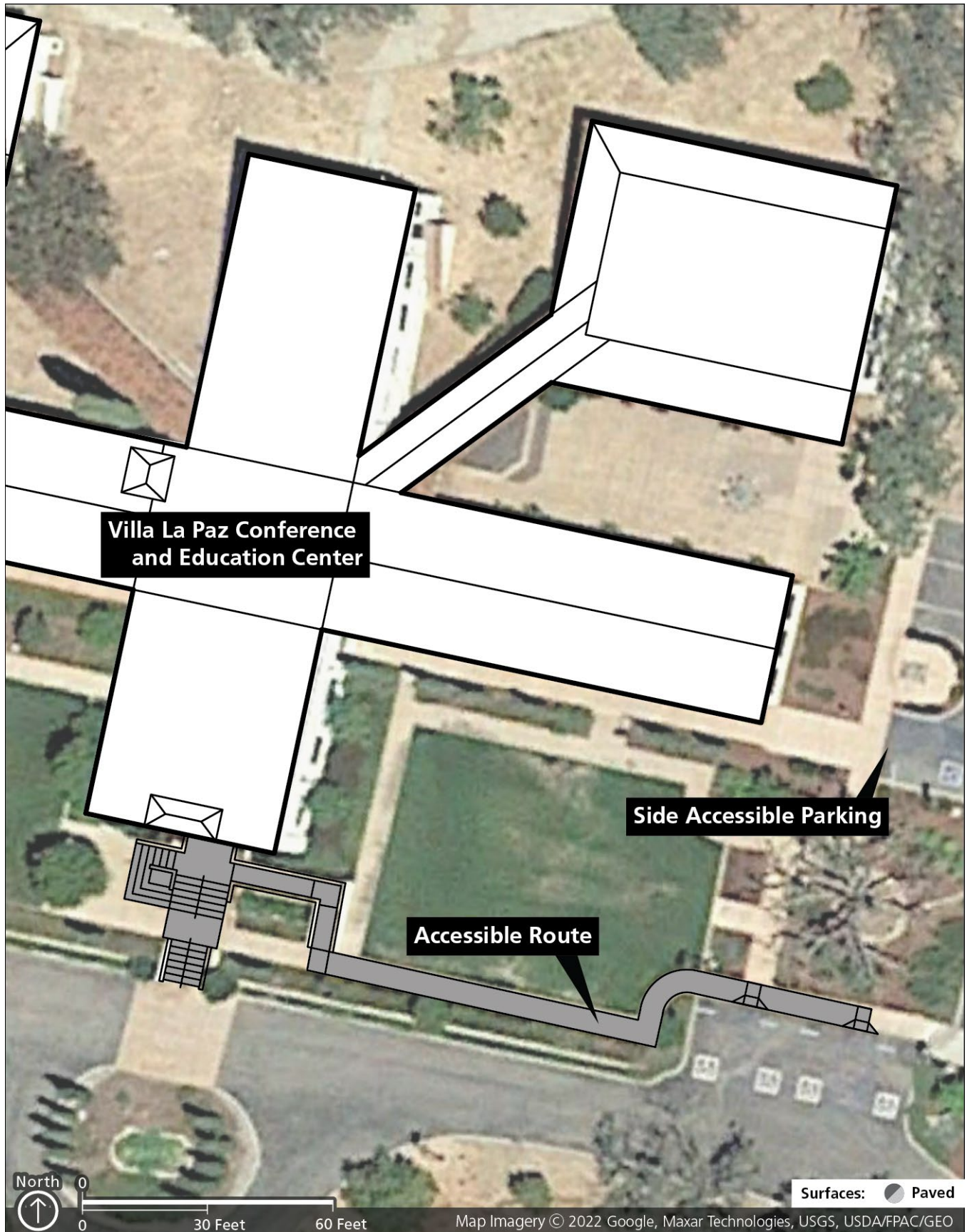
Proposed accessibility improvements at Villa La Paz Conference and Event Center include the following:

- **Wayfinding and Signage:** Improve directional signage for pedestrians and vehicles navigating to Villa La Paz from the visitor center area.
- **Parking:** Use the appropriate designating signage for standard and van-accessible stalls.
- **Routes:** Clearly mark accessible routes between buildings on the campus; provide accessible routes between all site services, features, and facilities; and meet requirements for slope, width, and other specifications along existing routes.
- **Restrooms:** Identify restrooms with required signage and ensure restroom fixtures meet their reach range and operable part requirements.

- **Site and Building Features:** As applicable, meet requirements for clear ground space, maneuvering space, knee clearance, operable parts, and reach ranges.

Details of the identified accessibility barriers and their recommended solutions and target time frames can be found in the implementation strategy table.

Villa La Paz Conference and Event Center Proposed Site Plan





CÉSAR E. CHÁVEZ NATIONAL MONUMENT PROGRAMS

César E. Chávez National Monument staff showed strengths in its breadth of accessible audiovisuals and detailed information on the monument website. Monument staff does not currently offer tactile exhibits. There are unique opportunities for monument staff to improve signage to engage staff and further support visitors with disabilities. César E. Chávez National Monument staff is aware of these areas for improvement and is committed to addressing them.

Proposed accessibility improvements to monument-wide programs include:

- **Publications:** Add monument-wide and site-specific alternative format publications.
- **Audiovisuals:** Add open captioning and audio description for all films, and add videos and photographs of inaccessible buildings and trails/views.
- **Website and Social Media:** Add detailed accessibility information broken down by user types, and promote accessible experiences and opportunities on social media.
- **Walks, Talks, Tours, and Special Events:** Add assistive listening devices and audio description for tours, add more and relevant tactile exhibits, and add a system for offering sign language interpretation.

Details of the identified accessibility barriers and their recommended solutions and target time frames can be found in the implementation strategy table.



CÉSAR E. CHÁVEZ NATIONAL MONUMENT POLICIES, PRACTICES, COMMUNICATION, AND TRAINING

César E. Chávez National Monument staff showed strengths in its support for inclusive partner-sponsored and supported special events, such as the naturalization ceremonies held twice a year. Monument staff are also exceptionally engaged in the topic of accessibility and are self-motivated to improve their knowledge on the subject. Monument staff does not currently offer standard operating procedures to staff regarding the accessibility of publicly accessed spaces hosting monument-sponsored gatherings. The monument has unique opportunities to reach out and connect with the Latino disability community and engage staff and further support visitors with disabilities. César E. Chávez National Monument staff is aware of these areas for improvement and is committed to addressing them.

Proposed accessibility improvements to policies, practices, communication, and training include:

- **Staff Training and Monument Protocols:** Add staff and discipline-related accessibility training and standard operating procedures for monument policies, such as around visitor reservations and service animals.
- **Communications and Partnerships:** Perform outreach to local groups with disabilities; add accessibility information on the monument website, including reservation guidance; develop an accessibility guide; and provide guidance to partners and outside groups regarding accessible programs.

Details of the identified accessibility barriers and their recommended solutions and target time frames can be found in the implementation strategy table.

CONCLUSION

César E. Chávez National Monument staff is committed to providing all visitors with the opportunity to connect with and learn about the monument's unique natural, cultural, and recreational resources. Accessibility improvements identified in the César E. Chávez National Monument SETP will make it easier for individuals with cognitive, hearing, vision, and mobility disabilities to discover, understand, and enjoy the range of experiences available at the monument. Monument staff will continue to work toward accommodating all visitors while sustaining the park legacy to preserve, interpret, and commemorate the collective struggles and achievements of the farmworker movement, associated historic resources, and the life and legacy of César E. Chávez for the benefit of present and future generations.

The primary goal of the plan is to consider universal design strategies and document modifications needed to provide access to monument facilities, services, activities, and programs for all visitors. As monument staff works towards implementing the plan, physical access to and within the assessed monument areas will be improved, and monument information and programs will be enhanced or created for all visitors across the breadth of key monument experiences at César E. Chávez National Monument. Accessing the visitor center and Villa La Paz, touring the memorial garden, and viewing and attending educational programs at the Chávez home are a few of the experiences that will be enhanced.

Monument programs will be created and delivered for all visitors, including visitors with mild-to-severe disabilities impacting their mobility, vision, hearing, and/or cognitive abilities. Monument videos will more effectively communicate to visitors, new signage will improve orientation, and new exhibit features will be provided and allow visitors with disabilities to fully participate.

The SETP for César E. Chávez National Monument is a living document intended to be used as a guiding reference for monument staff as it implements accessibility upgrades and documents accessibility accomplishments. As barriers to accessibility are removed and/or improved, changes will be updated in the implementation strategy table. Monument staff will conduct periodic reviews to evaluate and update conditions to reflect accomplishments and document new programs or other changes that occur over time. Revisions to the plan may include conducting additional assessments for areas not originally conducted as a part of this plan.

Over time, the results of this collective effort will make César E. Chávez National Monument a truly welcoming and accommodating place for all visitors and will provide equal opportunity to access the places, resources, stories, and experiences at the monument.

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APPENDIX A: ACCESSIBILITY LAWS, STANDARDS, GUIDELINES, AND NPS POLICIES APPLICABLE TO CÉSAR E. CHÁVEZ NATIONAL MONUMENT

As a national park, César E. Chávez National Monument is required to comply with specific federal laws that mandate that discriminatory barriers be removed to provide equal opportunities to persons with disabilities. The following laws, design guidelines, and director's orders pertain to César E. Chávez National Monument.

LAWS

- Architectural Barriers Act of 1968 – <https://www.access-board.gov/aba/guides/>
- Section 504 of the Rehabilitation Act of 1973 – <http://www.law.cornell.edu/cfr/text/43/17.550>
- Section 508 of the Rehabilitation Act of 1973 – <http://www.section508.gov/>
- Effective Communication – <http://www.ada.gov/effective-comm.htm>
- Reasonable Accommodations – <http://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>
- Other Power-Driven Mobility Devices – <https://www.ada.gov/opdmd.htm>
- Service Animals – https://www.ada.gov/service_animals_2010.htm
- 43 CFR, Section 17.549 Program Accessibility: Discrimination Prohibited – <http://www.law.cornell.edu/cfr/text/43/17.549>
- 43 CFR, Section 17.550 Program Accessibility: Existing Facilities – <http://www.law.cornell.edu/cfr/text/43/17.550>
- 43 CFR, Section 17.551 Program Accessibility: New Construction and Alterations – <http://www.law.cornell.edu/cfr/text/43/17.551>

NPS DIRECTOR'S ORDERS AND MANAGEMENT POLICIES

- Director's Order 16A – https://www.nps.gov/subjects/policy/upload/DO_16A_5-4-1999.pdf
- Director's Order 42 – https://www.nps.gov/subjects/policy/upload/DO_42_11-3-2000.pdf
- National Park Service *Management Policies 2006*: Section 1.9.3 – Accessibility for Persons with Disabilities – <https://www.nps.gov/orgs/1548/upload/ManagementPolicies2006.pdf>

GUIDELINES

- Draft Accessibility Standards for Public Rights-Of-Way – <https://www.access-board.gov/prowag/>
- Programmatic Accessibility Guidelines for National Park Service Interpretive Media – <https://www.nps.gov/subjects/hfc/accessibility.htm>

APPENDIX B: RESOURCES

Many of the resources listed below for trainings, accessibility assessments, project development, and implementation are currently located on the Pacific West Region Accessibility Self-Evaluation and Transition Planning SharePoint site (<https://doimspp.sharepoint.com/sites/nps-PWR-AccessibilitySETP?CT=1649343052705&OR=OWA-NT&CID=204c2563-b913-0894-1cae-52bc8f021fcf>). In the near future, this information will be available to all NPS staff and will be uploaded to the Park Facility Management Division's "Accessibility for Visitors and Employees with Disabilities" web page (<https://doimspp.sharepoint.com/sites/nps-pfmd/SitePages/Access-for-Visitors-and-Employees-with-Disabilities.aspx>). This information includes specific accessibility resources for concessions, facilities and maintenance, interpretation and education, and law enforcement staff. Resources include the following:

- A glossary of accessibility terms
- Reference information and links to laws and policies
- Accessibility assessment checklists and videos
- Accessibility training links and materials
- Templates that help track and document accessibility actions and an accessibility guide
- Guidance for making historic sites accessible
- Guidance for service animals in parks, accessible publications and programs, signage, and audio description
- Disability dialogue information and trainings
- Guidance for preparing PMIS packages for accessibility improvements
- Trail assessment protocols and summary sheets

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APPENDIX C: CONTRIBUTORS

CÉSAR E. CHÁVEZ NATIONAL MONUMENT

Ruben Andrade, Former Superintendent

Martha Crusius, Acting Superintendent

Romey Dirocco, Maintenance Worker

Anne Doherty-Stephan, Former Superintendent

Miranda Hernandez, Education Technician

INTERIOR REGIONS 8, 9, 10, AND 12

Patricia (Peetz) Brouillette, Program Manager, Regional Accessibility Coordinator

DENVER SERVICE CENTER

Suzanne Digre, Editor

Colin Heffern, Project Manager

Danielle Hernandez, Visual Information Specialist

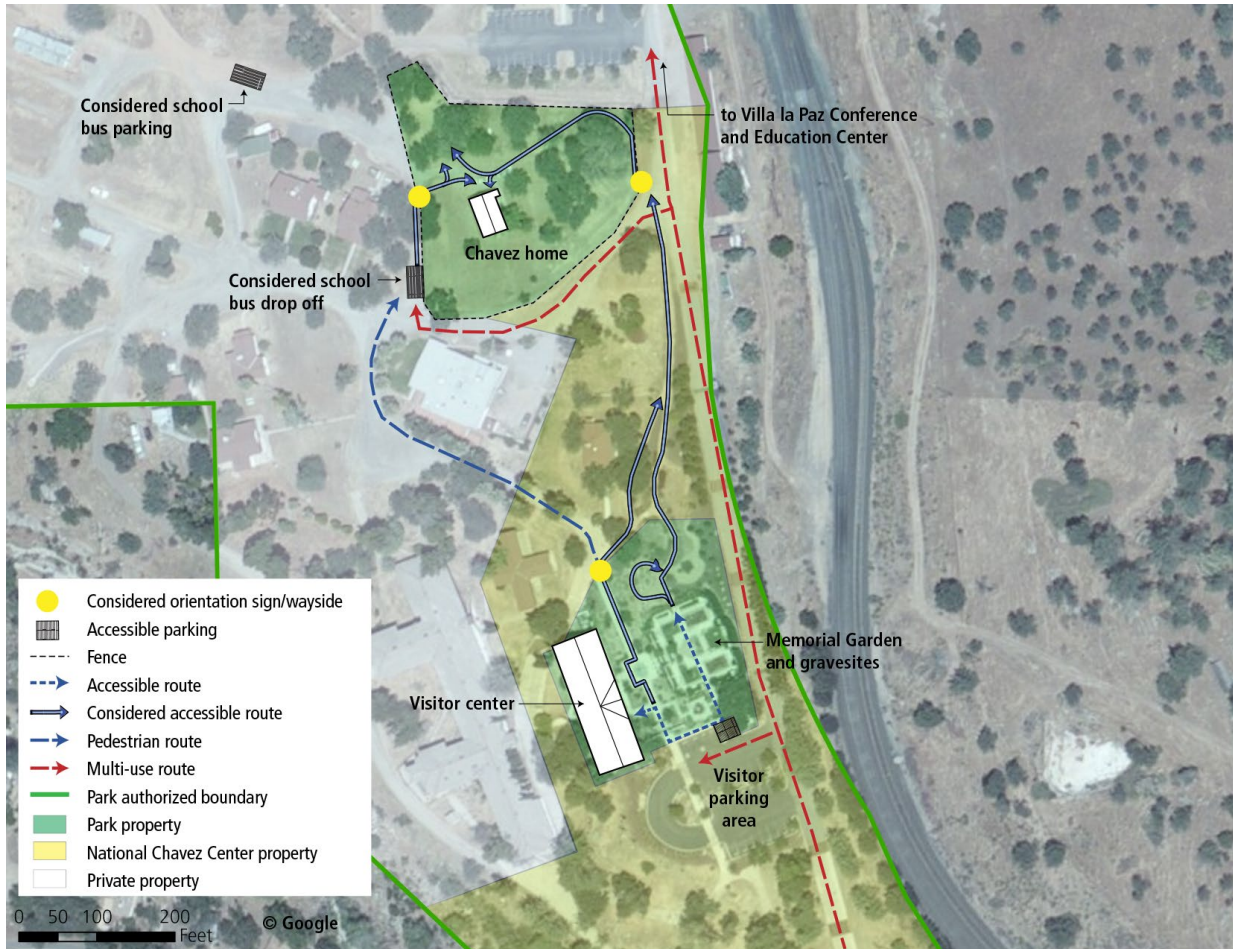
Katie Ryan, Landscape Architect

Shannon Sawyer, Project Manager

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APPENDIX D: CIRCULATION CONCEPT

To further support the park as staff begins to implement the recommendations in this plan, the planning team drafted a circulation concept that identifies property boundaries; existing accessible parking and routes; and considered routes, accessible parking, and orientation and interpretation signs.



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CÉSAR E. CHÁVEZ NATIONAL MONUMENT

ACCESSIBILITY SELF-EVALUATION AND TRANSITION PLAN

SEPTEMBER 2023

This accessibility self-evaluation and transition plan has been prepared as a collaborative effort between César E. Chávez National Monument staff, Regional Office staff serving Interior Regions 8, 9, 10, and 12, and Denver Service Center staff and is recommended for approval by the superintendent.

MARTHA CRUSIUS Digitally signed by MARTHA
CRUSIUS
Date: 2023.09.29 08:35:32 -07'00'

Approved

Date

Martha Crusius, Superintendent (Acting), César E. Chávez National Monument



As the nation's principal conservation agency, the Department of the Interior has responsibility for most of our nationally owned public lands and natural resources. This includes fostering sound use of our land and water resources; protecting our fish, wildlife, and biological diversity; preserving the environmental and cultural values of our national parks and historic places; and providing for the enjoyment of life through outdoor recreation. The department assesses our energy and mineral resources and works to ensure that their development is in the best interests of all our people by encouraging stewardship and citizen participation in their care. The department also has a major responsibility for American Indian reservation communities and for people who live in island territories under U.S. administration.

CECH 502/190193A

September 2023



Accessibility Self-Evaluation and Transition Plan (SETP)

César E. Chávez National Monument
California
September 2023

Produced by the NPS Denver Service Center Planning Division

