

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
July 3, 2019

Members Present

Nathan Pullen
Ben Fox
Terell Welch
Kevin Foster
Bea Shapiro

Members Absent

Jordan Moon
David Steinmetz
Terri Hedgpeth

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Nathan Pullen called the meeting to order at 3:02 am in the RSA Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

Approval of the June 13, 2019 Meeting Minutes

Terell Welch motioned to approve the minutes from the June 13, 2019 meeting. Kevin Foster seconded the motion. The meeting minutes were approved by unanimous voice vote.

Committee Event/Webinar Discussion

Nathan Pullen stated that Ben Fox developed a tentative announcement for the upcoming Employment Committee webinar and the Facebook announcement. Ben Fox stated the Facebook invite stated: the E75 Work Insight Webinar: Employ, Empower, Eliminate the 75% unemployment rate among those that are blind and visually impaired. Featuring Kirk Adams, CEO of the American Foundation for the Blind (AFB) on AFB Employment Initiative Nationwide. Employment Spotlight featuring an Arizonan who is blind and thriving in the workplace. A Q&A panel featuring members of the

Arizona GCBVI and Kirk Adams, CEO of AFB. Terrell Welch suggested the Facebook announcement include 75% disproportionate unemployment rate. Nathan Pullen stated the Facebook announcement could be adjusted ongoing as needed. Mr. Pullen noted the announcement could be shared on the GCBVI Facebook page and the Department of Economic Security (DES) social media pages as well. Terrell Welch inquired whether Kirk Adams would be attending the webinar via phone. Ben Fox stated that Kirk Adams will be calling into the webinar. Nathan Pullen stated that all attendees and panel participants were welcome to call into the webinar through Ben Fox's Zoom account of the DES Web Ex video conference account. Ben Fox stated that Zoom was user friendly and AFB members were familiar with using the platform as well. He noted that Zoom would allow the host to mute or unmute individuals. Ben Fox stated that individuals could also dial into the conference call or log into the webinar without having to download the software prior to the conference call. Terrell Welch stated that he did not have a camera on his work computer. Nathan Pullen stated that individuals could download the Zoom app and access the webinar using a phone or tablet. Ben Fox suggested the individuals that would be participating on the panel test the Zoom software prior to the webinar. Nathan Pullen stated the committee members could test out Zoom during the next committee meeting.

Terrell Welch inquired whether the webinar invite would be sent out soon. Nathan Pullen stated that Ben Fox had forwarded the draft invite and committee members could make suggestions for change prior to putting the announcement on GCBVI letterhead for distribution. Terrell Welch stated that if Lindsey Powers would be willing to distribute the invite to the employer contact list, he would be willing to follow up with the employers. Ben Fox inquired whether the committee intended to invite clients also. Nathan Pullen stated the committee could share the invite with the Vocational Rehabilitation Counselors, who could share the information with clients that would benefit from attending the webinar. Ben Fox stated that he could potentially forward the invite to blind and visually impaired individuals that attended the Vision Rehabilitation and Assistive Technology Expo (VRATE) in the past. Ben Fox noted that his Zoom account would allow up to 100 individuals to attend the webinar and that over 100 attendees would triple the cost. Nathan Pullen stated that Web Ex would allow up to 500 individuals to attend a webinar. Ben Fox inquired whether Web Ex would allow individuals to speak as panelists from different locations. Nathan Pullen stated that the moderator could mute all attendees and unmute the individuals that would be speaking. Ben Fox inquired whether the online interface was accessible. Nathan Pullen stated the moderator functions were performed through the online interface, although individuals could call into the meeting as well. Ben Fox stated that he would inquire whether Zoom

would be willing to provide a sponsorship for holding the webinar. Nathan Pullen stated that Terell Welch or committee members could also reach out to employers and inquire whether they would be willing to sponsor the webinar or future events. Terell Welch stated that he could distribute the fundraising form to employers or directly ask the employers. Nathan Pullen stated that Terell Welch could decide whether it would be appropriate to directly reach out to employers. Ben Fox stated that committee members would not necessarily need to obtain sponsorship for the webinar. Mr. Fox stated that a company had offered to sponsor the webinar, although he would prefer that an Arizona business sponsor the webinar.

Terell Welch inquired who would be moderating the webinar, and whether the individual would be able to turn attendees' microphones on and off. Nathan Pullen stated the host would have administrative ability to mute and unmute speakers or advance slides. Mr. Pullen noted that Ben Fox could do that if the committee used Zoom, or he or Lindsey Powers could do that through Web Ex. Nathan Pullen stated that someone could also be the moderator or emcee to guide the discussion. Kevin Foster stated his agreement that the committee did not need to request fundraising for a webinar. Ben Fox inquired whether the committee had identified an employer to speak during the Employer Spotlight. Nathan Pullen stated the representative from Rio Salado College was a great speaker, although the committee might want to choose a representative that had not spoken at an event. Terell Welch stated that Dawei Fu recently celebrated his three-year anniversary with Tucson Electric Power, although Mr. Fu could be difficult to understand. Mr. Welch noted the committee should identify a seasoned individual that was working in the private industry would be ideal. Ben Fox stated that he knew of an individual employed by APS as an engineer that could be a great speaker at the webinar.

Ben Fox inquired whether the committee would like to develop guidelines for the webinar discussion. Mr. Fox suggested the webinar allow Kirk Adams to speak from a national perspective and a successfully employed client and Terell Welch to speak from a state perspective. Terell Welch stated that employers were impressed to see the skills and training that clients received prior to applying for employment. Mr. Welch inquired whether the committee would like to invite an employer to attend the webinar and noted that Peckham employees were great speakers at events. Kevin Foster inquired regarding the objectives of the webinar and what the webinar would offer employees as a take-away. Ben Fox stated the webinar would start the discussion and would allow individuals to hear from Kirk Adams, a national representative, and Terell Welch and an employed individual from the local level. Kevin Foster inquired regarding the information that the committee members could offer employers to aid them in hiring blind and visually

impaired individuals. Ben Fox stated the webinar could include resources that could guide an employer when hiring a blind or visually impaired individual. Ben Fox stated that job seekers would also benefit from hearing from Kirk Adams and employers. Terrell Welch suggested that the webinar title include "best practices of hiring blind and visually impaired individuals" and the "employment initiative". Ben Fox stated that he would modify the webinar announcement and send to committee members for review. Kevin Foster stated that he liked the webinar format and inquired whether the committee would consider holding webinars in the future. Nathan Pullen stated the committee could gauge the effectiveness of the webinar although the format could be used for future events. Kevin Foster suggested the committee be cognizant of the questions asked during the webinar, which could be framed into future webinar discussions. Terrell Welch suggested that Terri Hedgpeth speak as the successfully employed individual. Nathan Pullen stated that Terri Hedgpeth had agreed to participate on the panel and would likely be willing to speak as an employed individual as well. Ben Fox inquired whether individuals from the comprehensive services should be invited to speak as well. Terrell Welch stated the webinar would not allow sufficient time to hear from the training centers. Kevin Foster agreed that the committee should keep the webinar agenda simple. Ben Fox stated that he envisioned each segment to be 15 minutes, therefore 15 minutes for Kirk Adams, 15 minutes for an employee and 15 minutes for the Q&A. Terrell Welch inquired whether the webinar would be an hour. Ben Fox stated that he did plan for an hour. Terrell Welch suggested that he and Terri Hedgpeth speak for 10 minutes, Kirk Adams speak for 15 minutes and the remaining time be allotted for the panel. Terrell Welch inquired whether Ben Fox would be willing to be the moderator of the webinar. Bea Shapiro suggested that Nathan Pullen be the moderator of the webinar as the Chair of the Employment Committee. Nathan Pullen stated that he would be willing to be the moderator of the webinar. Mr. Pullen stated the committee could move forward with distributing the invites.

Google Collaboration Discussion

Terrell Welch stated that Google was giving the Employment Committee the opportunity to relaunch the collaboration. Ben Fox stated that he would follow up with Google regarding the collaboration.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee will be on July 18, 2019, from 3:00 to 4:00 pm in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows:

- Committee Event/Webinar 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. Terell Welch seconded the motion. The meeting was adjourned at 3:52 p.m.