

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
February 20, 2019

Members Present

Nathan Pullen
Ben Fox
David Steinmetz
Jordan Moon

Members Absent

Kevin Foster
Terell Welch
Bea Shapiro

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 January 30, 2019 Meeting Minutes

Ben Fox motioned to approve the minutes from the January 30, 2019 meeting. Jordan Moon seconded the motion. The meeting minutes were approved by unanimous voice vote.

E75 Event Follow Up

Jordan Moon stated that he enjoyed the breakfast catered at the E75 Diversity Builder Award event. Mr. Moon noted that individuals arrived on time also and had time to network. Jordan Moon stated the event flowed well and Nathan Pullen was able to move the event along. Jordan Moon stated he would have liked for the employers to had indicated the number of blind or visually impaired individuals they had hired. Nathan Pullen stated he would have liked to have shared that information as well, although he did not want to disclose too much information on behalf of the employees. Jordan Moon stated the afternoon presentation was great as well, and he

enjoyed Sean Callagy's motivational presentation. He noted that he would like to see similar motivation presentations at future events. Nathan Pullen agreed and stated the committee could potentially schedule to hold a Job Fair after the breakfast event. He noted that the committee did not want to compete with the Reverse Job Fair that was held after the breakfast, but the committee could plan a similar event in the future. Jordan Moon stated the committee could invite specific job ready clients to attend a job fair.

E75 Quarterly Event Discussion

Nathan Pullen stated the committee was interested in keeping the momentum going and had planned to hold quarterly events throughout the year. He noted the committee had scheduled the next event for March 14, 2019, which would be a follow up event to the E75 Diversity Builder Award event. Nathan Pullen stated the event would allow employers to learn about the logistics and processes when hiring a blind or visually impaired individual. Mr. Pullen stated he reserved the Ability 360 Conference Room for an employer roundtable event. Nathan Pullen stated his vision that an employer that had hired blind or visually impaired individuals attend and speak to other employers. Nathan Pullen stated that Bea Shapiro, Sue LeHew, or Bob Gates could also potentially attend to speak about Assistive Technology (AT) and accommodations. He added that he would also like to invite someone from HR to speak about reasonable accommodations for employees. Nathan Pullen stated that Terell Welch or Tim Stump could also talk about on-boarding or best practices for hiring a blind or visually impaired individual. Jordan Moon stated that he would not be able to attend the event, although he would assist in the planning for the event. Mr. Moon suggested the committee invite a blind or visually impaired individual or an employer that worked closely with visually impaired employees. Jordan Moon stated that he could inquire whether Reggie Laister or another representative from SAAVI Services for the Blind could intend in his place. David Steinmetz stated that Arizona Industries for the Blind (AIB) has two conference rooms that would be available for future E75 events. He added that employers could also receive a tour of the AIB warehouse and see blind and visually impaired individuals working. Nathan Pullen stated the committee had already informed employers regarding the location for the next event, although the committee could use alternate locations for the different events.

Ben Fox stated he could assist in developing the marketing for the next event. Nathan Pullen stated the committee needed to identify a more concise agenda and topics that would be discussed as well as the speakers at the event. Ben Fox inquired whether the committee would invite the employers that attended previous events. Nathan Pullen stated that

committee members could send a separate email to the employers that received awards and invite them to the upcoming event. Jordan Moon stated that he liked that employers would have the opportunity to brainstorm and he suggested the committee challenge the employers to hire a blind or visually impaired individual. Nathan Pullen stated he envisioned the event would be 1.5 to 2 hours and potentially run from 10:00-11:30 or 12:00. Jordan Moon inquired whether the committee would offer light snacks and drinks. Nathan Pullen stated the committee had leftover funds and could likely offer coffee and pastries during the event.

Ben Fox stated the employers could potentially play a game such as Jenga while blindfolded. Nathan Pullen stated that an activity could be an icebreaker at the event and help the employers to understand how to convey information. Ben Fox suggested that employers make sandwiches while blindfolded. Jordan Moon stated that he liked the idea of employers playing a game while blindfolded but cautioned the committee against any activities that would scare individuals. Nathan Pullen stated the committee could contact the Independent Living Blind (ILB) Unit or SAAVI for resources for activities. Nathan Pullen inquired whether the committee should invite View Finder to attend the upcoming event or whether the vendor would be more appropriate for an AT panel. Ben Fox stated that attendees at the E75 breakfast did not know what to ask View Finder, although the vendor would be a great addition to an AT panel. Jordan Moon agreed that the committee could give the vendor time to speak to employers during a panel discussion. David Steinmetz stated he agreed with an AT panel discussion and inquired whether a large percentage of the attendees at the E75 breakfast were employers. Nathan Pullen stated the event had a registration table to capture the attendees and their contact information and his understanding was that approximately 2/3 of the audience were employers. Lindsey Powers agreed and stated she would gather the attendance information and distribute to the committee members.

Ben Fox stated that Terell Welch had suggested the committee develop a website in order to partner with Google business. Jordan Moon inquired whether the committee would require permission from the GCBVI in order to develop an E75 website. Lindsey Powers stated the committee should let the council know about the committee's intentions. Nathan Pullen stated he could mention the committee's plans at the upcoming GCBVI Executive Committee meeting. Mr. Pullen noted that Terell Welch was interested in developing a partnership with Google. David Steinmetz stated the Public Information Committee had developed the EyeKnow.AZ database and the council would not likely oppose the idea. Jordan Moon suggested the committee offer door prizes or raffle tickets at the upcoming event. Nathan

Pullen stated he liked the idea of offering a door prize, although due to the council affiliation, the committee should avoid raffle prizes.

Nathan Pullen summarized that the committee had identified some discussion topics, and the date and tentative time for the upcoming event. He added that he would review food options for the event. Mr. Pullen stated that Lindsey Powers would distribute the list of employers that attended the previous event and Terell Welch and Ben Fox could reach out to those individuals. Nathan Pullen stated the committee would further define the agenda in order to develop the invites for an email blast. Ben Fox inquired regarding the target date for inviting employers. Nathan Pullen stated the committee should begin soon. He added that he would appreciate assistance from Ben Fox in developing the invites for the next event. David Steinmetz stated the committee could also send out Save the Dates prior to the actual invites. Nathan Pullen stated the committee would confirm the speakers at the event and he would also reach out to Sean Callagy's local office and inquire whether the lawyer could attend and speak about the legal implications of the ADA and the EEO. David Steinmetz stated the Arizona Center for Disability Law could also potentially speak at the event. Nathan Pullen agreed and stated that someone from the Ability 360 could also potentially speak.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee will be on February 27, 2019, from 10:00 am to 11:00 am in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows:

- E75 Employer Roundtable Discussion
- Google Partnership Discussion

Announcements

There were no announcements.

Public Comment

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

Adjournment of Meeting

Jordan Moon motioned to adjourn the meeting. David Steinmetz seconded the motion. The meeting was adjourned at 2:52 p.m.