

# CAPtions

Summer 2016

News Bulletin of the Computer/Electronic Accommodations Program  
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## CAP Briefs Small Agency Council Committee

On May 19, 2016, Computer/Electronic Accommodations Program (CAP) Deputy Director Sharon Terrell-Lindsay attended the Small Agency Council's Equal Employment Opportunity (EEO), Diversity and Inclusion Committee meeting held at the Securities and Exchange Commission (SEC) headquarters building. The Small Agency Council (SAC) is an association of independent sub-Cabinet federal agencies. Loosely defined, a "small" federal agency typically has less than 6,000 employees while, in contrast, Cabinet-level departments may have tens of thousands of employees.

The SAC's EEO, Diversity and Inclusion Committee was established to promote four practices:

- Provide a forum to share best practices and resources in an effort to create a model EEO program;
- Create a network of EEO professionals and leaders to foster the exchange of ideas;



**U.S. Securities and Exchange Commission Commissioner Kara M. Stein hosted a Small Agency Council EEO Diversity and Inclusion meeting and CAP briefing by Deputy Director Sharon Terrell-Lindsay.**

- Encourage collaboration for EEO, diversity and inclusion training, resource management and organizational development; and,
- Ensure that small agencies have a forum for discussing existing and new EEO guidance and reporting requirements.

CAP expanded its scope to cover other federal agencies as part of federal policy that was signed into law through the National Defense Authorization Act of 2000. This policy ensures that agencies without the means to provide assistive technology to employees had resources available to them when necessary. CAP attended the session to provide



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program updates and ensure partner agency representatives were finding value in their CAP partnerships.

The meeting started with welcoming remarks from the SEC Commissioner, the Honorable Kara M. Stein. Commissioner Stein reinforced the imperative of a commitment to diversity and inclusion.

Sharon Terrell-Lindsay provided a CAP overview, highlighted how CAP provides needs assessments for federal employees seeking accommodations, and described the latest in assistive technologies. She also highlighted CAP's Partner ACcessibility (PAC) Initiative. The PAC Initiative provides assistive technology to federal agencies who are CAP partners to increase access to federal programs and services, including but not limited to entrances to federal facilities, customer service and visitor centers, EEO and human resource offices, and training centers.



SEC Commissioner Stein, who was in attendance for the CAP briefing, expressed interest in the ways that CAP's PAC Initiative could improve accessibility through the use of assistive technology at SEC points of entry. CAP is moving forward to schedule a site assessment and develop a partnership with the SEC to ensure accessible communications for all individuals at these locations.

To learn more about CAP, please visit [www.cap.mil](http://www.cap.mil).

To learn more about the Small Agency Council, go to [www.sac.gov](http://www.sac.gov).

## CAP Celebrates 15 Years of Support Services for Non-DoD Partner Agencies

Signed into law as part of the National Defense Authorization Act of 2000, CAP was granted the authority to provide

**Partner Spotlight:**  
CAP has provided **3,853 accommodation solutions** to the DHS over the past 15 years

**That's a total cost savings to the DHS of \$1.7 M**  
Enough to purchase **4,413** screen magnification software apps

**CAP** Computer/Electronic Accommodations Program

assistive technology and services to any department or agency in the Federal Government upon request of the agency's head. As part of this 15-year anniversary, CAP has spotlighted non-DoD partner agencies with its "Partner Spotlight" series on social media. Highlighted by this series, so far in fiscal year 2016, are: the Department of Homeland Security, the Equal Employment Opportunity Commission, the Department of Veterans Affairs, the Environmental Protection Agency, the Small Business Administration and the Department of Health and Human Services. Since non-DoD agencies began using CAP services in 2000, the DoD has provided over \$21 million in assistive technology to support, equip, and empower federal employees at 69 partner agencies.

## CAP Director Briefs Department of State Visitor Program on Disability and Accessibility

On April 1, 2016, Computer/Electronic Accommodations Program (CAP) Director Stephen M. King visited the Pentagon to discuss disability and accessibility with the Department of State's International Visitor Leadership Program (IVLP). Director King briefed disability rights leaders from 19 countries about CAP and assistive technology available through the program. Jan Krc, liaison officer for the Department of State's IVLP, described how Director King's briefing helped to foster a better understanding of the Department of Defense's diversity

and inclusion efforts.

"Visitors really appreciated [his] presentation and [his] willingness to answer any and all questions.

[He] put a human face on the

Pentagon and helped

to advance the primary goal of our global public diplomacy effort." The goal of IVLP is "to provide firsthand knowledge about U.S. society, culture, and politics, while cultivating lasting relationships." Following his presentation, Director King described how he hopes CAP can serve as an example of diversity and inclusion for other countries:

"Through accommodation solutions provided by CAP, the Defense Department removes barriers for employees with disabilities and Service members, promotes inclusion, and demonstrates its unwavering commitment to and investment in its people and individuals with disabilities across the government."

Through the third quarter of fiscal year 2016, CAP has provided 9,963 accommodations to 4,151 federal employees and wounded, ill and injured Service members. Director King stated that "through accommodations, we're providing employment so people can pursue their dreams. Accommodations improve the lives of individuals and those around them."

To learn more about CAP and reasonable accommodations, please visit [www.cap.mil](http://www.cap.mil).



### International Visitor Leadership Program

CELEBRATING 75 YEARS OF INTERNATIONAL EXCHANGE

Each year, almost **5,000 International Visitors** come to the United States. Since 1940, more than **200,000 International Visitors** have engaged with Americans through the IVLP. **Thirty current** and **314 former** Chiefs of State or Heads of Government are IVLP alumni.

<p><b>The International Visitor Leadership Program (IVLP).</b> celebrating its 75th anniversary in 2015, is the U.S. Department of State's premier professional exchange program. The goal of the IVLP is to provide firsthand knowledge about U.S. society, culture, and politics, while cultivating lasting relationships. By connecting current and emerging foreign leaders with their American counterparts, IVLP fosters lasting relationships and helps strengthen U.S. engagement with countries around the world.</p> <p><b>Who administers the IVLP?</b> The U.S. Department of State's Bureau of Educational and Cultural Affairs funds and administers the IVLP in cooperation with a group of private, not-for-profit organizations based in Washington, D.C. In addition, the IVLP relies on the commitment and skills of more than 90 volunteer-based community organizations in 44 states that are members of the Global Ties U.S. network.</p>	<p><b>What do International Visitors do in the U.S.?</b> Participants typically visit four U.S. communities over three weeks, and projects vary by theme and requests from U.S. Embassies around the world. As they travel, participants:</p> <ul style="list-style-type: none"> <li>• Meet with representatives of U.S. public and private sector organizations related to the project theme.</li> <li>• Explore American society, history, and culture, led by international visitor liaisons or foreign language interpreters.</li> <li>• Engage in home hospitality with American families.</li> </ul> <p>There is no application for the IVLP. Participants are nominated by the staff at U.S. Embassies around the world and project topics are tied to key U.S. foreign policy priorities.</p>
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Projects cover a broad array of themes, some of which include:

<ul style="list-style-type: none"> <li>• Civic education</li> <li>• Combating trafficking in persons</li> <li>• Democracy</li> <li>• Diversity</li> <li>• Education</li> <li>• Energy security</li> </ul>	<ul style="list-style-type: none"> <li>• English language instruction</li> <li>• Entrepreneurism</li> <li>• Environmental protection</li> <li>• Food security and safety</li> <li>• Human rights</li> <li>• International health</li> </ul>	<ul style="list-style-type: none"> <li>• Journalism</li> <li>• National security and counter-terrorism</li> <li>• U.S. foreign policy</li> <li>• Volunteerism</li> <li>• Women's leadership</li> <li>• Youth leadership</li> </ul>
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Bureau of Educational and Cultural Affairs | U.S. Department of State  
<http://exchanges.state.gov/ivlp> • [facebook.com/StateIVLP](https://www.facebook.com/StateIVLP) • [twitter.com/StateIVLP](https://twitter.com/StateIVLP)

## CAPTEC Celebrates 20th Anniversary

The Computer/Electronic Accommodations Program (CAP) recently celebrated the 20th anniversary of its Technology & Evaluation Center, commonly referred to as CAPTEC.

Located in the Pentagon, CAPTEC allows individuals seeking solutions to accessibility challenges to view CAP's available assistive technologies and compare different solutions. Stephen M. King, the director of CAP, described CAPTEC's importance as part of CAP's mission: "The accommodation solutions provided by the Department of Defense through CAP removes barriers for employees with disabilities and Service members, promotes inclusion, and increases productivity. Through CAP and our Technology & Evaluation center, the Department of Defense demonstrates its unwavering commitment to and investment in its people and to individuals with disabilities across the government."

CAP, the largest centrally funded reasonable accommodation program in the Federal Government and the largest assistive technology program in the world, continues



*CAP Technology & Evaluation Center (CAPTEC) in the Pentagon.*

to have a unique impact on the inclusivity of the Federal Government, and CAPTEC plays an essential role in that impact. Mike Young, manager of CAPTEC, describes the center as a "place where our customers realize possibilities. Matching tools to an individual's job requirements and limitations, and giving that individual the opportunity to try the tools on the spot, allows them to maximize their capabilities." Since non-DoD agencies began using CAP services in 2000, the Department of Defense has provided over \$21M in assistive technologies to support, equip, and empower federal employees at 69 partner agencies.

To learn more about CAP, visit [www.cap.mil](http://www.cap.mil).

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**CAP App**

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