

**State Rehabilitation Council (SRC) Employment and Partnerships
Committee Meeting Minutes**

July 14, 2020

Members Present

Carol Carr
Jennifer Baier
Adam Robson
Tim Stump

Members Absent

Susan Voirol
Judith Castro

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Carol Carr called the meeting to order at 1:05 pm. Introductions were made and a quorum was present.

Approval of July 1, 2020 Meeting Minutes

Adam Robson moved to approve the minutes of the July 1, 2020 SRC Employment and Community Partnerships Committee meeting. Tim Stump seconded the motion. The committee approved the minutes by unanimous voice vote.

Employer Toolkit Discussion

Carol Carr stated the committee members would continue to review the Employer Toolkit and make any suggestions for changes. Ms. Carr inquired whether the toolkit should include the term "individuals with special abilities". Tim Stump suggested the toolkit use "individuals with disabilities". Tim Stump stated that bullets 1-6 could include the need to make all job postings accessible to help recruit individuals with disabilities. Mr. Stump stated that disability recruiting is diversity recruiting. Adam Robson inquired whether an employer would be familiar with "telecommuting" on Page 12. Tim Stump stated the toolkit could include virtual office after telecommuting. Carol Carr agreed and noted that more employers were allowing their employees to work virtually. Adam Robson inquired whether Tim Stump had

any suggestions regarding the “outside of the box” approaches. Tim Stump suggested employers review the job descriptions and include the essential duties of the jobs. He noted the buzz word lately was “inclusion” and that employers should look beyond just hiring individuals with disabilities but should include actively include them in the work environment. Tim Stump stated that in reference to #4 on Page 13, some employers would help individuals that wanted to move up in the company and for individuals not interested in upward mobility, the company would broaden their perspectives. Carol Carr stated the toolkit could include reference to creating an environment in which the individual could obtain upward mobility. Adam Robson inquired whether the toolkit should say “modify” instead of creating, or to indicate the employee should have active engagement with their professional development. Carol Carr agreed and noted that individuals with disabilities had the same goals and desires as individuals without disabilities. Tim Stump stated some employers communicated better with their teams, which increased the productivity. He noted that SAAVI Services for the Blind made large print signs for an employee to assist that individual in their work environment.

Tim Stump stated that many clients would have a limited work history, which was a detriment to their job search. Adam Robson suggested the section, combating negative stereotypes, include reference to overlooking gaps in employment when considered for an interview. Tim Stump inquired whether the toolkit included mention of disabilities that an individual chose not to disclose. Tim Stump stated that many employers were able to recruit more individuals with disabilities by making their work environments more disability friendly. Mr. Stump inquired whether the toolkit referenced person-first language and noted that most employers were not aware of the appropriate terms to use. Tim Stump suggested the toolkit use the term “person or individual with a disability” and potentially offer an example. Tim Stump stated an example could be a person with diabetes vs. diabetic, or a wheelchair user vs. wheelchair bound. Adam Robson suggested the toolkit use the same language on previous pages as well. Adam Robson inquired whether the toolkit should include the italicized text under #6 on Page 13. Tim Stump stated that approximately 650 employers were surveyed regarding how they recruited individuals with disabilities and the majority of employers went to job fairs, colleges and job boards such as Career Builder. Tim Stump stated that employers should contact a Disability Resource Center (DRC), which were moving towards assisting in employment efforts. Carol Carr agreed that the italicized text could be removed and inquired whether the toolkit should include something under #7 about diversity recruiting. Tim Stump suggested the toolkit indicate that recruiting individuals with disabilities diversified all recruitment efforts.

Adam Robson inquired whether the organizations under Community Supports/Ancillary Networks should all be included. Carol Carr stated she would review the resources listed, although the Society for Human Resources Management (SHRM) had been active nationally and locally. Ms. Carr inquired whether the toolkit should list ARIZONA@WORK at the top of the list. Adam Robson agreed that would be useful. Carol Carr stated she planned to highlight Best Practices, although she did not have any to include yet. Carol Carr stated the toolkit had one success story. Adam Robson stated the toolkit could include 3-4 success stories so that employers could read several stories. Tim Stump suggested contacting Rehabilitation Services Administration (RSA) for more success stories.

Tim Stump stated that work accommodations were often over emphasized, and the majority of individuals with disabilities did not require accommodations. Mr. Stump noted that if an employee needed an accommodation, that employee would feel supported to receive it, however. Carol Carr stated the toolkit could indicate that it was rare for individuals to request accommodations. Tim Stump stated that approximately 90% of accommodations were under \$600. Carol Carr stated the toolkit could include any statistics as a reference. Adam Robson suggested the toolkit not go into great detail but indicate that it was rare for an individual to request an accommodation and include some resources. Carol Carr stated the toolkit would include the link to the Arizona Technology Access Program (AzTAP) on Page 15 and she would ensure all the links were correct. Carol Carr inquired whether the toolkit should include all accommodations, such as information regarding service dogs. Tim Stump stated that employers would not need information regarding service animals, although employers might benefit from knowing the difference between service animals and emotional support animals. Carol Carr stated she would make the changes suggested by committee members prior to the next meeting.

Agenda and Date for Next Meeting

The next meeting of the SRC Employment and Community Partnerships Committee will be determined. Agenda items are as follows:

- Employer Toolkit Discussion

Announcements

There were no announcements.

Public Comment

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

Adjournment of Meeting

The meeting was adjourned at 2:28 pm.