

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
December 11, 2019

Members Present

Nathan Pullen
David Steinmetz
Terrell Welch
Terri Hedgpeth
Jordan Moon

Members Absent

Kevin Foster
Bea Shapiro

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Nathan Pullen called the meeting to order at 2:03 pm in the RSA Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

Approval of the November 21, 2019 Meeting Minutes

David Steinmetz motioned to approve the minutes from the November 21, 2019 meeting. Terri Hedgpeth seconded the motion. The meeting minutes were approved by unanimous voice vote.

E75 Event Discussion

Nathan Pullen stated that he moved the reservation of the Ability 360 Conference Room for February 19, 2020 for the full day. Nathan Pullen stated that he enjoyed the breakfast event the previous year, which was a good way to get employers to attend. He noted that a breakfast event would be less costly than offering lunch to attendees. Terri Hedgpeth agreed that a breakfast event would attract more employers to attend. David Steinmetz inquired whether there were any delays at the registration table for attendees arriving for the previous breakfast event. Lindsey Powers stated she was not aware of any delays in getting everyone's name tags for

the event. Terri Hedgpeth stated that she spoke to Jeff Bishop, whom indicated that he would be interested in attending the event and presenting. Ms. Hedgpeth inquired whether the committee would be able to cover the cost of Mr. Bishop's travel expenses. Nathan Pullen inquired regarding the type of presentation that Jeff Bishop would provide at the E75 event. Terri Hedgpeth stated Jeff Bishop could discuss his challenges as a blind individual seeking employment and what he would recommend to others. Nathan Pullen stated he was unsure regarding the travel reimbursement, and what the state would be willing cover. Mr. Pullen stated the committee could potentially obtain sponsorship from an organization that would be willing to cover the cost of Jeff Bishop's travel. David Steinmetz inquired whether Jeff Bishop could discuss accommodations during his presentation as well. Terri Hedgpeth stated that Jeff Bishop could also discuss his experience from a broad perspective and his experience working at the University of Arizona with staff and faculty. David Steinmetz stated Jeff Bishop could discuss Microsoft's initiative to ensure the technology was accessible and to hire blind and visually impaired individuals. Terrell Welch inquired whether the committee could use the event as an opportunity to reach out to the local Microsoft. David Steinmetz stated the committee could invite Microsoft representatives to attend the E75 event.

Nathan Pullen stated that Terrell Welch knew of a potential employer and employee from Wells Fargo that could attend the event. Terrell Welch stated Walter Donovan was an Employee Relations Consultant with Wells Fargo, specializing in telecommuting. Mr. Welch stated he spoke to Mr. Donovan, whom indicated interest in attending the E75 event, but required approval from Wells Fargo. He noted that he sent the previous year's E75 flyer to give Walter Donovan an idea of the purpose of the event. Terrell Welch stated that he would like Walter Donovan and an employer at Wells Fargo to discuss Mr. Donovan's employment and any concerns the company had prior to hiring him. Terrell Welch stated that Pepsi Co had a unique operation as well, and a good mindset; they just had not been able to hire any blind or visually impaired individuals yet. Terrell Welch stated he had also been in contact with Deloitte, Farmers Insurance, USAA, Microsoft, and Pepsi Co. Terri Hedgpeth stated the committee could invite the employers to attend the event and to hopefully encourage them to hire blind or visually impaired individuals. Terrell Welch agreed and noted that Pepsi Co had expressed interest in hiring blind or visually impaired individuals, they just had not found the right candidate yet. Mr. Welch stated that he did have a direct relationship with the company, and they were accepting referrals from him. Nathan Pullen stated that committee members could continue to reach out to their employer contacts as well as employers that attended previous events, such as Peckham. Terrell Welch stated that Peckham was always willing to attend the event. He noted that Peckham had been awarded twice

and he would suggest they be invited to attend but not recognized. Nathan Pullen stated the committee typically recognized four employers and inquired whether Arizona Industries for the Blind (AIB) should be recognized. David Steinmetz stated that he would be pleased to extend an invitation to AIB staff to attend the event. Jordan Moon stated that a blind individual had been working at APS for many years, and they had attended various blindness consumer events. David Steinmetz inquired whether APS was recognized the previous year. Nathan Pullen stated his recollection that APS had been invited to attend the previous event, although the APS representative did not attend. David Steinmetz stated the original APS representative did not attend, although an individual did attend and spoke briefly. Mr. Steinmetz stated that Walter Donovan and Jeff Bishop would discuss the organizations that had hired them and suggested that HR professionals from their companies speak also about their experience hiring blind and visually impaired individuals. Jordan Moon stated that Jeff Bishop would be able to discuss the technology available to blind and visually impaired individuals, which would be educational for the employers attending the event. David Steinmetz stated if the committee wanted to recognize employers, the committee should recognize the HR professionals that had hired blind and visually impaired individuals. Mr. Steinmetz stated that Walter Donovan could discuss his experience obtaining employment and Jeff Bishop could discuss accessibility as a keynote speaker. Terrell Welch agreed that Jeff Bishop could be the keynote speaker and inquired whether three employers spoke during the previous event. Nathan Pullen stated that three or four employers spoke at the previous event. Terrell Welch agreed that three employers could speak, and Jeff Bishop could be the keynote speaker.

Nathan Pullen stated the committee members could reach out to their employer contacts and share the date of the E75 event. Mr. Pullen stated that attendees could begin arriving at 8:00 and have time to have breakfast and network before the event begins at 8:30. Nathan Pullen asked that Lindsey Powers send out the list of employers that attended the previous year's event, and the committee members could update the list as needed. He noted that he was working with Ben Flores, Public Information Officer, on developing the Save the Date for the event, and he would share that with the committee once it had been completed. Nathan Pullen stated that Jeff Bishop could speak for approximately 10-15 minutes, and then the committee could recognize the employers. Terri Hedgpeth suggested that Jeff Bishop be allotted about 15-20 minutes to speak. Terrell Welch inquired whether the Save the Date invite could highlight the format of previous events and the speakers such as Tucson Electric Power and Sean Callagy. Nathan Pullen agreed and suggested that Terrell Welch contact Ben Flores and work with him on the development of the Save the Date invite. Terrell

Welch inquired regarding the timeline for the completion of the Save the Date. Nathan Pullen stated his preference that the Save the Date be completed by the end of the month, in order to be distributed to employers. Terri Hedgpeth stated the holidays were approaching and employers might not see the invite until early January. Nathan Pullen stated that he would like to distribute the Save the Date invites soon, and the committee would send a formal invitation to employers later. Terrell Welch inquired whether the committee had sufficient funds to cover the cost of catering. Lindsey Powers stated that Rehabilitation Services Administration (RSA) had provided sponsorship for the event planner, whom would be able to pay for the purchase of food. Ms. Powers noted that she was unsure regarding the travel reimbursement, although she would find out. Terrell Welch inquired regarding the current balance for the event. Lindsey Powers stated she would inquire regarding the current balance for the E75 event. Nathan Pullen suggested the committee use the same caterer as the previous year, and noted the caterer was onsite. David Steinmetz inquired how committee members would reach out to the employers on the list. Nathan Pullen stated that Lindsey Powers would send out the list of prior attendees and committee members could let Lindsey Powers to add or remove employers as needed. Terrell Welch suggested that Nathan Pullen contact the employers and copy the committee members in the email. He stated that committee members could then follow up with the employers. Terri Hedgpeth stated that committee members should first clean up the attendee list. Nathan Pullen stated his understanding that he send out the Save the Date invites, and copy the committee members, who would follow up with the employers. Terri Hedgpeth suggested that Nathan Pullen send out the Save the Date invites and include the committee members names and indicate that employers could reach out to any of the committee members. Nathan Pullen stated that committee members could individually follow up with any employers if they had a direct relationship with that employer. Terrell Welch inquired regarding the deadline for providing updates to Lindsey Powers on the attendee list. Nathan Pullen suggested that committee members send their suggested changes to Lindsey Powers within one week. Terrell Welch inquired whether committee members could send out invites to employers not on the list. Nathan Pullen suggested that committee members notify Lindsey Powers, so they could be added to the employer list.

Nathan Pullen summarized the committee members' assignments:

- Lindsey Powers would send out the list of attendees that attended the previous event, and committee members would send their suggested updates to Ms. Powers by December 18.
- Terrell Welch would work with Ben Flores regarding the Save the Date invite.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee will be on January 7, 2020, from 2:00 to 3:00 pm in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows:

- E75 Event Discussion

Announcements

There were no announcements.

Public Comment

A call was made to the public with no response's forthcoming.

Adjournment of Meeting

The meeting was adjourned at 2:55 p.m.