

**State Rehabilitation Council (SRC) Employment and Partnerships
Committee Meeting Minutes**
August 4, 2020

Members Present

Carol Carr
Susan Voirol
Jennifer Baier
Adam Robson
Tim Stump

Members Absent

Judith Castro

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Carol Carr called the meeting to order at 1:02 pm. Introductions were made and a quorum was present.

Approval of July 14, 2020 Meeting Minutes

Adam Robson moved to approve the minutes of the July 14, 2020 SRC Employment and Community Partnerships Committee meeting. Susan Voirol seconded the motion. The committee approved the minutes by unanimous voice vote.

Employer Toolkit Discussion

Carol Carr stated that she and Tim Stump spoke to Andrea Benkendorf, Rehabilitation Services Administration (RSA) Deputy Administrator, who indicated that RSA would provide success stories for the Employer Toolkit. Ms. Carr noted that employers could submit success stories also, which could be changed out regularly. Carol Carr inquired whether the Toolkit should include information regarding service animals. Susan Voirol stated an employer might be interested in the FAQs regarding service animals. Carol Carr agreed and inquired whether the Toolkit should include information regarding emotional support animals as well. Carol Carr stated that employers might want to know what they were responsible for providing for service animals such as an area for animals to exercise. Adam Robson

stated that employers could be intimidated if the Toolkit provided too much information. Adam Robson suggested the Toolkit include a brief summary of service and emotional support animals, and the employer could perform any additional research as needed. Susan Voirol agreed that the Toolkit could briefly describe service animals and not tell an employer what they are obligated to do. Carol Carr inquired whether the service animal FAQ information was sufficient. Adam Robson stated the information included in the service animal FAQ provided good information.

Carol Carr stated Page 18 included Sample Accommodation Scenarios and inquired whether the information should be included. Adam Robson suggested that Situation A included a different solution, such as allowing for a flexible work schedule. Carol Carr agreed and inquired whether the committee could identify a different scenario. Susan Voirol suggested the Toolkit include could include no cost solutions for the scenarios. Carol Carr stated that community resources such as the Arizona Technology Access Program (AzTAP) could provide necessary accommodations also. Ms. Carr noted the Toolkit could indicate that any accommodations should go through the HR Department. Carol Carr stated Page 19 included Veteran Service Supports and inquired whether the Toolkit should include any additional information. Carol Carr stated the VA program was Federal and any applications would go through the Federal government. Adam Robson inquired whether an employer would know to go through the Federal government. Carol Carr stated the Toolkit could include information at the Federal level, and the employer could perform research at the State level if needed.

Carol Carr stated inquired regarding the Think Beyond the Label included under Miscellaneous Resources. Ms. Carr noted that Andrea Benkendorf had indicated that Untapped AZ had not been active. Susan Voirol stated the Untapped AZ website was still up. Adam Robson inquired whether the Think Beyond the Label website was still active. Tim Stump stated Untapped AZ did not apply to be part of Disability In. Carol Carr inquired whether Untapped AZ should be included in the Toolkit. Susan Voirol the Disability In website does not include Untapped AZ, although the Untapped AZ website does mention partnership with Disability In. Tim Stump inquired whether the Toolkit included a link to Ability One programs. Carol Carr stated she had not included Ability One programs because she was unsure whether they would be a resource for employers. Carol Carr inquired whether AskJAN should be included under Miscellaneous Resources. Susan Voirol suggested that all resources be included under Miscellaneous Resources, or within the document to avoid duplication of information. Carol Carr stated that she would review the resources and remove any duplicated information. Adam Robson inquired whether the Toolkit should include the nTIDE January 2020 Report, and whether the Toolkit would be updated yearly to indicate new

information. Carol Carr agreed and noted the information could be included if the Toolkit could be updated regularly. Susan Voirol suggested that information be removed. Adam Robson stated he had a link to the Freedom to Work website. Mr. Robson inquired whether the Toolkit would include links to information such as the tax credit. Carol Carr stated the Toolkit included sufficient information regarding tax credit and could be removed. Ms. Carr noted the Apprenticeship/Internship Program applications could be challenging. She suggested the Toolkit link to the Department of Labor (DOL) and refer the employer to their local college or university for local information as well. Adam Robson inquired whether the ADA360 should be Ability 360. Susan Voirol stated that Ability 360 was one of five Centers for Independent Living (CIL) and suggested the Toolkit include all CILs. Ms. Voirol noted that she was unsure what Ability 360 would offer employers. Carol Carr noted the Toolkit included a lot of resources, although the committee did need to be cognizant of resources that would benefit employers. Adam Robson stated that Freedom to Work would not be useful for employers either. Carol Carr inquired whether the National Center on Workforce and Disability (NCWD) was a good resource for employers. Susan Voirol stated the NCWD offered a lot of information, although she was unsure whether it would be useful for an employer. Carol Carr agreed and noted the committee would receive feedback from community members regarding the resources included in the Toolkit.

Carol Carr stated the Governmental Requirements included the ADA Information Line and the Office of Disability Employment Policy. Adam Robson inquired whether the information should be included under Requirements or under Miscellaneous Resources. Carol Carr stated that information could be included under Miscellaneous Resources. Ms. Carr inquired whether the Toolkit should keep the Historical Overview. Adam Robson stated the committee had previously discussed including the Historical Overview, but to include it at the end. Carol Carr noted the information was concise and provided a brief summary of the information. Susan Voirol inquired whether the RSA acronyms would be useful for employers. Tim Stump suggested the acronyms not refer to RSA, but instead refer to Vocational Rehabilitation (VR). Adam Robson inquired whether the committee should add to the Commonly Used Work Incentives Acronyms. Jennifer Baier stated that if the committee included too much information, they could overwhelm the employers. Susan Voirol agreed and noted the committee would not be able to include all acronyms. Carol Carr stated that information could be removed. Carol Carr inquired whether the Toolkit should include the FAQs for defining a "disability". Jennifer Baier stated the FAQs included good examples of invisible disabilities. Carol Carr stated the Toolkit could modify the information. Adam Robson stated the definition of disability could be moved to the beginning of the Toolkit. Susan

Voirol stated the Toolkit could define disability differently and use more positive language. Carol Carr stated she would review that information and identify where to move that information. Carol Carr stated the scenarios section could include different invisible disabilities. Adam Robson stated the FAQ section included the most common disabilities, but there were many others not included. Carol Carr agreed and stated that information could be removed. Susan Voirol stated the Historical Overview was very brief, and more information could be added to it. Carol Carr agreed and noted that more information could be added to that section. Carol Carr stated the Toolkit could remove the Other Resources as well. Susan Voirol suggested there were many more advocacy organizations that could be included. Carol Carr noted that employers would not likely be interested in advocacy organizations. Carol Carr stated she would make the changes suggested by the committee, which would meet at least one more time before completing the final draft of the Toolkit.

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 2:25 pm.