

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
December 14, 2016

Members Present

Tom Hicks*
Kryslen Holt*
Terell Welch*
Dan Martinez*

Members Absent

Nikki Jeffords
Jordan Moon

Staff Present

Lindsey Powers, Admin. Assist.
*Teleconferenced

Guests Present

Jillian Seamans*, PIO

Call to Order and Introductions

Tom Hicks called the meeting to order at 11:01 am in the Council Staff Office, Phoenix, AZ. Introductions were made a quorum was present.

Approval of December 1, 2016 Meeting Minutes

Terell Welch moved to approve the minutes of the December 1, 2016 Employment Committee meeting. Kryslen Holt seconded the motion. The committee approved the minutes by unanimous voice vote.

E75 Timeline Review

Jillian Seamans, Public Information Officer (PIO) for the Division of Employment and Rehabilitation Services (DERS) stated she would attend the event to assist with recording the video, take pictures, and write a story about the event. Terell Welch inquired whether the committee would be able to request a Public Service Announcement (PSA) of the event. Tom Hicks stated his understanding the committee could request a PSA for the event provided that the event was not advertised as a Linked In event. Terell Welch stated the event was by invitation only and inquired whether that would preclude distributing a PSA prior to the event. Jillian Seamans stated she could still promote the event as long as the event was not marketed as a Linked In event.

Tom Hicks stated the E75 Diversity Award Event tagline was Eliminate, Employ, and Empower. Mr. Hicks stated the unemployment rate of blind

and visually impaired individuals had been 75% for many years, which was the impetus behind the tagline. Tom Hicks explained the committee wanted to reverse the statistic and to change the 75% unemployment rate to refer to the employment rate of blind and visually impaired individuals. Tom Hicks stated the committee was interested in connecting job ready candidates with competitive employment. He noted that employment helped blind and visually impaired individuals to socialize and gave those individuals a sense of purpose. Tom Hicks stated the committee wanted to give an opportunity for blind and visually impaired individuals to network with potential employers and to expand their networks. Jillian Seamans stated she could include the definition of E75 when marketing the event, although she suggested the committee avoid posting about the event on social media. She noted the committee could post about the event after the event. Tom Hicks stated the committee's goal was to connect job ready candidates with competitive employment and to present awards to the employers that hired blind and visually impaired individuals. He noted the committee intended to also invite employers that might be reticent to hire blind and visually impaired individuals and to offer support to those employers. Tom Hicks stated employers could receive job coaching and assistance when hiring blind and visually impaired individuals. Jillian Seamans stated the event was a great idea and she would be pleased to assist the committee.

E75 Event Program

This item was tabled.

E75 Event Employer Invite Discussion

Terell Welch stated he was compiling his list of employers to invite to the event and would include the employers that job ready candidates would like to work with also. Mr. Welch stated he would like to invite Charles Schwab, Peckham, USAA, Medtronics, and Tucson Electric Power. Terell Welch noted the job ready candidates were interested in inviting GoDaddy, Barrett Jackson, Arizona Department of Education/Title I Department, CVS Health, AIB, SAAVI Services for the Blind, Gamestop, Solar City, Mayo Clinic, and Washington School District. Tom Hicks inquired whether the E75 program would list all of the employers. Terell Welch stated he would email each employer and follow up with phone calls regarding attending the event. Tom Hicks inquired regarding the employers the committee intended to present E75 Diversity Builder Awards to. Terell Welch stated his understanding that the committee intended to present about five awards to employers. Tom Hicks suggested the committee identify the employers that the committee would like to recognize at the event. The committee discussed recognizing Tucson Power Electric, the Secretary of State's Office, Peckham, Syracom,

and Valley Metro. Dan Martinez stated he wanted the GCBVI to recognize the Secretary of State's Office with an award, recognizing the agency for assisting with the development of the EyeKnow.az database. Tom Hicks stated the Secretary of State's Office employed Tanner Robinson, and could be recognized with an E75 Diversity Award as well. Dan Martinez stated Ted Chittenden, the Chair of the Public Information Committee, could present the award to the Secretary of State's Office on behalf of the GCBVI.

Tom Hicks inquired whether the employers recognized should have time to speak when accepting their awards. Mr. Hicks stated the committee could offer guidelines to the employers regarding their speeches. Jillian Seamans suggested the committee ask the employers regarding the information they would like shared, and the presenter at the event could speak about each employer.

Jillian Seamans inquired regarding how the committee intended to take photos of the employers at the event. Terrell Welch stated at the previous event, the employers received photos with the award presenter. Ms. Seamans inquired whether the photos were used for any specific purpose. Dan Martinez stated each employer received their photos from the event and could use as they wanted. Jillian Seamans suggested the photos be taken after the event possibly in order to obtain better pictures and to allow for the event to flow better. Terrell Welch agreed and noted that the photos took quite a bit of time during the event. Tom Hicks inquired regarding

Job Ready Candidate Discussion

Jillian Seamans inquired regarding the number of Rehabilitation Services Administration (RSA) clients that completed Vocational Rehabilitation (VR) each year. Terrell Welch stated about 30 clients completed VR each year. Mr. Welch noted the clients had to complete the comprehensive services program, which took about six to nine months, and several clients attended post-secondary education, which extended their VR services as well.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee would be on December 21, 2016 from 11:00-12:00 pm in the Council Staff Office, Phoenix, AZ. Agenda items are as follows:

- E75 Timeline Review
- E75 Event Program
- E75 Event Invite Discussion

Announcements

There were no announcements.

Public Comment

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

Adjournment of Meeting

Kryslen Holt moved to adjourn the meeting; Terell Welch seconded the motion. A voice vote was taken and the motion passed unanimously. The meeting stood adjourned at 11:53 p.m.