



STATE OF WASHINGTON

## GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND EMPLOYMENT

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### GCDE General Membership Meeting

Friday, February 24, 2023

10 a.m. to 3:05 p.m. on Zoom

### Minutes

10:00 a.m. **Welcome and Check-In** (15 minutes)

Roll Call and Housekeeping Rules

Damiana Harper, GCDE Chair

*Meeting called to order by Damiana at 10:02 a.m. after checking that accommodations were in place. Upwards of 30 people attended at various points (see [Attendance report](#) and icebreaker below). Attendees were welcomed, and a change noted to the agenda, of the roll being taken during the icebreaker. Standard housekeeping items (raising your hand to make a comment, stating your name before speaking, speaking slowly and 1 at a time for accommodations providers) were reviewed. Attendees were asked to send a message to the host via chat if experiencing technical difficulties, and it was noted that the chat was currently set to go only to the host, but that this could be changed during presentations if needed. It was noted that new members had been appointed and may be joining us today, in which case, they were welcomed.*

10:15 a.m. **Icebreaker Activity** (45 minutes) – [2023 Member Skills, Passions, and Goals Alpha.xlsx](#)

Damiana Harper, GCDE Chair and Elaine Stefanowicz, Staff

**Icebreaker:** Help us learn how you can contribute to GCDE and how GCDE can help support you.

In 90 seconds or less, please share with the committee 3 things:

1. The special skills or talents you bring to GCDE - Are you a great researcher, public speaker, or graphic designer? Do you have awesome technical writing skills or video editing abilities?
2. Then, any particular passions you have related to our work - Maybe you are a talented IT expert, but your passion is lobbying.
3. Lastly, how can GCDE help you grow - Would you like to learn more about the legislature? Have you always wanted to work on developing a website?

*Responses from members and staff as follows:*

*Damiana H – Event planning skills, passion employment for people with disabilities, goal improve our impact*

*Amy C – Writing skills, passion lobbying, goal understanding the process/strategies for effective lobbying*

*Candace D – Detail skills, passion advocacy, goal learn more re: legislative process*

*Christa H – Writing skills, passing teaching, goal to start an Autism support group and website*

*Clarence E – Tech support skills, passion being a voice, goal public speaking re: legislation*

*Cullyn F – Research skills, passion advocacy, goal follow up on assignments*

*Dave C – Speaking skills, passion advocacy, goal learn more about lobbying*

*Ivyanne V – Connection skills, passion advocacy, goal equitable access to mental health resources incl. youth*

*Kristin D – Analysis skills, passion culture shift, goal brand recognition*

*Marsha C – Research skills, passion pro-equity/anti-racism, goal organization*

*Megan M – Streamlining skills, passion career success, goal continued learning*

*Nathan H – Research skills, passion supporting youth with disabilities in transition, goal applying policy*

*Patti D – Political skills, passion advocating for invisible disabilities, goal growing cross-disability knowledge*

*Kristina S – Grassroots advocacy skills, passion everyone can work, goal bring issues forward*

*Simon C – Speaking skills, passion educating youth re: access, goal make the biggest impact*

*Steve L – Research skills, passion restorative justice, goal lobbying and advocacy*

*Warren W – travel status, skipped*

*Andy S – Research skills, passion serving the I/DD community, goal equity in services*

*Matt N – joining late, skipped*

*Yvonne B – “Busywork” skills, passion employment, goal leadership skills*

*Kevin F – Proofreading skills, passion succession planning, goal grounding self in today*

*Daniel L – with a client, skipped*

*Autumn H – Finance skills, passion youth work, goal advocacy, lobbying, and legislation*

*Lucas D – not present, skipped*

*Leslie P – not present, skipped*

*Elaine S – Speaking skills, passion employment for people with disabilities, goal continued growth*

*Ryan B – Project management skills, passion statewide work, goal understanding the why of DEI*

*Emily H – Detail skills, passion integrating technology into our work, goal learning about intersectionality*

*Elizabeth G – Research and connection skills, passion spreadsheets and living wages, goals intersectionality and empowering voices*

**11:00 a.m. Cross-disability presentation (15 mins with 5 mins questions and answers)**

**Topic:** Multi Systems Awareness in WA State

Andy Song, GCDE member

*Andy quickly reviewed the following [PowerPoint presentation](#) and [document](#) and let attendees know that he would welcome questions via chat or [email](#) if folks had them.*

11:20 a.m. **Break** (10 mins)

11:30 a.m. **Panel discussion on workforce shortage** (45 minutes)

Damiana Harper, GCDE Chair and Elizabeth Gordon, GCDE Executive Director

**Panelists:** Anneliese Vance-Sherman, Regional Labor Economist with Employment Security Department (ESD) – see handout in meeting materials packet\*

Eleni Papadakis, Executive Director with WA Workforce Training and Education Coordinating Board (WTB)

*Synthesis of panel discussion as follows:*

***The national news has been full of stories about workforce shortages. How are we doing in Washington? Do you see reasons why caregiving professions might be disproportionately affected?***

***Anneliese V:** Overall economy correct, low unemployment, labor market folks seeking jobs are connecting, overall same size going into pandemic, pop growth, prop smaller, WA/natl. prop smaller, diff. ind. non-IP work recovered more quickly, caregiving within, challenges impact all other ind. when not full*

*Back to question of nature of work F2F, demographic, imp. people w/i prof. parents, other care resp. @ home, disp. imp ind., ack. work is rewarding but hard, wages are lower prop comp.*

***Eleni P:** Echoes sentiments above, adds lack of avail. Caregiver adding to low labor part, childcare, healthcare, elders, PWD, etc. keeping people home and going to work, is a big deal, sit supports all ind. sect/workers, hope spotlight on caregiving changes culture in state and country, lowest wage for low barrier entry level, same or less as fast-food workers at times, opp. here hopefully, additional to current sit, now cons. more dang. pos in terms of spread of COVID disease, was below levels of workers needed pre-pandemic, in childcare, long term care, unable to find workers, aging in place forced into skilled living or assisted due to lack of home care services, greater need, now huge, wage is a piece, not reason for joining, multiple jobs, is a calling, nurturers by nature, prob. w/ career pathways, physicians, teachers, etc. many options higher level, rungs of ladder not in place from entry level to prof level, caused some of issue with those occupations*

***In circumstances like this, the first answer is generally raising wages. Are there reasons this may not be an effective solution?***

***Anneliese V:** Wages is one piece as economist, any job lower wage/entry level, competing with other jobs, are some called to do, wages can sometimes tip scale, Eleni correct, not just challenge in this moment, facing for decade, taken on different urgency, look not just at wages but what impacts those, ways in which hospitals, facilities, childcare reimbursement, structures behind the scenes before you get to the wage of how services are reimbursed, before down the road to wages, is systemic, lots of reasons why the wages*

*are stuck, gets back into reimbursement rates, not really offer solution, lots of complexity in system that lends itself to particular challenge*

***Eleni P:** That is problem with entry level pos, no more money to get out of people, cant transfer costs of higher wages to customers, makes a huge diff, what found in places where diff not as much shortage, have created pathways for folks, if you do that will you lose the frontline workers, it creates an opportunity for growth and increased incentive to enter the field, is a matter of years to move up that provides consistency, choosing the profession and occupational track, private enterprises in higher income areas can charge more, got a lot more people coming in taking the jobs for the money, wrong reasons, important component, have to get the right people in the positions*

**The caregiver shortage is certainly a crisis, but it may also be an opportunity. Are there clear pathways for job seekers, particularly those with disabilities, to obtain employment as caregivers?**

***Anneliese V:** Speaking to moment in, low unemployment rate, smaller workforce, lot of demand all industries, incl. caregiving, barriers to employment more likely to be brought in, is an opportunity, how long will this persist large scale, inclination to point to one part demographic, retirees – large sector moving out, one of factors pushing down labor part rate, challenge, poss. open up doors and create opportunities for those from all walks of life, competing a lot for a scarce workforce currently, adding onto EP points, regarding animal care piece, during pandemic, lots more households with animals, opportunities, focusing on ability, how it can be supplemented with technology, not easily automated, req. F2F connection, tech can come into play to help with lifting or routine elements to help make more acc, red tasks, appealing to employers, 1 time inv. can have effect of reducing size but making more effective workforce, lots looking of ways to automate through AI/robotics, not likely to supplant jobs in this industry but can be made more accessible for specific routine tasks*

***Eleni P:** WDF for a long time, desperate employers are best friend when creating new programs, those with barriers to employment, better able to encourage folks to be open to that who may not have otherwise been considered, agrees that opp. are awesome currently across all types of caregiving jobs, PWD more about abilities, #1 is do you enjoying caring for others, given for what folks are looking for, can instill confidence and trust, caring for others loved ones, industries themselves, lots of liability tied to facil/occ, basic sensibilities/competencies than skills, other parameters, LTC req. lift at certain level, etc. specific req. diff sectors, what are abilities that I can do, avoid some things, try others, think broadly, not just childcare or skilled nursing, all kinds of operations, adult family, coming out of institutions, behav. health, mental health, incarceration sector, transitional housing, learn to help folks live independently, teaching skills, etc. PWD have had to learn those skills differently themselves, skillsets exists there, can you accentuate those that you've developed on own, opportunities, area come to light is animal care industry,*

*pummeled by vet area, can't find workers at any level, need entry level folks as well, run hospitals, pet sitting, pet walking, when folks go away and don't want to board, desperate for folks, nurturer, love animals, huge opp.*

**What does the future look like? Are trends changing? Are there any efforts, legislatively or otherwise, to mitigate the caregiver shortage?**

***Anneliese V:** not closely watching leg movement, thematically to seeing in areas, economic develop speaking about caregiving, can't get into a conv without it coming up, crit workforce econ. develop issues, risen to level of awareness not had before, tension in this moment, even though challenges preexisting, covid fund earmarked to increase initiatives for caregiving viability in childcare, et. more suppliers, or different models where employers are incorporating into workplaces, lots of diff areas, having its moment re attention, creativity, motivation*

***Eleni P:** Past 3-4 years, headway, WFB recs, invest in LTC/CC, lot more interest post pandemic, leg key got involved, changing culture, increase wages, FEF, wage increase, may not be sustainable, idea of pathways to better jobs took hold, apprenticeships, funds for different positions or pathways in nursing, etc., scope of education as in programs, earn more until they hit the next level, proving enticing, childcare pathways to teaching as well, paid para, codified in WA, last few years apprenticeships pathway there, lots of interest in ideas to cont. to develop, got funding surprisingly asking for number of years, change in culture, perspectives of society on caregiving, efforts in other states that have made a diff, in attracting and amt of money people will pay for services, want to get to, last year in session fund to res/dem. project. around cult change efforts tied to workforce, internal practices*

**Are there any questions from members around this issue?**

**Cullynn F - COMMENT REGARDING COST OF SCHOOLING AND LOANS BARRIER**

***Marsha C - can high schools prov. Training for in-home care, critical for aging in place, don't need for all day, couple hours am/pm, hard if trying to piece together career with part time gig, HS qualify for jobs, not as long-term career, possible while cont. Ed, flexible, pays as much as other jobs, interested in helping prof, hands on exp, foundation for future***

*Eleni P - loves idea of getting young people experiences, often occurs where they want to help, areas across state incl el. to pass cert. home care aid and CNA, some age limits that make it challenging, another designation for young people under 18 to take positions, lots of interest, secondary sector to get inv.*

*Annaliese V - echoes, skill centers across state, CTE prog, targeted programs, intended to help young people move into these various aspects of caregiving or prof, lots of moment, can't speak to spec reg, exp to diff workplaces, may not lend spec homecare, int. pathways at skill*

cent, create work with emp, help employers know what each other offers, work exp upon grad and exp knowledge of what stepping into

**Tania M - loves convo, mirrors what systems have been talking to re: teacher shortage, building pipeline, talking to students re viable and welcome pathway, CTE pathways, towards paraeducators and matriculation agreements, be guaranteed next steps into programs for CE and career ladder, int. in expanding, avail. to more areas and ind.**

**Kevin F - caregiver couple hours per day 7 days a week, recipient end, can employ family (children, grandchildren, ed thru state, unsure how widely known, finances etc. can be safer and feels better, training, core group)**

Eleni P - core group, first states to imp allowance to pay family for caregiving, widely used now, haven't seen much re marketing recently, but over years have put word out, important because they have to give up livelihood to be able to take care of family, way to make the hard life decisions

Kevin F - Best kept secret, spread the word

Eleni P - Not same training or cert as private entities, is training sufficient, any thoughts? Something exploring more in near future

Kevin F - Need to do a better job, know what needs are, can coach and train, but yes – can do a better job

**Matt N - two colleges in tri-cities, charter college, all 3 have nursing prog, none emp caregiving, only hospitals, not sure understand that option**

Eleni P - abs right, don't und or think subpar, working w. nursing comm on, part of prob certain # of hours in practice at bedside, setup to provide training, other homes are not, right proctors etc. must be present w/ master's degree, how to target LTC and other caregiving into nurse ed pipeline, LPN apprentice, YVCC, locus of that, figure out LTC setting up shop to be able to do the training, hosp. MSN level nurses come in while students on site, long time not had anything to do w/ combining this

**Christa H - last word, parent of disabled child, caregiving for children, caregiving for folks with dis, few hours at a time, lived exp for family, husband fulltime caregiver, qualify for DDA, will not pay husband for own child, find DDA care prov, for allotted hours on plan, husband not comfortable/safe care of stranger, child cannot communicate, if something happened or abuse, wouldn't know, 18-year-old son getting trained recently to care for brother, disheartening, won't pay husband but will pay brother, AY running for office, wife caregiver for child, suggested UBI, parents stay home to care should get paid, int. fact, inc. cut in half, cannot work due to childcare needs, comment, struggles for PWD, few hours here and there, not always case, also 24-hour supervision, appreciated**

Eleni P - Resp, final word, pilot for paying family caregiver, did allow for parents, don't understand why ended or not go thru when leg passed, time to reopen that conv, during pandemic, parents chose to stay home with children, choosing not to go back to work now,

*hurting, hard to survive without additional income, this group and others to reopen conv, invite in, happy to participate*

*Anneliese V - thanks for sharing lived exp, always rec. stats, understand div of exp beneath that, can't speak to policy side necessarily, always imp. to reflect upon what's beneath reporting's, rec. moment when we can have these conversations, aren't new challenges of past couple years, community has faced this long term, ebbs and flows, affects a lot of people, larger # facing right now, covid, pop dem, conv. risen to level of more attn, opportunities now not as apparent prev.*

*Thank you for invite, thank for conv, lunch, resume at 12:50 for SC reports*

12:15 pm **Lunch Break** (30 minutes)

12:45 pm **3 subcommittee team reports – AC, CO, YLF** (30 minutes)

*Written reports in packet were reviewed verbally for all three groups.*

1:15 p.m. **Legislative Updates** (1 hour)

Kristin DiBiase, Legislative Subcommittee Chair

*Kevin shared [this information](#) regarding accessible currency found on the ACB website, and Kristin reviewed where the NAUWU bill ([HB 1541](#)) is in the legislative process. Testimony can be viewed [here](#), beginning at the 4:49:46 mark.*

2:15 p.m. **Break** (10 minutes)

2:25 p.m. **2 subcommittee team reports – Membership, Awards** (20 minutes)

*Written reports in packet for both groups were reviewed verbally.*

2:45 p.m. **Public Comment Period** (10 minutes)

Elizabeth Gordon, GCDE Executive Director

*No public comments requiring action were heard.*

2:55 p.m. **Wrap Up and Next Action Steps** (10 minutes)

Damiana Harper, GCDE Chair

- 1) *New Member Orientation on 3/15*
- 2) *Next General Membership on 5/19*
- 3) *Help with subcommittee requests, such as distributing YLF and Awards application packets*
- 4) *Help needed with logo if interested and available, since we*

*don't have one currently, but it would likely help with name recognition - so any ideas would be welcomed. If this is one of your strengths or if you would like to participate in a small workgroup on this, please let us know.*

3:05 p.m. **Meeting Adjourned**

*Next General Membership Meeting will be on Friday, May 19, 2023*