

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
March 6, 2019

Members Present

Nathan Pullen
Terell Welch
Ben Fox
Kevin Foster
David Steinmetz
Terri Hedgpeth

Members Absent

Jordan Moon
Bea Shapiro

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Nathan Pullen called the meeting to order at 2:12 am in the RSA Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

Approval of the February 27, 2019 Meeting Minutes

Ben Fox motioned to approve the minutes from the February 27, 2019 meeting. Terell Welch seconded the motion. The meeting minutes were approved by unanimous voice vote.

E75 Employer Roundtable Discussion

Nathan Pullen stated the committee had scheduled the next event for March 16, 2019 at Ability 360, which would be one of the on-going events to maintain momentum of the E75 events. Mr. Pullen noted that the upcoming event was focused on providing information and resources to employers that had not hired blind and visually impaired employees. Nathan Pullen stated the event would be approximately two hours and he developed a draft agenda for the event. He noted the event would begin at 10:00 with introductions, then a blind or visually impaired employee could speak about

their employment experience, followed by a brief presentation by Jen Ward, the President of the Employment Council. Ben Fox stated he received confirmation that the employee from Rio Salado College would be willing to speak at the event. Nathan Pullen stated that someone could then talk about Assistive Technology (AT) or IT and a representative from View Finder could provide a brief demonstration of equipment. He stated the employers could then have a roundtable discussion and the opportunity to ask questions about how the hiring process works. Nathan Pullen stated that he would like for the employers that had hired blind and visually impaired individuals to be the table hosts and facilitate that conversation. Nathan Pullen stated that he hoped to identify the individual from the Division of Employment and Rehabilitation Services (DERS) or the Department of Economic Security (DES) that would speak about the Arizona Job Connection resources and other services DES offered for onboarding. Terell Welch stated he spoke to his supervisor, Kelly Hart, to inquire who that individual would be.

David Steinmetz inquired regarding the anticipated number of employers that would be attending the event. Nathan Pullen stated the committee had invited the employers that attended the previous E75 Diversity Builder event, and would welcome individuals from the public as well, although the event was focused on employers. He noted that he hoped that approximately 40 individuals would attend. Nathan Pullen stated that the committee would also invite past awardees, such as Peckham, Rio Salado College, or USAA, who had hired blind and visually impaired individuals. Terell Welch stated that he did not have contact information for some of the employers and inquired whether committee members had contact information for Pendergast Elementary School or APS. Nathan Pullen stated that Jordan Moon had the contact information for Pendergast Elementary and the committee could follow up with him. Terell Welch inquired whether Jordan Moon intended to contact the representative from Pendergast. Nathan Pullen stated his understanding that Terell Welch was going to contact the employers, and the committee would ensure that Mr. Welch had the information he needed. Terell Welch inquired whether any committee members had contact information for APS. Nathan Pullen inquired whether Terell Welch had the contact name for APS. Terell Welch stated that he had the contact name, Kelly Lopez, for APS, although he did not know who invited Ms. Lopez. David Steinmetz stated he reached out to Kelly Lopez after the event through Linked In, although he did not know who initially invited her to attend the event. Mr. Steinmetz stated he would be willing to follow up with Kelly Lopez and inquire whether a representative from APS would attend the upcoming event. Terell Welch stated that he would contact Peckham, Home Assist Health, USAA, Jordan Moon had contacted Rio Salado College, and David Steinmetz would contact APS. David Steinmetz added

that Dana Clayton, Arizona Industries for the Blind (AIB) HR, confirmed that she would attend the event. Nathan Pullen inquired whether Dana Clayton would be discussing the onboarding process for hiring blind and visually impaired individuals. David Steinmetz stated that Dana Clayton would review the new hire process and the expectations for the new employee. Nathan Pullen inquired regarding how much time Ms. Clayton would need to present. David Steinmetz stated he informed Dana Clayton that she would have approximately 15 minutes to present. Nathan Pullen stated that Jordan Moon had mentioned that someone from SAAVI Services for the Blind could speak as well or would facilitate the activity or ice breaker activity. Terri Hedgpeth stated the committee had also discussed asking some True/False questions. Lindsey Powers stated she had not received the questions, and she would follow up with Terrell Welch.

Nathan Pullen summarized the tentative agenda for the event. The event would begin at 10:00, with introductions, Justin would speak about his experience as an employee, followed by a presentation by Jen Ward regarding HR and ADA. Nathan Pullen stated that Dana Clayton would speak for about 15 minutes about onboarding processes and Sue LeHew would speak about AT/IT. Mr. Pullen stated at 11:00, someone would facilitate the activity or ice breaker followed by general discussion and the True/False questions. Nathan Pullen stated the committee could develop some discussion topics to help guide the discussion with the employers. Terri Hedgpeth suggested the committee allow the employers to submit written questions because some employers might be reticent to ask questions during the discussion. David Steinmetz stated he attended webinars where the audience was asked to take a poll and the presentation would follow and answer those questions. Mr. Steinmetz stated that some employers might not be able to answer the questions depending on the individuals experience. Terri Hedgpeth stated that individuals could sit on a panel and the individual with the most experience on a topic could answer that question. Nathan Pullen stated the committee should also include the DERS/DES representative to discuss the DES resources, which could occur before the panel discussion. Nathan Pullen stated the committee could plan to hold a panel discussion with the employers originally designated as the table hosts as well as internal staff to answer questions. Mr. Pullen inquired regarding the committee members that would be able to attend the upcoming event. Ben Fox and Terri Hedgpeth stated that they would be attending CSUN during the time of the event. David Steinmetz stated that he would attend the event and Kevin Foster stated he would try to attend the event if his schedule allowed. Nathan Pullen stated he would forward the draft agenda to the committee members and inquired whether Lindsey Powers would distribute a follow up list to committee members. Terri Hedgpeth encouraged committee members to participate on the panel as

well. Terri Hedgpeth stated that some employers might want to know whether they could terminate an individual's employment but be reluctant to ask publicly. She noted that employers might feel more comfortable writing down those kinds of questions. Nathan Pullen agreed and stated that Dana Clayton would potentially be able to provide that kind of information. Nathan Pullen stated the event could end at 12:00 or end earlier depending on the panel discussion.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee will be on March 13, 2019, from 2:00 to 3:00 pm in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows:

- E75 Employer Event Discussion

Announcements

There were no announcements.

Public Comment

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

Adjournment of Meeting

Ben Fox motioned to adjourn the meeting. Kevin Foster seconded the motion. The meeting was adjourned at 2:50 p.m.