

Twin Cities Community Gospel Choir

Americans with Disabilities Access Plan

August 2017

Policy Statement:

The Twin Cities Community Gospel Choir welcomes participants (including singers, guest performers, musicians, Board and Committee members) and audience members with disabilities. The policy of the Twin Cities Community Gospel Choir (the “TCCGC”) is to ensure equal opportunity for all people to participate in and benefit from programs and activities of TCCGC, regardless of race, gender, national origin, color, age, religion, sexual orientation, marital status or disability.

Background of ADA Policy Statement and Implementation Plan:

The TCC Choir designed and implemented its first ADA Policy and Implementation Plan (“ADA Plan”) in 1998, just after its incorporation as a Minnesota nonprofit corporation. This Plan was approved by the Board of Directors following review and approval by VSA Arts Minnesota.

The Plan was updated in 2008. The TCCGC Accessibility Committee, consisting of members of the community choir and touring ensemble, addresses ongoing accessibility issues for TCCGC members in reaching and attending performances and rehearsals. The TCCGC is committed to ensuring that its own members with motor disabilities or difficulty standing for lengths of time are accommodated. The TCCGC has a wheelchair available for its members who need assistance reaching a performance site, and performance stools available in various heights for members who cannot stand for some or all a performance. In addition, the TCCGC’s current rehearsal space is fully accessible. At all TCCGC-sponsored events, the TCCGC ensures that ASL interpreters are engaged for performances and rehearsals, so that they can become familiar with the music and lyrics they will interpret.

During 2008, two audience surveys were conducted, asking questions about overall concert experience and soliciting, with open-ended questions, audience comments on aspects of their concert experience that were particularly good or that needed improvement. Information from the surveys was compiled and reviewed by the Board of Directors. There were two suggestions for improvement, on which the TCCGC is following up:

- 1) that ASL interpreters add movement to their interpreting to make the interpretation more meaningful, and

2) that O'Shaughnessy Auditorium's physical accessibility be improved. TCCGC has continued to follow up on these comments and will continue to solicit suggestions for improvement.

The TCCGC anticipates that its ADA Plan will be reviewed annually to update and assess their utility.

Updated 08/2017

Accessibility Implementation Plan Statements and 2017 Status

Policies and Management

1. The TCCGC will reasonably accommodate individuals with disabilities to participate in its programs and activities. Special arrangements will be made on an as-needed basis to ensure that this policy goal is met.
2. Music is taught by rote, in line with African-American gospel music tradition. This method does accommodate members with limited vision. The TCCGC currently accommodates performers who require stools and wheelchairs at rehearsals and at self-sponsored performances. The TCCGC reviews access to performance venues prior to accepting invitations to performances and strives to accommodate all performers who require it.
3. The TCCGC shall not discriminate based on disability against individuals with disabilities that desire to become members of the TCCGC, its Board of Directors, Committees, or any subcommittees of these groups.
4. The TCCGC will incorporate review of its ADA policy statement and implementation plan into its periodic strategic planning and will use its best efforts to ensure that ADA goals set forth in its strategic plan are met in a timely manner.
5. The TCCGC shall provide suggestion forms to any TCCGC member, employee, Board member, or other individual who wishes to comment or provide feedback about accessibility issues. Concerns and feedback regarding accessibility issues can also be communicated to the TCCGC through e-mail and in person, and reasonable accommodation, shall be provided to any individual who wishes to convey suggestions to the TCCGC. Accessibility suggestions shall be considered and a prompt response shall be provided within 30 days of the date of submission.
6. The TCCGC shall post its ADA Plan on its website and information regarding accessibility accommodations in programs, newsletters and other communications with the public.
7. The TCCGC shall compile and maintain a file of accessibility resources to enable

timely compliance with accessibility-related requests.

8. The TCCGC shall review the contents of the ADA Plan annually and shall revise it as deemed necessary by the organization to better meet its overall plan.

Status: Currently, the TCCGC complies on all points.

updated 08/2017

Programs and Activities

1. A copy of the TCCGC's ADA Plan will be distributed to all performers and musicians annually in their membership packets. It will also be available to interested individuals in the TCCGC office.

2. Upon request, with 14 days' notice of any of TCCGC's written information will be made available in alternative formats including Braille, large print and audio tape. Upon request, a sign language interpreter shall be available to interpret all self-sponsored performances.

3. The TCCGC shall be cognizant of the need for some performers and musicians to share rides or take public transportation to rehearsals and events, and shall strive to hold rehearsals and performances at times and in venues that are accessible by safe public transportation. For performances outside the Twin Cities metropolitan area, the TCC Choir will strive to provide accessible transportation for performers.

4. The TCCGC shall provide stools for performers that are unable to stand for extended periods of time during performances. Members of the Choir who require additional reasonable accommodations to perform with the Choir shall be accommodated.

5. The TCCGC shall have a first-aid emergency kit available at self-sponsored performances and all rehearsals.

Status: Currently, the TCCGC complies on all points.

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