

**Governor's Council on Blindness and Visual Impairment (GCBVI)**  
**Employment Committee Meeting Minutes**  
November 28, 2018

**Members Present**

Nathan Pullen  
Nikki Jeffords  
Terell Welch  
Kevin Foster

**Members Absent**

Jordan Moon  
Bea Shapiro

**Staff Present**

Lindsey Powers

**Guests Present**

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**Call to Order and Introductions**

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

**Approval of the November 7, 2018 Meeting Minutes**

Nikki Jeffords motioned to approve the minutes from the November 7, 2018 meeting. Kevin Foster seconded the motion. The meeting minutes were approved by unanimous voice vote.

**E75 Event Discussion**

Nathan Pullen stated the committee had confirmed reservation of the Ability 360 Conference Room on February 1, 2019 for the E75 event. Mr. Pullen stated the committee members received the Save the Date invitations and could begin distributing to employers. Nathan Pullen stated that the committee had not received confirmation on who would be the keynote speaker at the event, although Terell Welch had spoken to individuals from Peckham. Nikki Jeffords stated the committee members also needed to identify the employers that would be recognized at the event. Terell Welch stated that individuals from Peckham had agreed to attend the event, and he strongly suggested the organization receive an award. Nikki Jeffords

inquired whether Sean Callagy would be an appropriate speaker at the upcoming E75 event. Terell Welch stated Sean Callagy's presentation at the Vision Rehabilitation and Assistive Technology Expo (VRATE) was great and he encouraged individuals to rise above their disabilities. Nikki Jeffords stated Sean Callagy was a Tony Robbins guru, and he was the Captain of the Columbia University baseball team. Ms. Jeffords stated he developed a results formula that would allow an individual to be successful. She added that Sean Callagy was an attorney with two of the top 100 jury verdicts in the country and five offices in the U.S. Nikki Jeffords stated she spoke to Mr. Callagy regarding the high unemployment rate of blind and visually impaired individuals. She stated that Sean Callagy suggested an incubator project, where job ready clients were offered office space to go to and follow the results formula to begin believing in their capabilities. Terell Welch stated the Services for the Blind Visually Impaired and Deaf (SBVID) office had a room that could be used for job ready clients. Nikki Jeffords stated the committee could potentially obtain a donated office space for clients and employers. She suggested that the focus be on the individual and his or her skills rather than blindness and visual impairment. Terell Welch agreed that individuals should be able to demonstrate their skills and their level of training and experience. Terell Welch stated that he liked that Sean Callagy spoke about how individuals needed to rise above their disabilities and encouraged them to succeed. Nikki Jeffords agreed and stated there was an energy shift when Sean Callagy was speaking. Nathan Pullen stated that he felt Sean Callagy would be a great keynote speaker at the E75 event and inquired regarding the other presentations at the event. Nikki Jeffords suggested that Sean Callagy, a representative from Peckham, and Nathan Pullen as the Employment Committee Chair and a Department of Economic Security (DES) employee would be great speakers at the event. Nikki Jeffords stated that Sean Callagy would not speak about his story but would focus on giving individuals confidence. Terell Welch stated that employers would be attending the event and inquired what the employers would be interested in hearing from Mr. Callagy. Nikki Jeffords stated Sean Callagy could present on a version of his results formula.

Terell Welch stated he could develop an invite using the same formula as the previous E75 event. Terell Welch stated the invite could indicate that one organization would receive an award and the keynote speaker would be Sean Callagy. Nikki Jeffords suggested the committee recognize more than one organization and suggested that Rio Salado be recognized. Nathan Pullen suggested the committee recognize Maricopa Community Colleges as a whole. Nikki Jeffords stated some organizations have only hired one individual and the committee could still recognize those companies. Nikki Jeffords stated that Jordan Moon mentioned a teacher that had been hired by the Dysart School District and she would follow up with him. Ms. Jeffords

stated that Peckham had hired several blind and visually impaired individuals and should be recognized. Terell Welch stated that Peckham had hired approximately nine individuals. Mr. Welch noted that Peckham was part of Ability One and they did not receive a lot of acknowledgement. Terell Welch stated Peckham placed individuals in competitive employment earning good wages. Nikki Jeffords stated the Workforce Innovation and Opportunity Act (WIOA) caused some scrutiny regarding whether individuals were placed in integrated employment, although the individuals worked with customers without disabilities and with individuals without disabilities.

Nathan Pullen stated the committee would also need to identify who would cater the food at the E75 event and how the committee would pay for the event. Nikki Jeffords stated the National Federation of the Blind (NFB), and the American Legion Auxiliary provided support in the past. She noted that the Lion's Club could potentially provide a donation as well as the Arizona Participating Operator's Committee (APOC). Nathan Pullen stated once the E75 invite had been developed, it could be shared with employers and Human Resources professionals that would be interested in attending the event as a learning event. Nikki Jeffords suggested the event information be shared with Disability In, formally the Business Leadership Network (BLN). Kevin Foster inquired whether the Disability In had developed an Arizona chapter. Terell Welch stated he had not heard from the individual from the Arizona chapter and inquired whether Kevin Foster had her contact information. Kevin Foster stated he did not know who the head of the Arizona chapter was. Nikki Jeffords stated she would contact some of the members of the Disability In. Kevin Foster agreed to contact individuals as well.

Nikki Jeffords stated the committee could use the same catering company, Phoenix Rescue Mission, for the E75 event. Terell Welch stated his former contact at Phoenix Rescue Mission was no longer with the restaurant, but he could contact the organization for a quote. Nathan Pullen stated that Ability 360 had a café onsite, Café Cultivate, and he could request a quote from them as well. Nikki Jeffords stated the committee could plan for 100 individuals to attend the event. Terell Welch stated that approximately 30 employers attended the previous event and that about 70 individuals total attended. Nikki Jeffords stated she would contact Ben Fox to see if he would be willing to assist in reaching out to individuals to attend the event. Nathan Pullen stated that Ben Fox could also help advertise the event. Terell Welch suggested that Nathan Pullen discuss the success of the Business Enterprise Program (BEP) operators and the average income of the operators. Nathan Pullen stated he would discuss BEP operator successes, such as operators that were able to manage multimillion-dollar contracts. Terell Welch stated SBVID was working with the Office of Economic Opportunity to develop labor

market information, although the information would not be complete in time for the upcoming E75 event. Nikki Jeffords stated the Arizona Industries for the Blind (AIB) had hired a new CEO, and that individual should be invited to attend the event.

### **Quarterly Events Discussion**

Nathan Pullen stated that Jordan Moon had suggested the committee discuss holding smaller quarterly events such as soft skills workshops, job fairs and reverse job fairs. Nathan Pullen congratulated Nikki Jeffords on VRATE, which was a great event that was well attended. Mr. Pullen stated he attended the GCBVI Town Hall meeting and the Assistive Technology (AT) Committee presentation. He noted that he planned to attend an employment panel, although the presentation was moved to accommodate Sean Callagy, which was a great presentation. Nikki Jeffords stated that DES developed a VRATE video for DES, although another video would be developed specifically about VRATE.

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

The next meeting of the Employment Committee will be on December 19, 2018 from 2:00 am to 3:00 pm in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows: Agenda items are as follows:

- E75 Event Discussion
- Quarterly Events Discussion
- Incubator Project Discussion

### **Announcements**

Nikki Jeffords stated the upcoming GCBVI Full Council meeting would be Dan Martinez's last meeting and council members could wish him well in his endeavors.

### **Public Comment**

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

### **Adjournment of Meeting**

Nikki Jeffords motioned to adjourn the meeting. Terrell Welch seconded the motion. The meeting was adjourned at 3:55 p.m.