

**Governor's Council on Blindness and Visual Impairment (GCBVI)**  
**Employment Committee Meeting Minutes**  
October 3, 2018

**Members Present**

Nathan Pullen  
Nikki Jeffords  
Terell Welch  
Jordan Moon  
Bea Shapiro

**Members Absent**

Kevin Foster

**Staff Present**

Lindsey Powers

**Guests Present**

Jessica Pierce

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**Call to Order and Introductions**

Nathan Pullen called the meeting to order at 3:04 pm in the RSA Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

**Approval of the September 5, 2018 Meeting Minutes**

Nikki Jeffords motioned to approve the minutes from the September 5, 2018 meeting. Bea Shapiro seconded the motion. The meeting minutes were approved by unanimous voice vote.

**Employer Rack Card Discussion**

Nathan Pullen stated the Public Information Committee had developed the Employer Rack Card that could be distributed at council events and conferences. Mr. Pullen inquired whether the committee had any suggested changes to the card. Jordan Moon stated the card looked good and he appreciated that the committees could collaborate. Terell Welch stated the E75 logo at the bottom was slightly overlapping the words: Eliminate, Empower, Employ. Mr. Welch also noted that the photo at the top was slightly blurry or pixelated. Nathan Pullen agreed that those changes could be made.

## **E75 Diversity Builder Event Discussion**

Nathan Pullen stated the Employment Committee would hold their annual E75 Diversity Builder Award Event, which was an event held in January to honor the companies that hired blind and visually impaired individuals. Nathan Pullen stated the committee would honor one company, a client success story, and a guest speaker. Nathan Pullen stated the upcoming event would be held on February 1, 2019 at Ability 360. Nathan Pullen stated the committee would need to identify a speaker and a client success story. He noted that Peckham had agreed to participate in the event, although the committee continued to seek employers that would be willing to participate. Nathan Pullen stated the committee would also identify the organization that would cater the food at the event. Terell Welch stated he would assist with inviting employers to attend the event. Nikki Jeffords stated she would reach out to the Arizona Participating Operators Committee (APOC) and the Arizona Council of the Blind (AzCB) regarding sponsorship for the event. Jordan Moon stated he spoke to Donald Porterfield, National Federation of the Blind of Arizona (NFBA), who indicated the organization could potentially sponsor the event. Jordan Moon stated the materials distributed at the previous event could likely be modified and used to advertise the upcoming event. Jordan Moon suggested the committee have a greater online presence to promote the upcoming E75 event. Nikki Jeffords stated that a Public Information Officer (PIO) attended the previous event and might have pictures that could be posted online. Nikki Jeffords stated that pictures could be shared on the GCBVI Facebook page as well.

Nathan Pullen inquired regarding the distribution of the previous event materials. Terell Welch stated he and Lindsey Powers developed the materials distributed at the previous event. Mr. Welch stated the committee had not identified the main speaker at the event. He added that he contacted a representative of Equilibrium and inquired whether the CEO would be willing to speak at the E75 event. Terell Welch stated the company prepared software for employers so the employers could improve enrollment and employee sustainability. Nikki Jeffords inquired whether the company had hired a blind or visually impaired individual. Terell Welch stated the company did not have any input regarding hiring blind or visually impaired individuals. Nikki Jeffords stated she was unsure whether the committee should invite a key speaker that had no experience hiring blind or visually impaired individuals. Nathan Pullen inquired whether Equilibrium would speak as an influencer of other companies. Terell Welch stated the company would speak as an influencer and to give insight on the key qualities of a job applicant. Nikki Jeffords stated the committee had narrowed down the focus of the E75 event and she was unsure whether the company would fit within the mission of the event. Nathan Pullen stated the committee would need to

tie in the message from the company to visual impairment such as including accessibility needs within their software. Terrell Welch stated that Equilibrium would speak about the desired qualities of an employee regardless of disability. Jordan Moon stated a better venue for that presentation would be at a conference such as the NFBA Conference. Nathan Pullen stated the committee could potentially invite a representative to speak at a future job fair or to participate on an employer panel. Terrell Welch stated that it was a suggestion, and the committee could identify other employers to speak at the event. Jordan Moon stated the committee would benefit from developing a relationship with the company. Terrell Welch stated he discussed the E75 event with the company and noted the company had expressed interest in the event. He added that he could provide further information regarding blindness and visual impairment and inclusion in the work place. Nathan Pullen stated the committee could continue to discuss potential employers that could speak at the event. Mr. Pullen noted that if the committee chose not to ask Equilibrium to speak at E75, the company could still be invited to attend the event. Terrell Welch stated that a Senior Executive had been hired to speak at the previous event, and he hoped to attract another high-level representative to speak at the upcoming event. Nikki Jeffords stated that Vision and Rehabilitation and Assistive Technology Expo (VRATE) had secured an attorney to speak at VRATE.

Terrell Welch stated the committee needed to identify an individual that would be interesting for other employers. Nikki Jeffords agreed that employers wanted to attend an event that would benefit them. Jordan Moon stated the committee could use discuss the upcoming reverse job fair or Employment Committee event at the E75 event. Nikki Jeffords stated the committee invited three individuals to speak at previous events, although the committee could invite two individuals to speak. Jordan Moon stated that Kevin Foster provided great opening and closing presentations at the previous E75 event. Mr. Moon stated the committee could ask a blind or visually impaired individual such as Donald Porterfield to speak. Bea Shapiro stated that Nikki Jeffords would be a great presenter at the E75 event. Jordan Moon stated that Nikki Jeffords or Nathan Pullen would be great speakers at the event. Nikki Jeffords stated she would be willing to speak at the event, although a CEO of a company could provide a great presentation as well. Terrell Welch stated he was trying to secure relationships with employers for the future and noted that employers were interested in hearing about untapped resources. Nikki Jeffords stated the committee could challenge the CEO of the company to move towards the mission of E75 and serve as a mentor for other companies.

Jordan Moon stated he would contact Reggie, SAAVI Services for the Blind, regarding reaching out to the employers in Phoenix and Tucson. Jordan Moon stated the committee could provide general information regarding the

event to employers. Terell Welch stated the committee developed a Save the Date flyer for the previous event, which could be used for the upcoming event. Jordan Moon inquired whether the committee intended to recognize Peckham with an award. Terell Welch stated the committee did intend to recognize Peckham. Nikki Jeffords suggested the committee recognize Rio Salado College, who had hired a visually impaired individual. Jordan Moon stated two blind individuals worked at Apple stores and he could contact them. Jordan Moon inquired whether APS hired blind or visually impaired individuals. Nikki Jeffords stated that APS had hired blind and visually impaired individuals. Jordan Moon inquired regarding the number of blind or visually impaired individuals hired by the state. Bea Shapiro inquired whether Jordan Moon was referring to the Arizona Department of Administration (ADOA) or the Department of Economic Security (DES). Jordan Moon stated he was interested in the number of blind or visually impaired employees hired by the state. Nathan Pullen stated he could contact ADOA to get several blind or visually impaired employees hired. Nikki Jeffords stated that committee members could reach out to different employers and make a final decision regarding the employers that would be recognized. Bea Shapiro inquired whether Amazon hired blind and visually impaired individuals. Terell Welch stated that Rehabilitation Services Administration (RSA) staff received a tour of Amazon, although he did not have any clients interested in warehouse work. Terell Welch stated that Arizona Industries for the Blind (AIB) received a tour of the REI warehouse, and AIB staff indicated that the warehouse would not be safe for a blind individual. Jordan Moon stated he had a contact in the Maricopa County Election's Department, who had expressed interest in hiring blind or visually impaired individuals. Terell Welch stated that 7 out of 67 clients were interested in working with Business Enterprise Program (BEP) and the committee could recognize BEP at the event. Nathan Pullen stated that BEP could be recognized, although his understanding was that the committee was interested in promoting employment of blind and visually impaired individuals in mainstream jobs. Nikki Jeffords stated that a BEP operator such as Allan Curry could speak briefly about how he performed his job. Nikki Jeffords suggested the committee post pictures of blind and visually impaired employed individuals working. Nathan Pullen stated the committee could request photos from the PIO.

### **Agenda and Date for Next Meeting**

The next meeting of the Employment Committee will be on November 7, 2018 from 3:00 am to 4:00 pm in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows: Agenda items are as follows:

- E75 Event Discussion

## **Announcements**

Jordan Moon announced that SAAVI would hold a networking event in the evening of November 14, 2018 for community partners.

Nikki Jeffords announced that the VRATE vendors had been invited to a networking event on November 15, 2018, the evening before VRATE.

## **Public Comment**

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

## **Adjournment of Meeting**

Nikki Jeffords motioned to adjourn the meeting. Terell Welch seconded the motion. The meeting was adjourned at 4:00 p.m.