

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
August 19, 2021

Members Present

Nathan Pullen
Terell Welch
Bea Shapiro
Reggie Laister

Members Absent

David Steinmetz
Jonathan Pringle

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Nathan Pullen called the meeting to order at 2:02 pm. Introductions were made a quorum was present.

Approval of the October 14, 2020 Meeting Minutes

Terell Welch motioned to approve the minutes from the October 14, 2020 meeting. Bea Shapiro seconded the motion. The meeting minutes were approved by unanimous voice vote.

Committee Member Updates

Nathan Pullen stated that Jonathan Pringle had recently been appointed as a GCBVI council member and had agreed to participate on the Employment Committee. Nathan Pullen stated that Mr. Pringle had worked with Rehabilitation Services Administration (RSA) previously and was now working for the Helen Keller National Center (HKNC).

E75 Event Discussion

Nathan Pullen stated that it did not seem appropriate to discuss E75 events the previous year during the pandemic, although he would like to determine

the next steps to planning an event. Mr. Pullen noted that it would be too early to plan an in-person event, although he would like to potentially hold a virtual event. Bea Shapiro agreed and noted that most organizations were still holding virtual events, and that would be beneficial. Nathan Pullen stated the committee could use the Zoom platform, which seemed to be the most used platform in events and conferences. Bea Shapiro added that Zoom allowed individuals to view interpreters in a separate window. Nathan Pullen stated that he reached out to the Department of Economic Security (DES) Public Information Officer (PIO), who was willing to assist the Assistive Technology (AT) Committee in recording videos and would be able to help the Employment Committee pre-record any videos played during the E75 event as well. Nathan Pullen stated the committee could play some videos during the event, while also including interaction among the employers. Nathan Pullen stated that he envisioned holding an event in late January or early February to remain consistent with previous E75 events.

Terell Welch suggested the committee update the current E75 video to show current success stories of individuals working at their workstations. Mr. Welch stated the committee could also reach out to employers, inquiring whether they would be interested in their employees participating in a video. Terell Welch stated the committee could potentially include Wells Fargo, which won the 2020 Employer of the Year for Disability Inclusion. Terell Welch stated the committee could also hold smaller events more often rather than one large event and highlight several employers. Terell Welch stated the committee could design an E75 presenter invitation to invite employers to present at a virtual event. Mr. Welch noted the goal was to highlight their diversity steps within their equity diversity and inclusion (EDI) plans. Nathan Pullen agreed that many businesses were hiring EDI positions within their corporations. Terell Welch stated that Disability In was working with over 100 CEOs, who were committed to actively building an inclusive workplace. Reggie Laister stated he would be happy to assist Terell Welch and the committee with reaching out to employers. Terell Welch stated the current E75 video was great, although one of the employees featured in the video was not currently employed with that business, and it would be beneficial to update the video. Reggie Laister inquired whether the committee was interested in reaching out to employers or employees from outside the state. Nathan Pullen stated that initially, the committee focused on businesses within the state, although the committee could highlight an individual living in Arizona but working for a business in another state remotely. Terell Welch stated that it would be great to open the event up to employers statewide and eventually nationwide. Nathan Pullen stated that could be a possibility and noted the committee could reach out to other VR agencies that might want to collaborate. Nathan Pullen stated that Terell Welch had some email templates that could be used to reach out to

employers regarding their interest in participating in an event. Mr. Pullen stated the committee invited several of the same employers to events and could consider expanding their reach to other employers. Reggie Laister inquired whether the committee had recognized Peckham at the previous event. Terrell Welch stated that Peckham had attended most of the events and had been recognized previously. Nathan Pullen stated that David Steinmetz might have some employer contacts also as an employee of Arizona Industries for the Blind (AIB). Terrell Welch stated that No Barriers might be interested in participating in an event as well.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee was scheduled for September 23, 2021. Agenda items are as follows:

- Committee Member Updates
- E75 Event Discussion

Announcements

There were no announcements.

Public Comment

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

Adjournment of Meeting

Bea Shapiro motioned to adjourn the meeting. Terrell Welch seconded the motion. The meeting was adjourned at 2:30 p.m.