

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
January 7, 2020

Members Present

Nathan Pullen
David Steinmetz
Terell Welch
Terri Hedgpeth
Jordan Moon
Bea Shapiro

Members Absent

Kevin Foster

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Nathan Pullen called the meeting to order at 2:05 pm in the RSA Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

Approval of the December 11, 2019 Meeting Minutes

David Steinmetz motioned to approve the minutes from the December 11, 2019 meeting. Terri Hedgpeth seconded the motion. The meeting minutes were approved by unanimous voice vote.

E75 Event Discussion

Nathan Pullen stated the Save the Date invitation had not been sent out yet. He noted that Terell Welch found the invite that had been used previously, and the Department of Economic Security (DES) Public Information Officer (PIO) was assisting in updating the invite. Nathan Pullen stated that once the Save the Date invite had been updated, he would send out the invite, which would be followed up with a formal invitation. Nathan Pullen stated the committee had also expressed interest in inviting Jeff Bishop from Microsoft to be the keynote speaker at the event and inquired regarding whether the committee could reimburse Mr. Bishop's travel expenses.

Lindsey Powers stated she contacted the DES Finance Department and had not heard back, although the Business Operations Manager had inquired whether the funding included a travel clause. Nathan Pullen stated the committee could use alternate vendors to reimburse for travel or could request that Jeff Bishop submit a quote for his travel as a speaker's fee. Nathan Pullen stated that he contacted Café Cultivate, the catering company at Ability 360, whom would provide a quote for the breakfast catering. Nathan Pullen inquired regarding the current E75 fund balance. Lindsey Powers stated the E75 fund balance was approximately \$4000.

Terrell Welch stated he made copies of the Save the Date invitation and planned to distribute the invites at an upcoming event. Nathan Pullen inquired whether the PIO had made the necessary changes to the invite. Terrell Welch stated he made print copies of the electronic form. Nathan Pullen stated the PIO, Ben Flores, offered to share the Save the Date on the DES website, and inquired whether the committee would like to share that information. Terri Hedgpeth stated she agreed with sharing the information, but only if the invite was accessible. Nathan Pullen stated he would forward the PDF copy to Terri Hedgpeth for review. Bea Shapiro inquired whether the PDF was a searchable PDF. Nathan Pullen stated the text appeared to be accessible, although he was unsure whether the graphics were accessible. Terri Hedgpeth stated her preference that the information is not shared on Facebook, if the information was not accessible to everyone. Nathan Pullen stated the text information could be shared in the body of a Facebook post. Bea Shapiro inquired whether the DES Graphics and Design Unit tag the graphics. Nathan Pullen stated his understanding that the PIO could ensure the graphics were accessible, although he would appreciate if Terri Hedgpeth and Bea Shapiro could review the document for accessibility. David Steinmetz inquired whether the Save the Date invite would be sent to all committee members. Nathan Pullen stated he would share the final Save the Date invite with committee members once all the corrections were made. Jordan Moon inquired whether the council had a Facebook page, and whether the information could be shared. Nathan Pullen stated the council did have a Facebook page and could share the information on that site. Mr. Pullen stated that Ben Fox had created an E75 website, which was to be an ongoing website for the E75 events. Nathan Pullen stated that he had inquired whether Mr. Fox would be able to post the information for the upcoming event to the E75 website.

Terrell Welch stated he contacted an employee with Wells Fargo, whom expressed interest in attending the event, but was waiting for approval from his supervisor. Mr. Welch stated he also brought up an idea with his supervisor, regarding reaching out to the Governor and inquiring whether he would be able to make a brief video about the event. Terrell Welch stated he

would follow up with DERS management regarding that request. Nathan Pullen stated as a backup, the committee could contact the Director of the Governor's Office for Economic Development, whom reported directly to the Governor, to potentially provide something. Nathan Pullen stated the council Chair, Bob Kresmer, could also request a statement or video from the Governor's Office. Nathan Pullen inquired whether Terell Welch would be willing to make the request internally within DES and sent the formal request to Nathan Pullen to be shared with Bob Kresmer. Terell Welch suggested the committee attempt to obtain a statement of video from the Governor's Office but continue with the planning for the event.

Mr. Welch inquired regarding the expected distribution date of the formal E75 invite. Nathan Pullen stated as soon as he received the completed Save the Date invite, he would forward to the committee members for distribution. He noted his intent was to follow up the Save the Date invite with a formal invite about a week later. Terell Welch stated the committee could send out several reminders and information about the event to employers. Terri Hedgpeth cautioned the committee from sending out too many notices about the event, because the employers could begin to ignore the information. Nathan Pullen stated the committee intended to send out the Save the Date invite, which would be followed-up with a formal invite. Nathan Pullen stated the committee could potentially send out a third notice, but only to the contacts that the committee members knew personally. Jordan Moon stated that if the committee received a video or statement from the Governor's Office, that could be included in a third email. Terell Welch agreed that the committee would only send out new information. David Steinmetz stated that a video from the Governor could be distributed through a press release and agreed that the committee should not send out emails every week. Mr. Steinmetz noted the Governor created an Executive Order in 2017 regarding the state purchasing products from individuals with disabilities, and a quote could be shared.

Nathan Pullen stated he heard back from Ben Fox, whom indicated that he would give Mr. Pullen access to update the E75 website. Mr. Pullen noted that Ben Fox developed the E75 website and had been maintaining the site on his own. He added that Ben Fox had indicated that due to financial constraints, he would not be able to continue to maintain the site. Nathan Pullen stated that he would inquire whether DES would be able to take over the maintenance of the E75 website. Nathan Pullen inquired whether the committee members would agree to reimburse for Ben Fox for the previous year of maintaining the website. Terell Welch motioned that Ben Fox be reimbursed for maintaining the E75 website. Jordan Moon seconded the motion. David Steinmetz inquired whether the committee was considering for reimbursing Ben Fox for the previous maintenance of the E75 website,

which would then be maintained by another entity. Nathan Pullen agreed that the committee would reimburse Mr. Fox for one time, and he would seek that DES, or another entity maintain the website. Terri Hedgpeth stated that Ben Fox had indicated that he was willing to donate his time and effort to the committee. Nathan Pullen agreed and stated that he wanted the committee to agree, and he would then inquire whether Bob Kresmer would agree as well. The committee agreed to the vote by unanimous voice vote. Jordan Moon inquired regarding the timeframe in which Ben Fox would be unable to continue maintaining the website. Nathan Pullen stated his understanding that Ben Fox would be able to maintain the website for about another month. Bea Shapiro stated she reviewed the PDF Save the Date, and noted the text was accessible, but the graphics needed to be tagged or captioned. Nathan Pullen inquired whether there was a preference to the accessibility. Bea Shapiro stated that either would be acceptable.

Terrell Welch stated he had not reached out to Pepsi, yet although Deloitte had requested a second tour of the comprehensive services training facilities. David Steinmetz stated his understanding that the committee intended to have one keynote speaker and inquired whether the committee had decided on the three employers that would be recognized. Nathan Pullen stated his recollection that the committee had discussed recognizing Pepsi, Wells Fargo and Arizona Industries for the Blind (AIB). Terri Hedgpeth stated that Pepsi should not be recognized, because they had not hired a blind or visually impaired individual yet. Jordan Moon inquired whether the committee would like to invite a representative from Arizona State University (ASU), and noted that ASU hired several blind and visually impaired individuals. Terri Hedgpeth stated she could inquire whether the Vice President of Educational Outreach and Student Services would be willing to attend. Nathan Pullen stated the committee would also like to know the number of blind and visually impaired individuals that had been hired by ASU. Terri Hedgpeth stated that ASU would not have those statistics, although she had previously hired several blind and visually impaired individuals. David Steinmetz stated that ASU would likely have record of individuals with disabilities, but not necessarily broken down by disability type. David Steinmetz inquired whether Jordan Moon knew of the employers that had hired through SAAVI Services for the Blind. Jordan Moon stated SAAVI had worked with Peckham, who had been recognized, although he would reach out to other employers. Mr. Moon inquired whether the committee had invited Cyracom to previous events. Terri Hedgpeth stated the committee had also discussed inviting APS to attend the event. Nathan Pullen stated that APS had been invited to attend the previous event. Terrell Welch stated that Synchrony was a local call center that offered customized financial planning and inquired whether they had hired VR clients. Jordan Moon stated that was another company, and he was unsure

whether any clients had been placed there. Terell Welch stated that several companies had expressed interest in hiring blind and visually impaired individuals but were unable to find qualified applicants. Terri Hedgpeth stated that many blind and visually impaired individuals obtained employment on their own, and suggested the committee inquire whether the companies had hired any blind and visually impaired individuals. Ms. Hedgpeth stated the Maricopa Community Colleges had hired several individuals with disabilities. Jordan Moon inquired whether Sun Sounds should be invited to attend and speak at the event. Terri Hedgpeth stated the employers recognized would not need to speak long but could provide a brief statement.

Terell Welch inquired whether the committee was waiting for additional changes to the Save the Date invite. Nathan Pullen stated the PIO was going to correct the spacing to the event time and would add the "Conference Center" to the Ability 360 address, so that attendees would know where to go. Terell Welch stated those changes had been made and inquired whether the committee members could begin distributing the invite. Terell Welch noted that Bea Shapiro had indicated that the graphics were not accessible. Nathan Pullen stated that committee members could distribute printed copies of the invite, and the electronic document graphics would need to be made accessible. David Steinmetz suggested the committee members begin distributing the Save the Date invite as soon as completed. Nathan Pullen stated he would send out the email version to the distribution list, and then use the tagged version to any follow up invites of social media platforms.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee will be on January 28, 2020, from 3:00 to 4:00 pm in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows:

- E75 Event Discussion

Announcements

There were no announcements.

Public Comment

A call was made to the public with no response's forthcoming.

Adjournment of Meeting

The meeting was adjourned at 3:00 p.m.