

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
December 19, 2018

Members Present

Nathan Pullen
Nikki Jeffords
Terell Welch
Bea Shapiro
Ben Fox

Members Absent

Jordan Moon
Kevin Foster

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Nathan Pullen called the meeting to order at 2:15 pm in the RSA Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

Nathan Pullen welcomed Ben Fox as a new member of the Employment Committee.

Approval of the November 28, 2018 Meeting Minutes

Nikki Jeffords motioned to approve the minutes from the November 28, 2018 meeting. Bea Shapiro seconded the motion. The meeting minutes were approved by unanimous voice vote.

Incubator Project Discussion

Ben Fox stated there was a need for blind and visually impaired individuals to have a place they could go to away from home to perform job searches. Mr. Fox noted the individuals could also receive training on soft skills and how to dress professionally when interviewing. Ben Fox stated the individuals could also learn how to socialize in a business environment with other individuals and become job ready. Ben Fox stated the E75 Award

Event offered a great opportunity for individuals to network with employers. He added that he would also maintain a website with the job ready individuals' information and be able to discuss the individuals' skills with the employers. Nikki Jeffords stated she attended a conference call with Sean Callagy and other influencers, such as Dr. Fred Shroder, John McCann, Tanner Gers, Nathan Pullen and Terrell Welch to discuss the barriers to employment of blind and visually impaired individuals. Nikki Jeffords stated Sean Callagy stated the barriers to employment were the lack of confidence and soft skills of the blind and visually impaired individuals and the attitudinal barriers of employers. Terrell Welch stated Sean Callagy spoke about the need for change and the motivation to help individuals. Nikki Jeffords stated that Sean Callagy had a lack of knowledge of the rehabilitation process, which could be good as he did not have any preconceived ideas. Nathan Pullen stated he was pleased to see a high level of national support and he appreciated Sean Callagy's perspective. Mr. Pullen stated that Sean Callagy could help obtain employer buy-in from large companies that had never hired blind and visually impaired individuals at the E75 event.

E75 Event Discussion

Nikki Jeffords stated that during Sean Callagy's presentations, he often asked, "Who is blind?" and whether an individual was blind if that person did not have sight or whether an employer was blind for not having the insight to hire a blind or visually impaired individual. Ms. Jeffords stated the committee could encourage Sean Callagy to invite some of his colleagues to attend the E75 event. Ben Fox stated that Sean Callagy could potentially invest in the blindness community in Arizona to help motivate employers to hire blind and visually impaired individuals. Terrell Welch suggested the committee invite the individuals that attended the conference call to attend the E75 event. Nathan Pullen stated the committee could extend invitations to those individuals to attend the event. Bea Shapiro stated the committee should also invite high level individuals such as the Governor and the Department of Economic Security (DES) Director. Nathan Pullen stated he was in contact with the DES Public Information Officer (PIO) and would go through the proper chain of command regarding the DES Director's attendance at the event.

Terrell Welch inquired whether any of the event information had changed and noted that he was ready to begin distributing the event flyers. Mr. Welch inquired whether Sean Callagy had a company logo that could be included on the E75 Event flyer. Nathan Pullen inquired whether Sean Callagy had indicated that he would offer sponsorship for the event. Terrell Welch stated that Sean Callagy had not seen the sponsorship request information,

although as a keynote speaker, he was donating his time to the event. Nikki Jeffords stated that Sean Callagy had not associated with blind and visually impaired individuals before and he was grateful to the committee members. Terell Welch inquired whether Nikki Jeffords could forward the E75 Event flyer to Sean Callagy for his approval. Nikki Jeffords stated that Ben Fox had been in contact with Sean Callagy. Ben Fox stated that Sean Callagy would likely approve of the information included on the flyer. Terell Welch stated he included the information that was used for the Vision Rehabilitation and Assistive Technology Expo (VRATE), although Sean Callagy could still review the flyer. Ben Fox stated that he would connect Terell Welch with Sean Callagy's staff.

Nathan Pullen stated the committee still needed to obtain sponsorship for the event. He noted that he requested quotes from the Phoenix Rescue Mission and Café Cultivate, although he had not received the quotes yet. Mr. Pullen stated that his previous Phoenix Rescue Mission contact was no longer with the organization, and the committee would not likely receive the same discounted quote as before. Nathan Pullen stated he would also inquire whether the Arizona Participating Operators Committee (APOC) would be able to be a sponsor for the event. Terell Welch stated that Bank of America and Charles Schwab would potentially provide sponsorship as well. Nathan Pullen stated the committee wanted to invite individuals that were accustomed to attending events with a higher level of food, although the committee could also save any sponsorship funds for upcoming events. Terell Welch stated he would forward the E75 Event flyer to Lindsey Powers for distribution to the committee members to begin distributing to the community. Ben Fox stated he would contact some individuals regarding their ability to provide sponsorship for lunch. Terell Welch stated that he would contact some individuals as well.

Quarterly Events Discussion

This item was tabled.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee will be on January 2, 2019 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
- Quarterly Events Discussion

Announcements

Nikki Jeffords announced the National Rehabilitation Association Employment Summit was scheduled for March in Virginia. Terell Welch noted that he requested approval to attend the event.

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 3:00 p.m.