

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
September 2, 2020

Members Present

Nathan Pullen
Terell Welch
David Steinmetz
Terri Hedgpeth
Bea Shapiro

Members Absent

Jordan Moon

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Nathan Pullen called the meeting to order at 3:08 pm. Introductions were made a quorum was present.

Approval of the August 12, 2020 Meeting Minutes

David Steinmetz motioned to approve the minutes from the August 12, 2020 meeting. Terell Welch seconded the motion. The meeting minutes were approved by unanimous voice vote.

E75 Event Discussion

This item was tabled.

Employer Committee Event Collaboration Discussion

David Steinmetz stated he would send out the Save the Date invites to Arizona Industries for the Blind's (AIB) event. He noted that Debbie Lesko would speak about the benefits of having a diverse workforce and including individuals with disabilities. Mr. Steinmetz stated Brian Dulude would also be speaking about the Vocational Rehabilitation (VR) process. David Steinmetz stated the event would include a presentation on recruiting,

retaining, and training talent from Mr. Steinmetz and the CEO of AIB. David Steinmetz stated a representative from Arizona Disability Law would speak about the ADA and employer/employee rights, and IT staff would speak about Assistive Technology (AT). He stated that Terrell Welch had also agreed to speak about assistance to employers when hiring an individual with a disability. David Steinmetz stated he would welcome support from the Employment Committee to distribute information regarding the event. Mr. Steinmetz stated he would send invites to employers that attended the previous E75 Diversity Event if appropriate. Nathan Pullen stated David Steinmetz could invite the employers and noted the committee could include information on the E75 website as well. Terri Hedgpeth inquired regarding the individuals that would be providing the AT presentation. David Steinmetz stated that internal AIB staff or an individual from one of the comprehensive service providers would provide that presentation. Terri Hedgpeth stated that someone from the Arizona Technology Access Program (AzTAP) could offer information regarding the technology and services available. David Steinmetz inquired whether AzTAP offered services for the client or the employer. Terri Hedgpeth stated AzTAP could offer information to the employer on where the employee could obtain technology or services. She noted that AzTAP also offered a low interest loan for individuals that need equipment. Bea Shapiro noted that AzTAP would also loan equipment to individuals to test out prior to purchasing.

Terri Hedgpeth stated the Vision Rehabilitation and Assistive Technology Expo (VRATE) Board was looking at how to offer phone support to individuals trying to call in or log into the VRATE conference. Ms. Hedgpeth stated the Board was also trying to find an individual that could oversee the whole event and ensure the event was running according to schedule. Terri Hedgpeth stated that exhibitors would present virtually, in which attendees would be given a password to view that exhibitor's presentation. Terri Hedgpeth stated the VRATE Board needed the exhibitor's company name and logo, their website, a brief description of the organization and a Zoom link. She noted the exhibitors could provide a live presentation or a recorded presentation. Bea Shapiro inquired whether VRATE still intended to offer 8 presentations. Terri Hedgpeth stated VRATE would offer presentation times to the sponsors for the event, which would be interspersed throughout the day, as well as the speaker, Steven Welker, although she was unsure regarding the number of presentations. Terrell Welch stated at the committee had also discussed inviting Josh Shauter to present at an upcoming event. Nathan Pullen stated the committee had discussed potentially inviting Josh Shauter to speak on a panel discussion at VRATE. Terri Hedgpeth stated Josh Shauter did own his own staffing company, although he had not placed a blind or visually impaired individual in employment. Nathan Pullen stated Mr. Shauter would be able to provide

information from the employer's perspective as well as offer information as a self-employed individual. Terri Hedgpeth stated that Josh Shauter could speak about being self-employed but would not recommend him as an employer with knowledge of hiring blind and visually impaired individuals. Terrell Welch agreed and noted that he would reach out to Mr. Shauter to attend a future event if appropriate. Bea Shapiro stated the AT Committee had discussed co-presenting with the Employment Committee at VRATE on job development/job readiness, and how AT could assist the employee. Bea Shapiro stated that Employment Committee members could attend the upcoming AT Committee meeting to discuss the joint presentation. David Steinmetz inquired whether VRATE had finalized the schedule of presentations. Terri Hedgpeth stated VRATE had not finalized the presentation schedule and Dan Martinez or Jordan Moon would know more about that. Bea Shapiro stated she contacted Dan Martinez and Jordan Moon regarding the AT and Employment Committee's interest in presenting.

Agenda and Date for Next Meeting

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

- Employment Committee Event Collaboration 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. David Steinmetz seconded the motion. The meeting was adjourned at 3:40 p.m.