



**REIGNITE  
YOUR  
POTENTIAL**

FRPA | 2021

**WELCOME TO THE 2021  
FRPA CONFERENCE!  
AUGUST 30, 1:30PM-3:30PM**

**JOHN MCGOVERN  
MARY PALACIOS**



# WELCOME!

## CONFERENCE REMINDERS

- CEU attendance will be taken by the collection of Evaluations at the end of class. You MUST fill out an evaluation if you would like CEU credit
- The Evaluations help FRPA gather feedback for speakers and future education. Everyone is encouraged to complete one.
- Please leave seating in all classrooms and General Sessions as it is upon entry as these are in place per safety protocols.
- Follow current Conference mask, safety, and physical distance protocols at all times.
- Keep your personal pen handy to cut down on sharing writing devices (and germs!).
- Respect the comfort of others by judging your interactions based on what color wristband they have chosen.

## **PROS AND CONS: OFFERING TR AND INCLUSION**

**The ADA requires that Florida parks and recreation agencies provide services in the “most integrated setting” for people with disabilities. However, not all do.**

**Many provide separate special or adaptive recreation programs, but not all do.**

**Explore the pros and cons of both, and the risks of not providing these services.**

## **PROS AND CONS: OFFERING TR AND INCLUSION**

### **OBJECTIVES:**

- 1. IDENTIFY THE RESOURCES NECESSARY TO CONDUCT THERAPEUTIC RECREATION PROGRAMS, AND TO PROVIDE INCLUSION SUPPORT.**
- 2. IDENTIFY, DISCUSS, AND UNDERSTAND THE PROS AND CONS FOR THE DEVELOPMENT OF THERAPEUTIC RECREATION PROGRAMS.**
- 3. DISCUSS THE RISK MANAGEMENT ASPECTS OF DOING NOTHING IN REGARD TO INCLUSION AND THERAPEUTIC RECREATION PROGRAMS.**

What is the ADA?

How is the ADA enforced?

What are the ADA title II requirements?

Is inclusion required by the ADA?

Are community-based TR programs required by the ADA?



## What is the ADA?

- Federal civil rights law, effective January 26, 1992
- Prohibits parks and recreation agencies from disability discrimination
- Defined as denying service, making facilities inaccessible, providing no programs
- Overrides state laws unless they are more stringent



## How is the ADA enforced?

- Title II 35.107(b) process, which is an Access and Inclusion Solutions Process
- Administrative complaint with designated federal agency, for parks and recreation, the US Department of Interior
- Lawsuit in Federal District Court, where legal fees alone will top \$500,000
- DOJ Project Civic Access (Coral Gables, Citrus County, Jacksonville)



What are the **simple** administrative ADA [title II](#) requirements?

- Name ADA Coordinator (35.107(a))
- Create Solutions Process (35.107(b))
- Access audits and transition plan for all existing parks and facilities (35.105)
- Community engagement identifies access priorities (35.105, 35.150(d))



What are the **complex** program and policy ADA title II requirements?

- Must provide supports (make reasonable modifications) at 35.130(b)(7)
- If supports are denied, must create a writing (35.150(a)(3))
- Must make all programs available in the most integrated setting (35.130(d))
- Cannot support an organization that does discriminate (35.130(b)(v))



More **complex** program and policy ADA title II requirements...

- Cannot refer person with a disability to another entity for the same program (35.130(b)(1)(i))
- Require program contractors to fully comply with the ADA (35.130(b)(3))
- Require professional contractors to fully comply with the ADA (35.130(b)(3))
- Must provide separate programs if more effective (35.130(b)(iv))



Even more **complex** program and policy ADA title II requirements...

- Must assure that policies are compliant with title II (35.105)
- Must make websites accessible per WCAG (35.160)
- Must make transportation accessible (35.150(b))
- Must conduct assessments, provide higher staff support (35.150(b))



Is inclusion required by the ADA?

- Clearly yes at 35.130(d) in all programs and opportunities
- “Integration is fundamental to the purposes of the ADA.”
- Cannot use fears, stereotypes, or subjective beliefs to exclude from programs
- Determination of direct threat to others must be based on objective data and can result in suspension or exclusion



## Are community based therapeutic recreation programs required by the ADA?

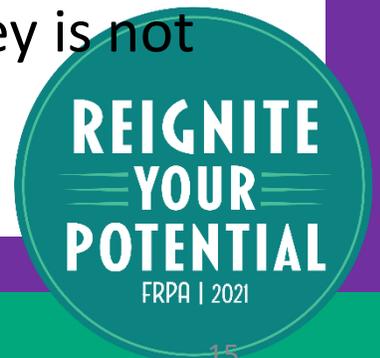
- Entities can create and operate programs for people **without** disabilities
- If so, entities must have programs for people with disabilities (35.130(b)(iv))
- Agencies cannot compel use of separate programs, registrant has the choice
- Fees for separate programs cannot be higher than similar programs for a similar duration, e.g., summer camp



# WHY THE SURVEY?



- Florida agencies appeared to be short on community based TR programs in comparison to states of similar size
- Florida agencies appeared to have fewer know inclusion opportunities in comparison to states of similar size
- Numerous questions to presenters confirmed that subjective view
- Anonymous survey was crafted to explore those beliefs and the survey is not statistically valid and reliable



What is Recreational Therapy/ Therapeutic Recreation?

What is a CTRS, Certified Therapeutic Recreation Specialist?

What is the APIED Process in Community Based Program?

Benefits of hiring a CTRS vs a CPRP?

What is inclusion?

Principles of inclusion?

Separate and/ or inclusive programming?

Resources?



## WHAT IS A RECREATIONAL THERAPY?

### DEFINITION STATEMENT BY ATRA

Recreational therapy, also known as therapeutic recreation, is a systematic process that utilizes recreation and other activity-based interventions to address the assessed needs of individuals with illnesses and/or disabling conditions, as a means to psychological and physical health, recovery and well-being.

Revised by ATRA, American Therapeutic Recreation Association Board of Directors | May 2015 American ATRA <https://www.atra-online.com/>

**The American Therapeutic Recreation Association (ATRA)** is the only national membership organization representing the interests and needs of therapeutic recreation specialists, also known as recreational therapists.



## What are the benefits of Recreation Therapy in a park/community setting?

### **Physical**

- Improve gross/fine motor skills
- Improve strength and mobility
- Improve range of motion
- Enhance the Immune system
- Improve blood pressure
- Reduce tension and pain
- Adaptation of physical abilities
- Develop/enhance physical skills
- Stress management
- Improve and maintain weight
- Improve a sedentary lifestyle
- Sports rehabilitation
- Restoring function
- Use of adaptive equipment



## What are the benefits of Recreation Therapy in a park/community setting?

### **Mental**

- Enhance body image
- Improve self esteem
- Improve mental alertness
- Reduce depression
- Reduce symptoms associated with mental health disorders
- Improve cognition
- Develop coping skills
- Reduce anxiety
- Increase Independence
- Strengthen mental well-being
- Enhance creativity
- Reduce symptoms of illness
- Improved ability to deal with life



What are the benefits of Recreation Therapy? in a park/community setting?

**Emotional**

- Enhance body image
- Improve coping skills
- Reduction in social anxiety
- Improve behavioral skills
- Develop anger management techniques
- Identify/cope with triggers
- Improve self esteem
- Increase motivation
- Sense of empowerment
- Strengthen family and friend relationships
- Experience joy
- Improve the quality of life



## What are the benefits of Recreation Therapy in a park/community setting?

### **Social**

- Develop social skills
- Increase social opportunities
- Develop cooperation skills
- Develop communication Skills
- Develop friendships with peers
- Develop/maintain social skills
- Prevent social isolation
- Improve independent living skills
- Develop leisure resources
- Develop leisure skills
- Provide opportunities for inclusion
- Connection to community resources
- Engage in age appropriate activities
- and more.....!!



What is the APIED Process in a Community Based Program?

**A**ssessment

**P**lanning

**I**mplementation

**E**valuation

**D**ocumentation

-



## CTRS : Paths to Certification

### ACADEMIC PATH

*The Academic Path is designed for the traditional academic graduate. The steps include:*

- Completion of Bachelor degree or higher with concentration in Recreational Therapy (Therapeutic Recreation)
- Completion of a minimum 14 week / 560 hour internship supervised by a CTRS
- Successful completion of the NCTRC Certification Exam

### EQUIVALENCY PATH

*Equivalency path is designed for applicants who have accomplished extensive work in RT in combination with designated coursework to meet the NCTRC Certification Standards:*

- Completion of a Bachelor degree or higher
- Completion of specific coursework in Recreational Therapy (Therapeutic Recreation)
- Paid work experience that uses the Therapeutic Recreation process
- Successful completion of the NCTRC Certification Exam

FIU- Florida International University: NEW: BS in Recreational Therapy and Rehabilitation

## CTRS: Recertification every 5 years

### Option 1

#### Work Experience and Continuing Education

- 480 hours of professional work experience in therapeutic recreation

AND

- Minimum 50 hours of continuing education credit related to the NCTRC Job Analysis

### Option 2

#### Pass the National Certification Exam

Go to [MY NCTRC LOGIN](#) to complete the digital version application and submit payment online.

#### Exams available for recertification:

**March Exam:** for the March 31st expiration date

**May Exam:** for the June 30th expiration date

**September Exam:** for the September 30th expiration date

**November Exam** for the December 31st expiration date

CTRS:

Top Knowledge Areas

Cognitive/ developmental disorders, related impairment

Social assessment

Advocacy for person(s) served

Psychiatric disorders and related impairments

Risk management/ safety concerns

Cognitive, leisure, and affective assessment

Code of ethics

Physical/ medical disorders and related impairments



## NATIONAL COUNCIL FOR THERAPEUTIC RECREATION CERTIFICATION: NCTRC CREDENTIALING FOR A CTRS

[HTTPS://WWW.NCTRC.ORG/](https://www.nctrc.org/) [NCTRC – YouTube](#) 6.27 min

- 1. WHY HIRE A RECREATIONAL THERAPIST
- 2. TASKS AND KNOWLEDGE FOR COMPETENT PRACTICE
- 3. INFORMATION FOR EMPLOYEES
- [HTTPS://WWW.NCTRC.ORG/EMPLOYERS/INFORMATION-FOR-EMPLOYERS/](https://www.nctrc.org/employers/information-for-employers/)



## CPRP: Path to certification

- Have received, or are set to receive, a bachelor's degree from a program accredited by the Council on Accreditation of Parks, Recreation, Tourism and Related Professions (COAPRT)
- Have a bachelor's degree or higher from any institution in recreation, park resources, or leisure services, and one year of full-time experience in the field
- Have a bachelor's degree or higher in a major other than recreation, park resources, or leisure services, and three years of full-time experience in the field
- Have an associate's degree and four years of full-time experience in the field
- Have a high school degree or equivalent, and five years of full-time experience in the field

**CPRP: Recertification- 2.0 CEUs every 2 years**

[https://www.nrpa.org/certification/CPRP/  
CPRP Candidate Handbook.](https://www.nrpa.org/certification/CPRP/CPRP_Candidate_Handbook)

CTRS: Certified Therapeutic Recreation Specialist

Job Task Domains

Professional Relationships & Responsibilities

Assessment

Plan Intervention and/or programming

Document Intervention Services

Treatment teams and/or service providers

Develop and Maintain Program

Manage TR/RT Services

Awareness and Advocacy

Other: Knowledge of TR Process

How TR is influenced by diversity and social

Environment

Knowledge of Assistive devices/ equipment and activity modification

Group interaction, leadership, and safety.

CPRP: Certified Parks and Recreation Professional Competencies

Communication

Finance

Human Resources

Operations-

1. Provide Reasonable accessibility Accommodations
2. Develop plan to accommodate participants with disabilities



## WHY HIRE A CTRS?

- ASSIST WITH THE INCLUSION PROCESS, INCLUDING POLICY DEVELOPMENT FOR DEI
- HELP WITH DEVELOPING AN ACCOMMODATION AND/OR ADAPTATION FOR AN INDIVIDUAL
- KNOWLEDGEABLE OF ASSISTIVE DEVICES AND COMMUNITY SUPPORT SERVICES THAT MAY BE AVAILABLE
- ADVOCATE FOR THE PERSON WITH A DISABILITY
- DETERMINE THE NEEDS OF THE PERSON WITH A DISABILITY
- MAINTAIN A LIST OF RESOURCES PERTINENT TO YOUR COMMUNITY & FACILITY
- ASSIST WITH DEVELOPING AN ADA TRANSITION PLAN FOR YOUR FACILITY
- PROVIDE IN-SERVICE TRAINING FOR STAFF ON ADA RELATED ISSUES



## WHY HIRE A CTRS (CONTINUED)?

- CAN READILY PROVIDE YOU WITH ADA AND RELATED RESOURCES
- COULD POTENTIALLY HELP REDUCE LITIGATION
- SAFE AND EFFECTIVE PRACTICE TO PROTECT CONSUMERS, BENCHMARK OF QUALITY
- TRAINING IN CORE THERAPY SKILLS INCLUDING ASSESSMENT, PLANNING, IMPLEMENTATION, DOCUMENTATION AND EVALUATION (APIED)
- CAN WORK WITH A WIDE SPECTRUM OF CONSUMERS WITH DISABILITIES
- TRAINED IN GROUP ORIENTED PROCESSES
- SKILLED OUTREACH TO MANY DISABILITY GROUPS AND ORGANIZATIONS
- OTHER!



### **What is Inclusion?**

- The action or state of being included within a group or structure.
- The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of minority groups.

### **Why does inclusion matter?**

- Everyone must have access
- Actively invite the contribution and participation by all

### **Examples of Inclusion in Parks and Recreation!**

- ALL programs must be inclusive
- Must have an access statement





**PARKS FOR  
INCLUSION**

## **DISABILITY INCLUSION IN PARKS AND RECREATION**

NRPA defines inclusion as removing barriers, both physical and theoretical, so that all people, including those with physical and cognitive disabilities, have an equal opportunity to enjoy the benefits of parks and recreation. While the Americans with Disabilities Act prohibits discrimination against individuals with disabilities in all areas of public life and sets standards for accessible features, there is still room to inspire change and create greater impacts. Park and recreation agencies are leading these efforts by providing quality programming and prioritizing innovative inclusive opportunities for community members of all abilities.

[HTTPS://WWW.NRPA.ORG/ABOUT-NATIONAL-RECREATION-AND-PARK-ASSOCIATION/PRESS-ROOM/NRPA-INTRODUCES-NEW-PARKS-FOR-INCLUSION-POLICY-GUIDE/](https://www.nrpa.org/about-national-recreation-and-park-association/press-room/nrpa-introduces-new-parks-for-inclusion-policy-guide/)

NRPA launched the [Parks for Inclusion](#) initiative in September 2017 in response to a formal pledge made to the global Commit to Inclusion program. The goal of Parks for Inclusion is to ensure that everyone has access to the benefits of parks and recreation, especially historically marginalized groups, including those with physical and cognitive disabilities, racial and ethnic minorities, those who identify as LGBTQ+, and refugees and immigrants or New Americans.

<https://www.nrpa.org/our-work/partnerships/initiatives/parks-for-inclusion/parks-for-inclusion-resources/>

NRPA Parks for Inclusion Resources

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**PARKS FOR INCLUSION VISION STAND**

**We Are Broward County Parks and Recreation**

We bring strengths of diversity, commitment, and opportunities to the communities and families we serve.

We've made a commitment to inclusion because we envision a future in which we all have a deep understanding of cultures, a respect for differences, and a willingness to work together.

This vision is especially important to our organization because "The Best Part of Parks is You!"

In the coming months, we'll continue to move our inclusion efforts forward by forming a Diversity, Equity, and Inclusion Committee, increasing inclusive messaging, and emphasizing inclusive programming policies.

To accomplish this, we know we'll need resources and support from everyone in our community!

In the coming years, this work will be sustained by a collaboration of internal and external stakeholders, with the ongoing participation of partners, employees, and patrons.



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**In the coming years, this work will be sustained by a collaboration of internal and external stakeholders, with the ongoing participation of partners, employees, and patrons.**

**Broward County now has a DEI Parks, Diversity, Equity, and Inclusion Committee. We will gather patron and employee surveys, offer training, and are developing procedures.**

Parks provide many benefits to the community and Broward County Parks is committed to serving ALL of you. This includes historically underrepresented ethnic groups such as minorities, people with disabilities, those who identify as LGBTQ, and others.

We have renewed our commitment to inclusion because we envision a community where everyone is respected for who they are, not who others think they are.

**The BEST Part of Parks is YOU!**

Parks provide many benefits to the community and Broward County Parks is committed to serving **ALL** of you. This includes historically underrepresented ethnic groups such as minorities, people with disabilities, those who identify as LGBTQ, and others. We have renewed our commitment to inclusion because we envision a community where everyone is respected for who they are, not who others think they are.

**BROWARD COUNTY FLORIDA PARKS AND RECREATION**

*Recreation. Preservation. Education.*

f t [Broward.org/Parks](http://Broward.org/Parks) YouTube

## Pros and cons of Separate vs Inclusive programming?

### Separate:

#### Pros:

- Can work with a specific identified population such as autism, or the visually impaired.
- Can teach a particular sport such as wheelchair basketball, handcycling, various adapted sports.
- Parents know their special needs child/ adult is supervised by a qualified and trained professional.
- Specific to their disability.
- May develop friendships, and can try out new skills.

#### Cons:

- May require additional staff/ volunteers.
- Only the participant know the specifics of the sport/skill.
- Family isn't present to deal with behavioral problems or toileting issues.
- May imitate unpleasant/ unwelcome behaviors

### Inclusive:

#### Pros:

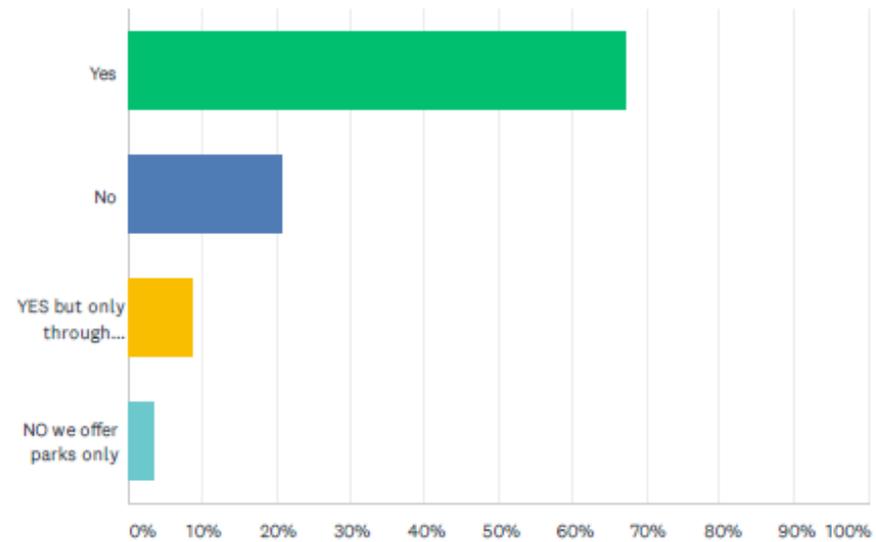
- Can learn a skill that they can do along side a family member with support.
- Family members are present if behavioral issues arise.
- Family members can assist with transferring/ toileting.
- Typical kids have a better understanding of disabilities

#### Cons:

- May change the nature of the program.
- Might want some time away from their family/ parent.
- Not everyone is accepting of a child/adult with a disability.
- May need to adapt/ change rules, coed rules.

## Q1 Does your parks and recreation department offer recreation programs for people without disabilities?

Answered: 58 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	67.24% 39
No	20.69% 12
YES but only through contractors/instructors	8.62% 5
NO we offer parks only	3.45% 2
TOTAL	58

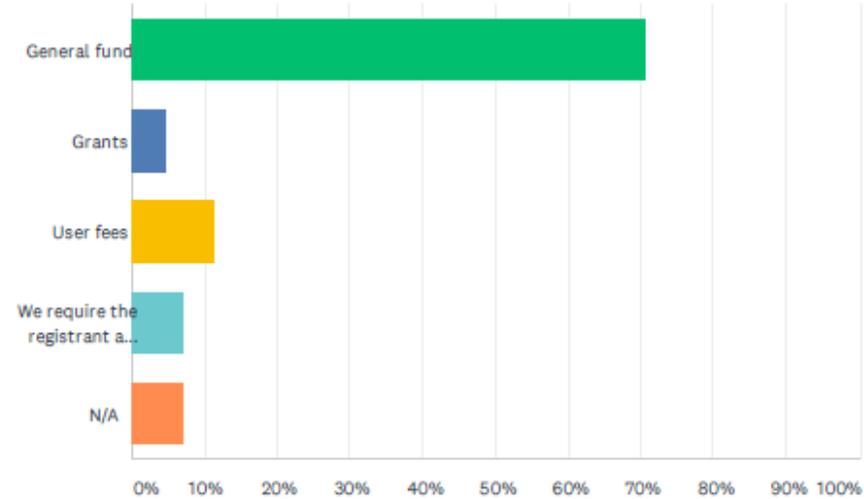
## SURVEY QUESTION 1

- If agency offers recreation for people without disabilities, must also offer recreation for people with disabilities (remember title II)
- 76% said YES...it is irrelevant whether that is done through employees or contractors (remember title II)



## Q2 What is your primary source of funding for recreation inclusion supports?

Answered: 44 Skipped: 14



ANSWER CHOICES	RESPONSES	
General fund	70.45%	31
Grants	4.55%	2
User fees	11.36%	5
We require the registrant and their family to pay the cost of the supports	6.82%	3
N/A	6.82%	3
<b>TOTAL</b>		<b>44</b>



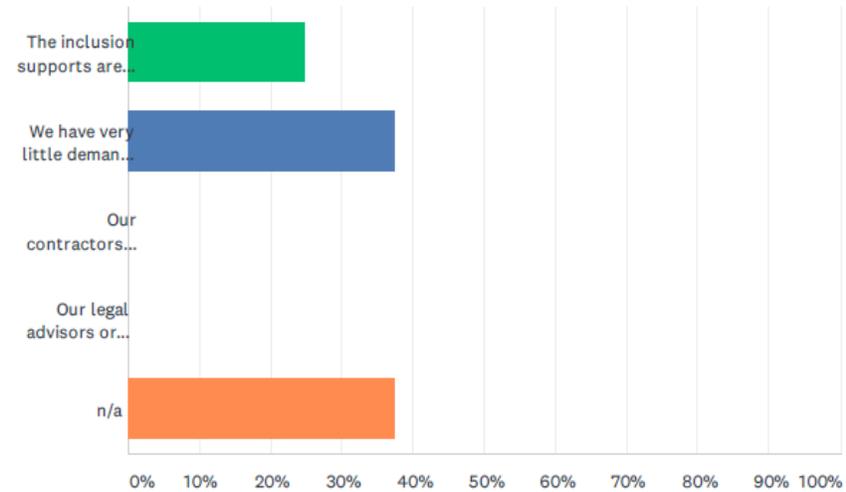
## SURVEY QUESTION 2

- General fund leads at 70.45% as source of funds for recreation inclusion supports (remember title II)
- 11.36% said user fees fund inclusion supports, but these fees cannot be higher than fees for that program charged to people without disabilities (remember title II)
- 6.82% said the registrant/family is required to pay for the cost of inclusion supports...this violates federal law (remember title II)



### Q3 If you answered no to question 1, which of the below best represents the reason?

Answered: 8 Skipped: 50



ANSWER CHOICES	RESPONSES	
The inclusion supports are too costly	25.00%	2
We have very little demand for recreation inclusion	37.50%	3
Our contractors will not provide funds for these supports	0.00%	0
Our legal advisors or administration do not support recreation inclusion	0.00%	0
n/a	37.50%	3
<b>TOTAL</b>		<b>8</b>



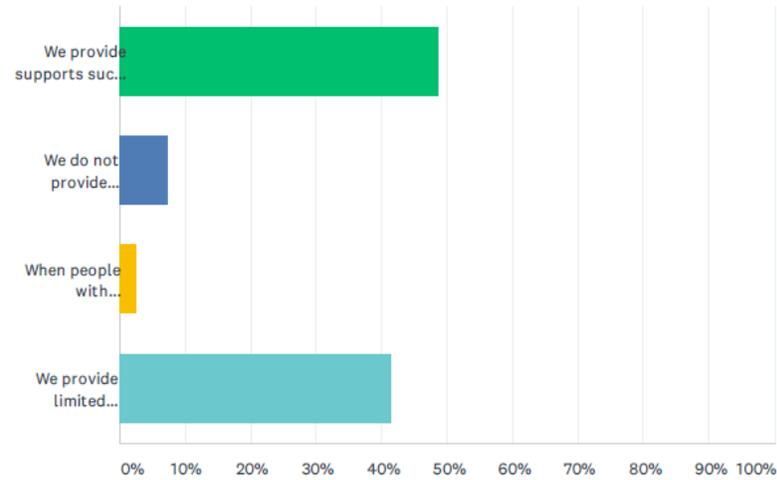
## SURVEY QUESTION 3

- 25% said inclusion supports are too costly...that cannot justify violating federal law (remember title II)
- 37.5% said there is very little demand for inclusion...this is likely an awareness issue (remember title II)
- 37.5% did not answer the question



Q4 The Americans with Disabilities Act (ADA) requires parks and recreation agencies to provide supports for people with disabilities in recreation programs offered by the department, facilitating inclusive participation. Which answer below best represents how your department addresses this?

Answered: 41 Skipped: 17



ANSWER CHOICES	RESPONSES
We provide supports such as extra staff, sign language interpreters, changes to rules and policies, and other modifications to facilitate inclusive participation	48.78% 20
We do not provide supports for inclusive recreation participation	7.32% 3
When people with disabilities seek support for inclusive recreation, we refer them to other departments or nonprofits	2.44% 1
We provide limited supports in a limited number of programs	41.46% 17
TOTAL	41



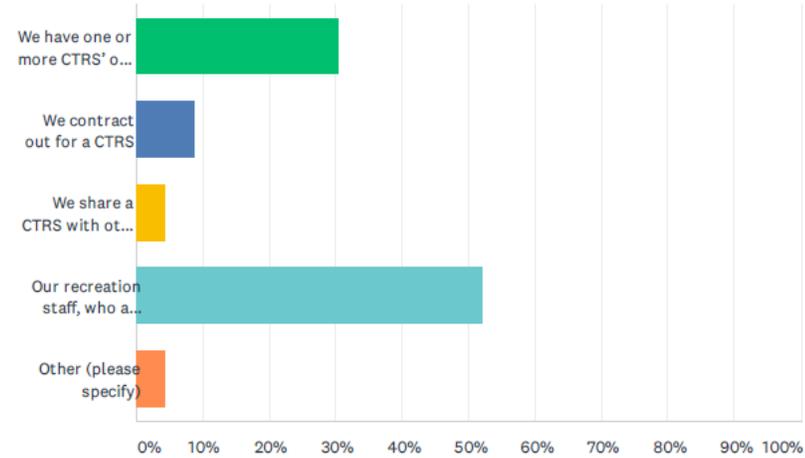
## SURVEY QUESTION 4

- 48.78% said they provide supports like extra staff, SL interpreters, changes to policies, and other modifications (this is excellent and complies with title II)
- 7.32% said they do not provide such supports, and this violates federal law (remember title II)
- 2.44% said they refer people with disabilities to other agencies, and this too violates federal law (remember title II)



## Q5 What are the qualifications of the staff who manage your supports for recreation inclusion?

Answered: 23 Skipped: 35



ANSWER CHOICES	RESPONSES
We have one or more CTRS' on staff (Certified Therapeutic Recreation Specialists, C.T.R.S.)	30.43% 7
We contract out for a CTRS	8.70% 2
We share a CTRS with other entities through an interlocal agreement	4.35% 1
Our recreation staff, who are CPRPs or CPREs, manage our supports for recreation inclusion	52.17% 12
Other (please specify)	4.35% 1
<b>TOTAL</b>	<b>23</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	We do not have CTRS on staff. Inclusion is handled on a case by case basis by department staff.	7/13/2021 12:41 PM



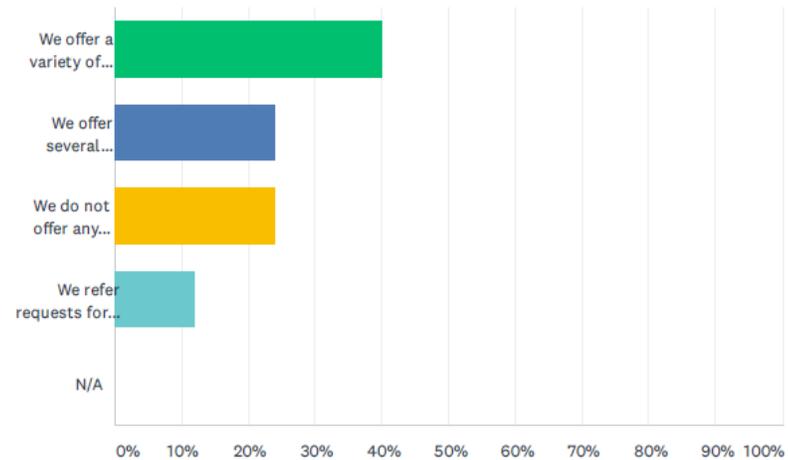
## SURVEY QUESTION 5

- Do non-swimmers guard your pools and beaches?
- Do certified lifeguards mow your parks?
- Many chose not to answer, but of the 23 who answered, 52% use CPRPs to manage inclusion
- Only 30.43% use a CTRS to manage inclusion



Q6 Across the State, some agencies offer specialized or adaptive recreation programs, planned and conducted just for people with disabilities. Which answer below best represents how your department addresses this?

Answered: 25 Skipped: 33



ANSWER CHOICES	RESPONSES
We offer a variety of adaptive or specialized recreation activities, planned and conducted for a wide range of people with disabilities	40.00% 10
We offer several adaptive or specialized recreation activities, such as swimming, bowling, and a weekly social program	24.00% 6
We do not offer any adaptive or specialized programs	24.00% 6
We refer requests for these services to other departments or nonprofits	12.00% 3
N/A	0.00% 0
<b>TOTAL</b>	<b>25</b>



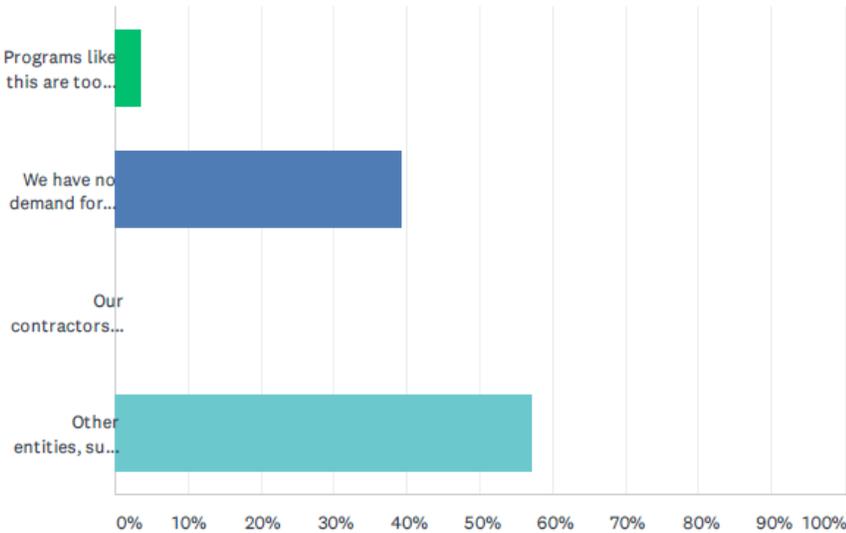
## SURVEY QUESTION 6

- Small turnout, but 40% of the 25 who answered provide a variety of adaptive or specialized recreation programs (remember title II)
- 24% offer several adaptive or specialized programs (remember title II)
- 24% offer no adaptive or specialized programs, likely violating federal law
- 12% refer people to other agencies, in violation of Federal law



### Q7 Which answer below best represents your rationale?

Answered: 28 Skipped: 30



ANSWER CHOICES	RESPONSES	
Programs like this are too costly	3.57%	1
We have no demand for programs like this	39.29%	11
Our contractors will not provide these services	0.00%	0
Other entities, such as a nonprofit, provide these services in our community	57.14%	16
<b>TOTAL</b>		<b>28</b>



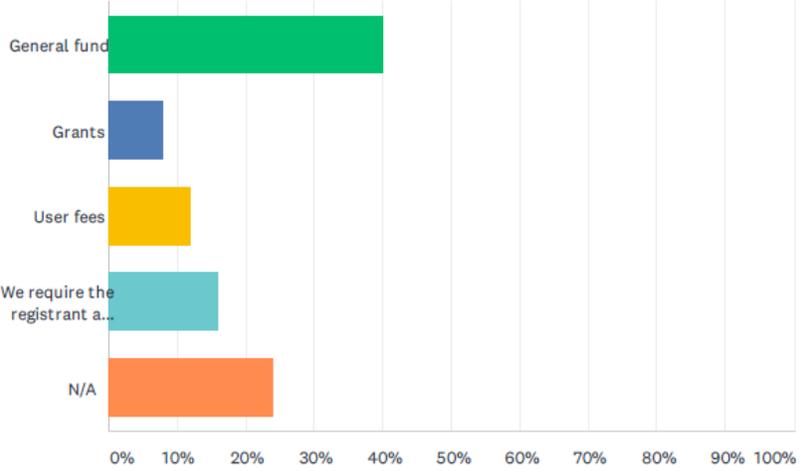
## SURVEY QUESTION 7

- 57.14% said other agencies offer these programs in their community, but that viewpoint likely violates Federal law (remember title II)
- 39.29% said there is no demand for programs like this...likely an awareness issue, as people with disabilities enjoy recreation too (remember title II)
- 3.57% said programs like this are too costly, a view that most likely violates Federal law (remember title II)



Q8 If your department offers adaptive or specialized programs, what is the primary source of funding for those programs?

Answered: 25 Skipped: 33



ANSWER CHOICES	RESPONSES	
General fund	40.00%	10
Grants	8.00%	2
User fees	12.00%	3
We require the registrant and their family to pay the cost of these programs	16.00%	4
N/A	24.00%	6
<b>TOTAL</b>		<b>25</b>



## SURVEY QUESTION 8

- 40% say adaptive programs are a general fund program (remember title II)
- 24% chose not to answer
- 16% make the registrant/family pay for the cost, likely in violation of Federal law
- 12% charge user fees to offset cost, and 8% use grants to offset cost



## CONCLUSIONS

- Few agencies provide both adaptive programs and recreation inclusion supports
- Answers by some agencies describe practices that likely violate Federal law
- Great advances can be made in better understanding the value of a CTRS
- 12% charge user fees to offset cost, and 8% use grants to offset cost



## RESOURCES

[www.ada.gov](http://www.ada.gov) for US Department of Justice, technical assistance at 202-514-0301

[www.access-board.gov](http://www.access-board.gov) for the US Access Board, technical assistance at 202-272-0080

[www.cdc.gov/vitalsigns/disabilities/](http://www.cdc.gov/vitalsigns/disabilities/) CDC Adults with Disabilities – know your demographics



## RESOURCES

[www.nrpa.org/our-work/partnerships/initiatives/parks-for-inclusion/parks-for-inclusion-resources/](http://www.nrpa.org/our-work/partnerships/initiatives/parks-for-inclusion/parks-for-inclusion-resources/) **NRPA Parks for Inclusion Resources**

[www.nctrc.org/](http://www.nctrc.org/) **National Council for Therapeutic Recreation Certification**

[www.atra-online.com/](http://www.atra-online.com/) **ATRA**

[www.adacoordinator.org/](http://www.adacoordinator.org/) **ADA Coordinator Certification**



## RESOURCES

**Mary Palacios, CTRS, Broward County Parks and Recreation,  
Special Populations Manager, 954-357-8170, and at  
[mpalacios@broward.org](mailto:mpalacios@broward.org)**

**John N. McGovern, JD, Accessibility Practice Principal-in-  
Charge at The WT Group, LLC at 224-293-6451 or 847-363-  
9384 or [jmcgovern@wtgroup.com](mailto:jmcgovern@wtgroup.com)**





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FLORIDA RECREATION  
& PARK ASSOCIATION

FOR MORE INFORMATION ABOUT THE FLORIDA RECREATION AND  
PARK ASSOCIATION VISIT [FRPA.ORG](http://FRPA.ORG)