

Overview of requirements for municipal and village plans under the *Dismantling Racism and Hate Act* and the *Accessibility Act*

The Table below provides a summary of legislative and policy requirements for **municipalities and villages** related to equity and anti-racism plans as well as accessibility plans. This summary can help you determine whether your municipality or village will do a combined planning effort, as well as ensure your plans are compliant.

Requirements	<i>Dismantling Racism and Hate Act</i>	<i>Accessibility Act</i>
Deadlines to have plans completed	Plans approved and made publicly available by April 1, 2025.	Updated plans approved and made publicly available by April 1, 2025.
Advisory Committee	No requirement to have an advisory committee. You may utilize the existing Accessibility Advisory Committee to support plan development if you are combining plans, or create a new committee or working group to support development of your plan.	Must have an accessibility advisory committee. At least half of the members must be persons with disabilities or representatives of organizations that represent persons with disabilities.
Community Input and Engagement Required	Must engage with underrepresented and underserved communities when preparing and updating plans.	Must seek input from persons with disabilities and organizations that represent persons with disabilities when preparing and updating accessibility plans.
Plan Content Requirements	No mandatory requirement but guidance provides a suggested high-level structure for the content of your plans.	Accessibility plans must include details on: <ul style="list-style-type: none"> • actions your municipality or village has taken to identify, remove, and prevent barriers in policies, programs, practices, and services; • actions your municipality or village will take to further identify, remove, and prevent barriers in policies, programs, practices, and services; and • procedures in place to assess the effect of your municipality or village’s proposed actions on accessibility, including: <ul style="list-style-type: none"> a. any of its proposed policies, programs, practices, and services, and b. any proposed enactments or bylaws it will be administering.
Deadlines for Updated Plans	Equity and anti-racism plans must be updated every three years (e.g., your first updated plan will be due by April 1, 2028). This is a fixed date, regardless of when first plan is completed.	Accessibility plans must be updated every three years (e.g., your first plan was due by April 1, 2022, must be updated by April 1, 2025, and then again by April 1, 2028). This is a fixed date, regardless of when previous plans were completed.