

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
March 8, 2017

Members Present

Tom Hicks*
Kryslen Holt*
Jordan Moon*
Dan Martinez*
Nikki Jeffords*
Terell Welch*
Tanner Gers*

Members Absent

Staff Present

Lindsey Powers, Admin. Assist.
*Teleconferenced

Guests Present

Call to Order and Introductions

Tom Hicks called the meeting to order at 11:00 am in the RSA Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

Approval of February 22, 2017 Meeting Minutes

Nikki Jeffords motioned to approve the minutes from the February 22, 2017 minutes. Kryslen Holt seconded the motion. The motion was approved by unanimous voice vote.

E75 Timeline Checklist Review

Tom Hicks inquired whether committee members had any feedback or suggestions for the E75 Timeline Checklist. Terell Welch suggested the checklist item, determine employers to invite, be included on the timeline several times. Kryslen Holt suggested the committee identify the employers to invite early in the process. Tom Hicks stated the committee should have developed a list of employers to invite prior to the eighth month meeting. Terell Welch suggested the committee send out several Save the Date invitations. Nikki Jeffords noted the committee needed to work harder to cultivate relationships with employers.

Tom Hicks inquired whether the committee members could develop E75 business cards to distribute to employers. Lindsey Powers stated the Department of Economic Security (DES) procured business cards through the Department of Corrections, and she would inquire regarding obtaining E75 business cards. Jordan Moon stated committee members could reach out to large corporations and begin spreading the word about E75. Nikki Jeffords noted Jillian Seamans, Public Information Officer (PIO) was helpful in providing marketing for the previous event, and might be willing to draft a press release requesting employers to attend the next E75 event. Kryslen Holt stated SAAVI Services for the Blind students were encouraged to intern or volunteer at different organizations to gain experience and engage the employers. Tom Hicks noted individuals did benefit from having different work experiences on their resumes. Jordan Moon stated the committee could also reach out to the blindness community and inquire regarding where those individuals were employed. Kryslen Holt stated committee members could attend different job fairs and make connections with employers. Tom Hicks suggested the committee members continue to reach out to the employers that agencies currently hire blind and visually impaired individuals. Kryslen Holt stated the committee could attend events quarterly to continue to build relationships.

E75 Award Categories

Nikki Jeffords stated she would develop a list of potential award categories for the next committee meeting.

E75 Location/Theme Discussion

Jordan Moon stated that he and Kryslen Holt conducted research regarding potentially holding the next E75 event at the Ability 360 Nina Mason Pulliam Conference Center. Kryslen Holt stated the conference room seated 120 individuals at round tables for \$600 for eight hours. Tom Hicks stated Marc Asthon, Foundation for Blind Children (FBC) would be pleased to support the next event at FBC. Tom Hicks inquired regarding the deadline for reserving the conference room. Tom Hicks inquired whether the committee would be required to submit a deposit in order to reserve the conference room. Kryslen Holt stated she would follow up regarding the deadline to reserve the conference room and whether a deposit would be required. Tom Hicks inquired whether the facility was located in an area accessible to public transportation. Nikki Jeffords stated she liked that FBC was free, and did not require funds to hold the event. Tom Hicks stated the Ability 360 was a well-known facility and was a neutral venue as the facility served individuals with all disabilities. Nikki Jeffords inquired whether Ability 360 would allow for the job ready clients to have their own tables. Kryslen Holt stated the

Ability 360 had a courtyard outside of the conference room that could accommodate tables in the weather permitted. Tom Hicks inquired whether the event planner would pay for the use of the conference room. Lindsey Powers stated she was unsure, although she would check with Rehabilitation Services Administration (RSA) Finance. Tom Hicks inquired whether RSA had agreed to support the next E75 Diversity Builder Award Event. Dan Martinez stated he had not contacted Kristen Mackey, RSA Administrator, regarding RSA support although he would. Tom Hicks inquired regarding the sound quality of the Ability 360 conference room. Kryslen Holt stated the sound quality was good at Ability 360. Jordan Moon noted the conference room was smaller, which would be conducive for attendee conversations. Tom Hicks inquired whether the Ability 360 staff would be responsible for setting up the conference room. Dan Martinez stated Ability 360 staff did set up the conference room. Dan Martinez noted the only downside to the location of Ability 360, was that the Light Rail did not go to the facility, and required additional public transportation. Mr. Martinez stated that Ability 360 charged an audio/visual fee as well.

Nikki Jeffords stated the facility was not a blindness services facility and inquired whether the venue would lose its connection to the blindness community. Dan Martinez stated the committee would not be able to hold events at all of the blindness facilities. Kryslen Holt noted the advantage of holding the event at a blindness facility, which emphasized to employers that those services existed. Tanner Gers stated Ability 360 made an effort to employ disabled individuals, although the committee should emphasize the blind and visually impaired individuals hired at Ability 360. He noted that Ability 360 focused on diversity, which was positive, although the committee did want to focus on blindness. Tom Hicks stated his concern with not holding the event at a blindness facility, because the committee wanted to focus on employment of blind and visually impaired individuals. Tanner Gers stated the committee should highlight the struggles with obtaining employment, and the struggles with succeeding in employment.

Dan Martinez motioned to hold the next E75 Diversity Builder Award Event at Ability 360. Kryslen Holt seconded the motion. The motion was approved by unanimous voice vote.

Kryslen Holt stated one of the committee's goals could be to obtain sponsorship from an employer, who would host the event at their business. Tanner Gers stated GoDaddy facilitated a similar event. Kryslen Holt noted the committee needed to cultivate relationships with employers. Tanner Gers inquired whether the GCBVI was associated with a 501 3C certificate. Dan Martinez stated the Arizona Center for the Blind and Visually Impaired (ACBVI) and SAAVI Services for the Blind held 501 C3 certificates and had

members on the council. Tom Hicks inquired whether individuals could donate to the GCBVI through those organizations. Dan Martinez stated individuals would donate to the state, although some individuals were uncomfortable donating to government.

Tom Hicks stated the E75 program theme could be "One Voice", to indicate inclusion of all consumer groups, agencies, and organizations. Mr. Hicks noted the tagline could be Eliminate, Employ, Empower, One Voice. Tanner Gers suggested "One Inclusive Voice". Kryslen Holt noted "Inclusion" referred to including employers in the goal of employing blind and visually employed individuals. Jordan Moon suggested committee members forward program theme ideas to Lindsey Powers, to be shared with the committee.

E75 Newsletter Update

The E75 Newsletter Workgroup would meet after the committee meeting and would be able to provide an update at the next meeting.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee would be on March 22, 2017 from 11:00-12:00 pm in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows:

- E75 Checklist/Timeline Review
- E75 Award Categories
- E75 Theme Discussion
- E75 Newsletter Update

Announcements

Tom Hicks announced the Stride for Sight would be held on March 25, 2017, which raised funds for FBC.

Tanner Gers announced that he would receive Artificial Intelligence (AI) RA glasses as a promotional opportunity.

Public Comment

A call was made to the public with no responses forthcoming.

Adjournment of Meeting

Kryslen Holt moved to adjourn the meeting; Terell Welch seconded the motion. A voice vote was taken and the motion passed unanimously. The meeting stood adjourned at 11:57 a.m.