

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
February 27, 2019

Members Present

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

Members Absent

Kevin Foster

Staff Present

Lindsey Powers

Guests Present

Bob Kresmer

Call to Order and Introductions

Nathan Pullen called the meeting to order at 10:02 am in the RSA Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

Approval of the February 20, 2019 Meeting Minutes

Bea Shapiro motioned to approve the minutes from the February 20, 2019 meeting. Ben Fox seconded the motion. The meeting minutes were approved by unanimous voice vote.

E75 Employer Roundtable Discussion

Nathan Pullen stated the committee had planned to hold more events throughout the year to keep the momentum. Mr. Pullen noted the committee had scheduled the next event for March 16, 2019 at Ability 360, which would be a smaller event for employers. He stated the upcoming event would be approximately two hours for human resources professionals and prospective employers to learn the logistics and processes involved in

recruiting and hiring blind and visually impaired individuals. Terri Hedgpeth agreed that the committee should hold more events throughout the year but noted that the upcoming event was the same day as CSUN, and some consumers would not be able to attend the event. Nathan Pullen stated the committee had committed to holding the event on that date and had reserved the space. He added that the event was more for employers interested in hiring blind or visually impaired individuals and would not focus on consumers. Bea Shapiro stated that she would be attending CSUN, although Sue LeHew or Bob Gates could potentially attend and discuss Assistive Technology (AT). Nathan Pullen stated that the event agenda would potentially include a labor attorney to speak about ADA and reasonable accommodations, an AT/IT professional to speak about AT needs, a client to discuss his/her employment experience and time for the employees to have a roundtable best practices discussion. Nathan Pullen stated that he would invite one of the employers that hired a blind or visually impaired individual to speak to the employers that had not hired blind or visually impaired individuals. Nathan Pullen stated the committee could also invite a vendor to demonstrate AT products as well. He noted that Ben Fox had agreed to develop the flyer invite for the event to distribute.

Bob Kresmer inquired whether the committee held a similar event in the past and had any feedback regarding those events. Nathan Pullen stated the committee held the annual E75 Diversity Builder Events but had not held a smaller event such as the one for employers. Jordan Moon stated that Reggie Laister was unsure whether he would be able to attend the event. Nathan Pullen stated that Terell Welch or Tim Stump could potentially speak at the event. Terell Welch inquired whether a representative from Arizona Industries for the Blind (AIB) would attend the event. David Steinmetz stated that he would be willing to speak at the event from the employee's prospective. Terell Welch inquired whether the HR professional from AIB would attend the event. David Steinmetz stated that he could extend an invitation to Dana Clayton to attend the event. Nathan Pullen agreed that he was interested in inviting HR professionals to attend. Mr. Pullen stated that Ben Fox agreed to develop the flyer and update the website, Lindsey Powers had distributed the contact list of employers that attended the previous event, and Terell Welch would send invites to his contacts as well. Terri Hedgpeth inquired whether the employer contact list and invite flyer would be shared with the committee. Nathan Pullen stated that all materials would be shared with the committee members. David Steinmetz inquired whether the event was focusing on employers that had not hired blind or visually impaired individuals. Nathan Pullen stated the intent of the event was to encourage employers to hire blind or visually impaired individuals, and for the employers that had hired blind or visually impaired individuals to

act as subject matter experts. Terri Hedgpeth inquired regarding how much Sean Callagy charged to speak at the Vision Rehabilitation and Assistive Technology Expo (VRATE) and the E75 event. Nathan Pullen stated that Mr. Callagy donated his own time to present at the previous E75 event. Jordan Moon noted that Sean Callagy did not charge to speak at VRATE either. Nathan Pullen noted the committee was also able to raise funds for the previous E75 event and would have leftover funds for future events. Nathan Pullen stated that he anticipated holding a future event at AIB, where individuals could receive a tour of the facility and observe individuals working.

Ben Fox stated he liked calling the event a roundtable discussion and could be highlighted in the marketing materials. Terrell Welch agreed and suggested the materials also highlight that individuals from AIB and Peckham would be attending the event. Ben Fox inquired whether there were any additional talking points that should be included in the materials. Nathan Pullen suggested that Terrell Welch, Tim Stump or Kelly Hart could discuss the resources that Rehabilitation Services Administration (RSA) or the Division of Employment and Rehabilitation Services (DERS) could provide. Terrell Welch stated that Jillian Seamans or someone from the Public Information Office (PIO) could provide that information as well as an individual from Ability 360. Nathan Pullen stated that Ability 360 was more focused on Ticket to Work (TTW), although the committee could invite someone from the Arizona Disability Law Center to speak. He noted that he invited Jillian Seamans, PIO Officer, to attend all events to provide media coverage. Jordan Moon inquired whether the committee had identified a client to attend the event. Nathan Pullen stated the committee had not identified a client to attend, although he did reach out to APS. He added that the committee could also contact Pendergast Elementary School District, although the employers attending the event would not likely be hiring individuals for education. Terrell Welch suggested the committee invite the individual hired by Rio Salado College.

Ben Fox inquired whether the committee had identified the time for the upcoming event. Nathan Pullen stated the committee had discussed holding the event from 10:00 – 11:30 or 12:00 depending on the engagement of the event. Mr. Pullen stated the committee had also discussed having activities or ice breakers to educate the employers about general blindness skills such as using blind folds during a game. Terrell Welch stated that when he and Tom Hicks presented at Arizona State University, they asked ten True or False questions, which allowed interaction among the attendees. Jordan Moon agreed that the committee could include an activity at the event but suggested the committee be cognizant not to scare the employers. Nathan Pullen inquired whether each table answered the questions, or whether the

whole group answered the questions. Terell Welch stated that someone asked the question and attendees could call out the answer and have some additional discussion. Nathan Pullen inquired whether Bea Shapiro and Terri Hedgpeth would be able to send some AT bullet points that could be discussed at the event. Bea Shapiro stated that she and Terri Hedgpeth would develop some bullet points. Nathan Pullen inquired regarding the committee members that would be able to attend the upcoming event. David Steinmetz stated that he would be able to attend the event. Nathan Pullen stated that a previous DERS announcement indicated the importance for increasing employment outcomes, which was in alignment with the focus of the event. He added that he would forward an invite to the PIO officer, and the information could potentially be added to the DES Facebook page. David Steinmetz inquired whether AIB would be included on the event agenda as a presentation. Nathan Pullen stated he was unsure whether his HR contact would be able to attend the event although AIB could be invited to speak in addition to the HR individual. Mr. Pullen noted that an AIB representative could speak about the onboarding process.

Google Partnership Discussion

Terell Welch stated that Google contacted him regarding a partnership an to invite an individual to participate on their employment team. He noted that one of the requirements was to have a website for the information to be hosted. Terell Welch stated that he was waiting to hear back regarding the next steps.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee will be on March 6, 2019, from 2:00 to 3:00 pm in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows:

- E75 Employer Roundtable Discussion

Announcements

David Steinmetz announced that the Arizona Disability Coalition would hold their Advocacy Day at the Capitol on March 13, 2019. He noted the event would begin at 10:00 with a training and an opportunity to meet with their representatives in the afternoon.

Jordan Moon announced that SAAVI Services for the Blind would have their Culture Day on March 13, 2019, where students from other cultures would present about blindness in their cultures.

Terell Welch stated that Foundation for Blind Children (FBC), SAAVI, and RSA were developing a Capstone, which would allow clients to perform mock interviews with representatives from those agencies. Mr. Welch stated that Phoenix College would be the host for the interviews. He stated the intent was to provide more real-world experience for clients that were ready to interview and obtain employment. Jordan Moon inquired whether the program would be ongoing. Terell Welch stated the program would be long term as an agreement with Phoenix College.

Public Comment

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

Adjournment of Meeting

Terell Welch motioned to adjourn the meeting. Jordan Moon seconded the motion. The meeting was adjourned at 10:50 a.m.