

Jose "Eli" Fresquez III

SKILLS AND EXPERTISE:

- Civil Rights and Social Policy
- Child & Youth Rights
- Indian Child Welfare Rights
- ADA Compliance & Accessible Design Standards
- Government Compliance & Oversight
- Drafting Legislation
- Public Outreach & Accessible Event Planning
- Inclusive Emergency Planning
- Digital Accessibility (WCAG) & Web Development
- Project Management & Government Contracting

WORK EXPERIENCE:

- Fresquez Legal** **OWNER AND ATTORNEY** **June 2024 to Present**
- Offer expertise in civil rights law, including ADA compliance, disability rights, and education rights, to support equitable access and justice.
 - Provide general counsel services, advising clients on legal strategy, risk management, and compliance with applicable laws.
 - Draft, review, and negotiate contracts, leases, and policies, ensuring client objectives and legal requirements are aligned.
 - Advise on regulatory matters, governance issues, and risk management, conducting assessments to mitigate liabilities.
 - Draft, review, and implement policies and legislation to address various sectors' legal, regulatory, and organizational needs.
- Accessible New Mexico & Equal Access Consulting** **CHIEF ACCESSIBILITY OFFICER** **Oct 2020 to Present**
- Conduct accessibility audits and risk assessments to ensure ADA compliance and develop inclusive emergency planning for people with disabilities.
 - Create training programs on accessibility, ADA compliance, and disability rights, and collaborate with architects to integrate accessible design features.
 - Advise on policy development to promote inclusivity, including notice, grievance protocols, and children's rights in accessibility initiatives.
- New Mexico Social Work Alliance** **CHAIR** **Apr 2024 to Present**
- Lead strategic initiatives to empower social workers, expand equitable access to social services, and address behavioral health disparities.
 - Drive efforts to enhance professional development for social workers, emphasizing cultural humility, equity, and inclusive practices in training and education.
 - Collaborate with state and local organizations to align objectives and amplify the Alliance's impact across New Mexico's diverse communities.
- Disability Pride New Mexico (501)(c)3 Nonprofit** **PRESIDENT** **Apr 2024 to Present**
- Lead advocacy efforts for disability rights and inclusion, including policy changes to remove barriers and reduce stigma.
 - Organize events like the Disability Pride Parade and Accessibility Awards to promote awareness, celebrate contributions, and foster visibility.
 - Develop strategic partnerships and provide resources to support equal access to education, employment, and social participation.

- Implement and improve accessibility practices using new technologies and community feedback.
- Oversee fundraising and sponsorship initiatives to support the organization's mission and activities.

ADA Practical Solution Partners **MANAGING PARTNER** **Apr 2021 to Present**

- Developed and implemented ADA transition plans and universal design strategies to ensure accessibility compliance.
- Conducted facility assessments to identify ADA compliance gaps and recommended universal design improvements.
- Collaborated with teams to deliver training on ADA compliance and universal design principles, fostering inclusive environments.

Department of Justice
Attorney General **ASSISTANT ATTORNEY GENERAL – CIVIL RIGHTS DIVISION** **Aug 2023 to June 2024**

- Provided legal guidance on civil rights laws, aided in legislative and policy creation and enforcement, and supported litigation efforts, including strategy development.
- Collaborated with governmental entities, organizations, and community groups to address civil rights issues and increase public awareness of rights, inclusivity, and diversity.
- Assisted in developing outreach initiatives to educate the public on civil rights protections and promote accessibility and diversity.

State of New Mexico
Children, Youth and Families Dept. **DIRECTOR – OFFICE OF CHILDREN’S RIGHTS** **Jun 2021 to Aug 2023**

- Lead the Office of Children’s Rights.
- Member of the executive *Kevin S. v. Blalock* settlement compliance team.
- Partnered with organizations to develop targeted reform initiatives and campaigns addressing systemic issues, facilitating legal services and support for underrepresented and foster care youth.
- Advocated for protecting and promoting children's rights, ensuring compliance with state and federal regulations, and enhancing legal support for at-risk children.

State of New Mexico
Children, Youth and Families Dept. **ASSISTANT GENERAL COUNSEL** **Aug 2019 to Jun 2021**

- Lead negotiator and compliance coordinator for the *Kevin S. v. Blalock* settlement; executive member of the Pandemic Emergency Sheltering Program.
- Provided legal representation in behavioral health, protective services, and juvenile justice, and represented the Department in hearings and court proceedings.
- Reviewed and finalized policies, procedures, contracts, and public information requests; provided in-house legal counsel.
- Promoted outreach and strategic planning for services to children with disabilities, enhancing interagency coordination and contract management.

NYC Mayor’s Office
For People with Disabilities **ASSISTANT GENERAL COUNSEL** **Sep 2016 to Aug 2019**

- Counseled City Agencies on federal, state, and local laws ensuring equal opportunity for people with disabilities.
- Reviewed proposed legislation, legal memoranda, and drafted citywide policy.
- Led NYC’s Disability Service Facilitator/ADA Coordinator Program, ensuring that NYC programs and services complied with Title II of the ADA, which prohibits disability discrimination.
- Managed training, education, and outreach with city partners and the public to promote disability rights and awareness.
- Provided in-house legal counsel, reviewed contracts, and managed information requests and reasonable accommodations.
- Developed inclusive citywide emergency plans for vulnerable people.

NYC Emergency Management ADA COORDINATOR AND SENIOR PLANNER Apr 2013 to Sep 2016

- Coordinated compliance with civil rights laws to ensure that emergency planning was fully integrated and inclusive, including the requirements in the *Brooklyn Center for Independence of the Disabled v. City of New York* lawsuit.
- Incorporated policies and strategies to address issues related to people with disabilities and others with access and functional needs into NYC's emergency plans.
- Chaired the Access and Functional Needs Working Group, a consortium of service providers, advocacy groups, and governmental partners that support and empower people with disabilities and others with access and functional needs.
- Conducted outreach to organizations, healthcare providers, and agencies collaborating with disabled clients.
- Developed tools and produced education/training programs to support compliance with disability laws.

NYS Div. of Human Rights HUMAN RIGHTS SPECIALIST Jan 2008 to Apr 2013

- Drafted division-initiated complaints, legal memoranda, and investigation reports concerning allegations of systemic and widespread discrimination based on federal, state, and municipal anti-discrimination laws.
- Led investigations and coordinated settlement negotiations concerning allegations of discrimination.
- Managed investigation plans, mediated settlements, and made recommendations for final determination.
- Developed outreach and training programs concerning civil rights issues affecting the community.

NYC Dept. of Homeless Services CONFIDENTIAL INVESTIGATOR & LEGAL LIAISON Oct 2004 to Jan 2008

- Reviewed cases for labor law, ADA, and Title VII compliance. Referred cases to the DHS Equal Employment Opportunity Office.
- Utilized studies conducted on misconduct and other employment issues to develop programs for a better working environment for Agency employees.
- Represented the Agency in administrative hearings concerning contested eligibility determinations for temporary housing assistance. Made eligibility determinations, reviewed case files to ensure compliance with applicable laws, and conducted conferences for clients contesting the Agency's decisions.

TRAINING DEVELOPMENT:

- Lead Developer: Children's Rights in Foster Care
- Lead Developer: CYFD Disability Certification Program
- Lead Developer: CYFD Foster Child and Youth Bill of Rights and Grievance Process Training
- Lead Developer: NYC Disability Service Facilitator/ADA Coordination Training Academy
- Lead Developer: NYCEM Emergency Shelter Training: Assisting People with Disabilities

WEBSITE DESIGN:

- Lead Developer: NYC Advance Warning System (AWS): <https://www.advancewarningsystemnyc.org>
- Contributor: Children's Youth and Families Department: <https://www.cyfd.nm.gov/cyfd-office-of-childrens-rights/>
- Contributor: NYC Mayor's Office for People with Disabilities: <https://www1.nyc.gov/site/mopd>

PUBLICATIONS:

- Contributor: Hope to Action: Medical Equipment for Children Post-Disaster | Domestic Preparedness
- Lead Developer: New Mexico COVID-19 DAFN Resource Guide
- Lead Developer: ADA Small Business Guide
- Lead Developer: NYC Disability Service Facilitator Toolkit and Resource Guide
- Contributor: Inclusive Design Guidelines: NYC 2nd Edition
- Contributor: AccessibleNYC Annual Report

PRO BONO, VOLUNTEER & NONPROFIT

- Disability Pride New Mexico
- City of Santa Fe Accessibility Awards
- CYFD Policy Advisory Council
- Developmental Disability Council
- City of Santa Fe Mayor's Committee on Disability
- City Bar Justice Center: Legal guidance on ADA issues
- CUNY Citizenship Now: Immigrant legal assistance

RECENT PRESENTATIONS:

- New Mexico State Bar Diversity and Inclusion Symposium – Albuquerque
 - New Mexico State Bar Digital Civil Rights – Albuquerque
 - New Mexico Human Services Symposium – Albuquerque
 - Explora Science Center and Children's Museum – Albuquerque
 - New Mexico State Bar Equity and Diversity – Albuquerque
 - New Mexico Children's Law Institute – Albuquerque
 - New York State Bar Association: Web Accessibility – New York
 - ADA National Symposium: Digital Accessibility – Pittsburg
 - International Association of Emergency Managers – Grand Rapids
 - ADA National Symposium: Inclusive Emergency Management – Chicago
 - FEMA Whole Community Planning – FEMA Region II HQ DC
 - "When Disasters Strike" – University at Albany
 - Access & Functional Needs Conference – Philadelphia
 - NYC Access & Functional Symposium – NYU Kimmel Center
 - Keynote for City University of New York Student Senate – New York
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EDUCATION:

New York Law School

- JD: Concentration Civil Rights
- Research Assistant: Professor Nadine Strassen, Former President of the ACLU
- Judicial Intern: Honorable Judge Michael Corriero
- Honors: NYLS Public Interest Fellowship Award

University of New Mexico

- BA: Political Science
- BA: Philosophy
- BA: Economics (Minor)

Harvard University T.H. Chan School of Public Health

- National Preparedness Leadership Initiative Graduate

University of Michigan School of Social Work

- MSW: Master of Social Work, Interpersonal Practice in Integrated Health, Mental Health & Substance Abuse
- Certificate: Disability Inclusion and Accessible Design

International Association of Accessibility Professionals

- Certificate: Professional in Accessibility Core Competencies

Great Plains ADA Center and University of Missouri

- Certificate: ADA Coordinator
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BAR ADMISSION:

- U.S. District Court Southern District of New York
 - U.S. District Court Eastern District of New York
 - U.S. District Court District of New Mexico
 - New York State Bar
 - New Mexico State Bar
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