

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
March 22, 2017

Members Present

Tom Hicks*
Kryslen Holt*
Dan Martinez*
Nikki Jeffords*
Tanner Gers*

Members Absent

Terell Welch
Jordan Moon

Staff Present

Lindsey Powers, Admin. Assist.
*Teleconferenced

Guests Present

Call to Order and Introductions

Tom Hicks called the meeting to order at 11:08 am in the RSA Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

Approval of March 8, 2017 Meeting Minutes

Nikki Jeffords motioned to approve the minutes from the March 8, 2017 minutes. Kryslen Holt seconded the motion. The motion was approved by unanimous voice vote.

E75 Timeline Checklist Review

Dan Martinez suggested the timeline checklist include the item, identify employers to invite, at four months prior to the event as well. Tom Hicks suggested committee members attend Job Fairs periodically and network with potential employers. Mr. Hicks noted the committee should target employers such as State Farm, which designed their building to cater to millennial employees. He stated PayPal, for example, included a gym and a café to attract millennial workers. Dan Martinez stated several companies were modifying their work environments to appeal to the younger generational values. Tom Hicks suggested committee members continue to build relationships with potential employers throughout the year. Nikki Jeffords suggested each committee member reach out to ten employers and cultivate relationships with employers that could attend the next award event. Tom Hicks noted that would be an ambitious goal, although

committee members should reach out to employers from different businesses and not duplicate efforts. Nikki Jeffords stated she knew of a local restaurant that hired individuals with disabilities, and suggested the committee build relationships with all types of businesses. Dan Martinez stated employers needed to hear examples of businesses that hired individuals with disabilities, as it offered examples they could relate to.

Nikki Jeffords suggested Larry Wanger, State Independent Living Council (SILC) Director be the emcee at the next E75 Diversity Builder Award Event. Dan Martinez stated he knew Mr. Wanger and would inquire whether he would be willing to emcee the next E75 event. Ms. Jeffords noted that Jessica Loomer would also be a great emcee at the next event. Tom Hicks noted Ms. Loomer could present at the event as a client success story and noted she successfully marketed her skills.

Tom Hicks stated the committee had identified Ability 360 as the location of the next event. Nikki Jeffords inquired whether the committee received the support of Rehabilitation Services Administration (RSA). Dan Martinez stated he had not contacted Kristen Mackey, RSA Administrator, regarding whether the committee had RSA's support for the event. Lindsey Powers stated she would confirm RSA's support of the next E75 event. Dan Martinez stated the committee needed to develop the sponsorship letters and begin distributing to potential sponsors of the event. Dan Martinez stated the committee should review the previous sponsorship letter. Tom Hicks stated he, Dan Martinez, and Nikki Jeffords would review and modify the sponsorship letter and begin distributing those letters.

Nikki Jeffords stated she forwarded a rough draft of an E75 Award Nomination form to committee members and requested that committee members review the form for discussion at the next committee meeting.

E75 Award Categories

This item was tabled.

E75 Theme Discussion

Tom Hicks suggested the potential theme "One Voice" or "One Voice Empowered" for the next E75 Diversity Builder Award Event. Nikki Jeffords stated the "One" could be misleading when the event was a collaborative event. Dan Martinez noted the event would be held at Ability 360, which was an inclusive disability event. Tanner Gers suggested the theme be "One Voice Empowered Together". Nikki Jeffords stated her concern with including a theme for the event, when the event already had a theme. Tom

Hicks stated the tagline of E75 was Eliminate, Employ, and Empower. Tanner Gers stated the committee could rotate themes and focus on a different word in the tagline each year. Tom Hicks stated the committee could work on job development, and community partnerships. Dan Martinez stated the committee could focus on one word, such as Eliminate, and focus on eliminating barriers to employing blind and visually impaired individuals. He noted the committee could identify potential partners in helping to eliminate those barriers. Tanner Gers stated the committee could eliminate the stigmas of hiring blind and visually impaired individuals and also offer assistance to employers hiring those individuals. Tom Hicks inquired whether the committee agreed to focus on Eliminate as the focus of the next award event. Nikki Jeffords stated the emcee could discuss the focus of the event as well, and reiterate the message.

Nikki Jeffords inquired whether the committee had identified the caterer for the next award event. Tom Hicks inquired whether the committee wanted to use the Phoenix Rescue Mission as the caterer again. Kryslen Holt stated the Phoenix Rescue Mission did offer great service to the committee. Tom Hicks stated the committee did have a great working relationship with the Phoenix Rescue Mission. Tom Hicks inquired whether the committee should officially reserve the Ability 360 Conference Room for the E75 event. Dan Martinez stated the committee needed the funds in order to reserve the Ability 360 Conference Room. Tom Hicks stated that Ability 350 did not request payment until two weeks prior to the event. Nikki Jeffords inquired whether the committee had leftover funds from the previous award event. Lindsey Powers stated she would inquire with RSA Finance, regarding whether the committee had leftover funds from the previous event. Nikki Jeffords stated the committee had been successful in obtaining sponsorship, although she was unsure whether the National Federation of the Blind of Arizona (NFBAz) donated to the previous award event. Ms. Powers stated she did not receive sponsorship from the NFBAz. Tom Hicks stated if RSA provided the event planner for the event, the event planner could potentially pay for the facility reservation. Tom Hicks inquired whether the committee had the authority to reserve the facility. Dan Martinez stated if the committee intended to spend council funds, the committee would need council approval. He noted if RSA provided funds to the committee, the committee did not require approval. Tom Hicks stated the committee should determine whether the committee had RSA's support, which would include reservation of the Ability 360 Conference Room. Mr. Hicks stated if RSA's support would not cover the reservation of the facility, the committee needed to raise the funds necessary to reserve the conference room. Tom Hicks inquired whether Kryslen Holt could tentatively request the reservation of the Ability 360 Conference Room for the next E75 Diversity Builder Award Event.

E75 Newsletter Discussion

Dan Martinez stated Kryslen Holt agreed to identify a template for the E75 Newsletter as well as the content to be included.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee would be on April 12, 2017 from 11:00-12:00 pm in the RSA Conference Room, Phoenix, AZ **(NOTE: The meeting was later scheduled for April 19, 2017)**. Agenda items are as follows:

- E75 Award Categories/Nomination Form
- E75 Newsletter Update
- E75 Marketing Discussion

Announcements

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

Nikki Jeffords announced the Association for the Education and Rehabilitation of the Blind and Visually Impaired (AER) was scheduled for the same day as the Vision Rehabilitation and Assistive Technology Expo (VRATE) on November 3, 2017.

Tom Hicks announced that Dial-A-Ride lost their contract, due to their lack of ride sharing ability.

Public Comment

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

Adjournment of Meeting

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