



Community Conversation:

Making Norfolk More Accessible

Connection Before Content

Norfolk is a vibrant city with many exciting events every weekend, especially in the summer.

What made you decide to join us this morning?

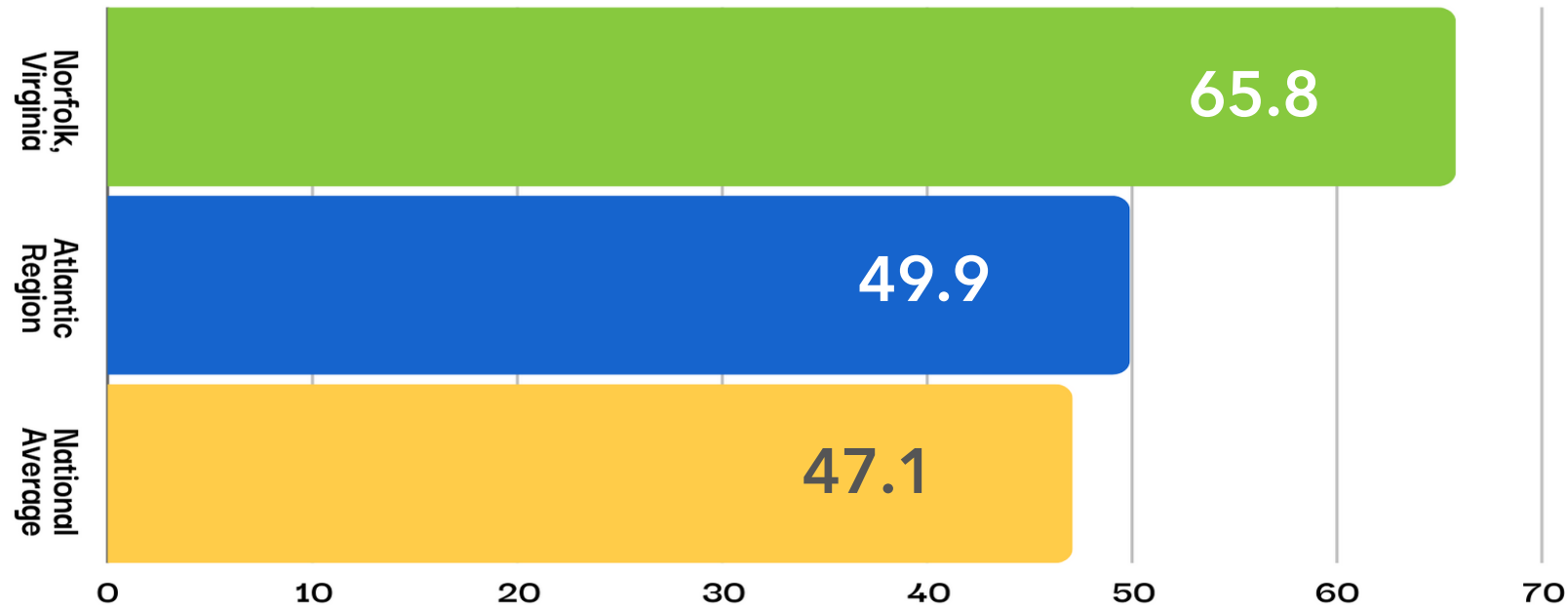
Our Commitment

The City of Norfolk is committed to being a diverse, equitable and inclusive city.



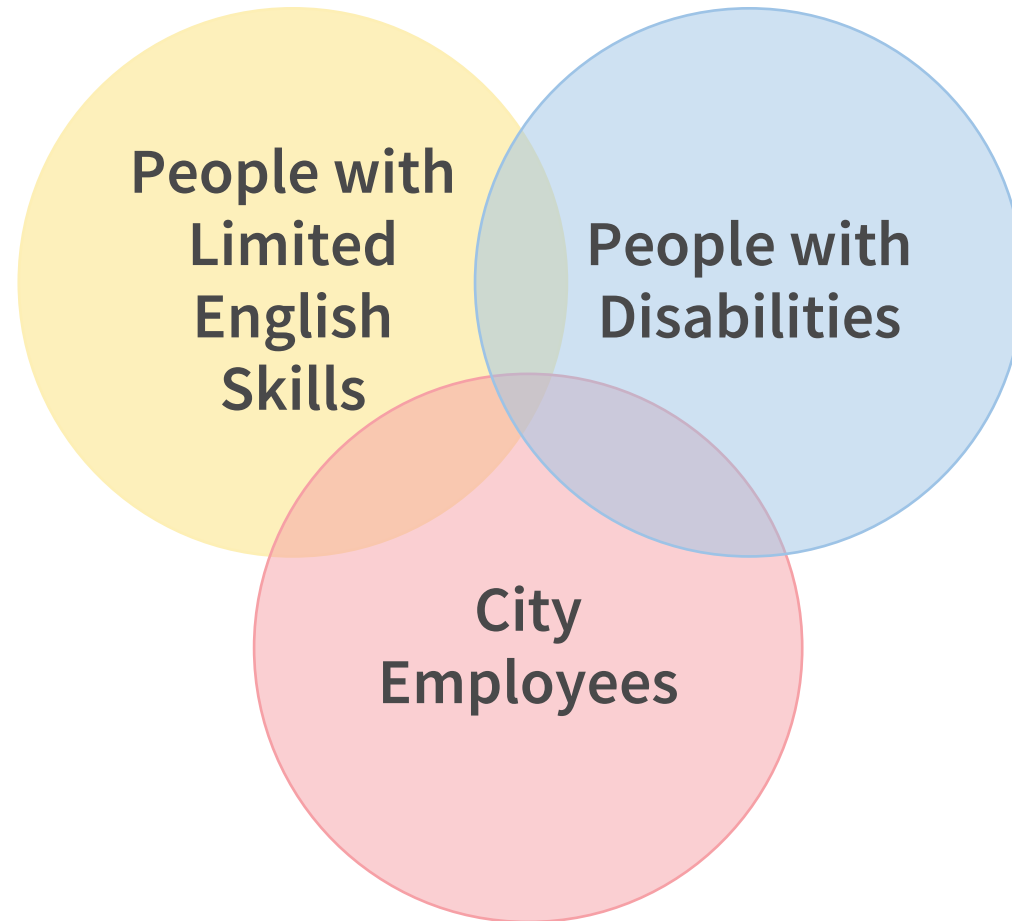
How do we define success?

RESIDENTS AGREE: NORFOLK WELCOMES EVERYONE



[Click to learn more - Norfolk Data Story \(2022\)](#)

Accessibility Focus Areas



Americans with Disabilities Act (ADA)

The Americans with Disabilities Act (ADA) is a law that protects people with disabilities from unfair treatment.

The ADA gives people with disabilities the same right to employment opportunities, purchasing choices, and participation in state and local government programs as everyone else.





ADA Requirements

Title II of the ADA requires the City of Norfolk to review its programs, policies, and activities for compliance. This is called an **ADA Self-Evaluation**.

More ADA Requirements

If the ADA Self-Evaluation shows barriers to access, the City of Norfolk must develop a **Transition Plan** that:

- Identifies the barriers,
- Lists the actions the city will take to get rid of them,
- Includes a timeline with costs, and
- Says who will manage the work.



ADA Compliance Roadmap

FY 2024 to FY 2026



Research

Strategy

Self-Evaluation

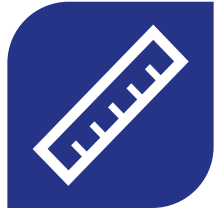
Community Engagement

YOU ARE HERE

Transition Plan

Monitor & Update

ADA BEST Practices:



Policies



Staffing &
Training



Prevention



Purchasing



Interim
Measures



Remediation



Check-ups



Feedback

Share your challenges and concerns...

- Learning about services and programs
- Physically getting to, or into, spaces
- Communicating effectively with staff
- Requesting accommodations or changes
- Feeling accepted and included
- Using our digital resources
- Getting City jobs
- Other...

Comments open until
Dec. 15, 2025



Community Voices Will Help Norfolk

1. Define success.
2. Find innovative solutions.
3. Prioritize improvements and fixes.
4. Maintain growth and prevent barriers.
5. Spread the word.

Track Our Progress

Upcoming Events:

- Community Conversation Kickoff (repeat/virtual): Making Norfolk More Accessible (Tentative July/August 2025)
- Community Conversation: Norfolk's ADA Self-Evaluation (October 2025)
- Community Conversation: Norfolk's ADA Transition Plan (Spring 2026)
- Also, visit our website: www.Norfolk.gov/ADA

Contact:

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