



STATE OF WASHINGTON
GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND EMPLOYMENT
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General Membership Conference Call

October 2nd, 2020

12:30 pm to 3:00 pm

<p>Conference call information:</p> <p>Join Zoom link: Join here Meeting ID/Code: 920 3304 1595/ 081647 1 Tap: +12532158782,,92033041595#</p>	<p>Remote CART:</p> <p>Using Streamtext (web browser) and Streamcast (app) Viewing closed captioning (in Zoom)</p>
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AGENDA

- 12:15-12:30 pm **Join Zoom meeting, troubleshoot any audio, video, connectivity issues**
- Prepare to start promptly at 12:30 pm**
- 12:30 pm **Welcome, Announcements and Roll Call** - *Pat Bauccio, Chairperson, Governor's Committee on Disability Issues and Employment (GCDE)*
- 12:35 pm **Chair's Report** - *Pat Bauccio, Chairperson, GCDE*
- *GCDE Member Recognition*
- 1:05 pm **Executive Director's Report** - *Elizabeth Gordon, Executive Director, Governor's Committee on Disability Issues and Employment (handout)*
- 1:10 pm **Effects of COVID 19 on Employment Services for People with Disabilities**, *Panel Moderator Elizabeth Gordon, Executive Director, GCDE*

- 2:10 pm **Stretch Break**
- 2:15 pm **Emergency Management for People with Disabilities,**
*Jim House, Disability Integration Manager, Washington State
Independent Living Council*
- 2:45 pm **Open Meeting Guidelines for GCDE,** *Elizabeth Gordon, Executive
Director, GCDE*
- 2:55 pm **Wrap-Up** – *Pat Bauccio, Chairperson, GCDE*
- 3:00 pm **Adjourn**

Executive Director's Report

General Membership Meeting October 2, 2020

Reporting Period: July 11, 2020-October 2, 2020

ADA 30th Anniversary Celebration: I facilitated and coordinated the ADA 30th Anniversary Celebration Committee which aired on July 27th. The program was well received and generated great questions and foot traffic through Facebook. GCDE sponsored this work and the event itself as well as leading the planning committee. Partners included: Department of Services for the Blind, Arc of Washington, Developmental Disabilities Council, Office of Financial Management, Division of Vocational Rehabilitation, Disability Inclusion Network, Employment Security, Self-Advocates in Leadership, People First of Washington, Northwest ADA Center, Easter Seals, Washington State Rehabilitation Council, Washington State Independent Living Council, Office of Deaf and Hard of Hearing, among others. 9,000 people watched the program on July 27th. GCDE created a 30th Anniversary page on our website and included links to the overall program as well as the videos submitted for the project. <https://esd.wa.gov/gcde/ada-anniversary>

Office of Equity Taskforce: The Office of Equity Taskforce held its last public meeting in July. The report to the Governor is largely complete. GCDE represented people with disabilities and worked to ensure that they were included in the vision of diversity, though the original legislation largely focused on racial equity. I reviewed and provided feedback on the Office of Equity Taskforce's report to Governor Inslee. The Task Force has been meeting for a year creating the framework to build an Office of Equity that would be housed under the Governor. The group developed universal definitions of equity and worked to ensure that the office would elevate existing diversity, equity and inclusion efforts rather than duplicating. Here is a link that shows the work over the past year: <https://healthequity.wa.gov/TaskForceMeetings/EquityOfficeTaskForceMaterials>

Unemployment Insurance Support during COVID 19: GCDE staff supported the Unemployment Insurance (UI) team at Employment Security by working with the imaging unit to index faxes and connect them with people's records so that experienced UI staff could review claims. ESD completed the backlog in August. The system remains strained with unprecedented needs by the community. GCDE

further worked with Employment Security to ensure that Reasonable Accommodation processes were visible and fully accessible. We also fielded various questions from the public about the process and from internal employees about reasonable accommodation processes.

Behavioral Health Recovery System Transformation Taskforce: Attended the Behavioral Health Recovery System Transformation Taskforce meeting that is a joint legislative work group. The group heard family experiences with crisis admissions, use of single bed certifications, and information on an ideal behavioral health system design. This is a link to the meeting materials along with a link to the video of the meeting.

<https://app.leg.wa.gov/committeeschedules#//29870/06-01-2020/08-09-2020/Agenda///Bill/>

Washington State Equal Opportunity Officers: Presented information on face mask rules and considerations for people with disabilities to the Equal Opportunity Officers at WorkSource Centers across the state. Great discussion on reopening efforts and considerations on ensuring equitable access during this time of rapidly evolving service delivery and increased pressure on the system.

RETAIN WA Leadership:

Met with Department of Labor, Office of Disability and Employment Policy and RETAIN WA team members to discuss ways to increase engagement of healthcare providers in RETAIN WA. Discussed various engagement strategies to increase long-term relationships and enrollments for the project.

All State Grantee Work Group: participated to discuss best practices for RETAIN WA. Presented an overview of current work and identified ways that we can implement best practices from other states. RETAIN WA is in a sprint to increase enrollments through December. The proposal for next round funding will likely be produced in October. <https://www.retainwa.org/>

September All Grantee call: Presented on RETAIN WA's strategies to bring the healthcare system and the workforce system into a coordinated effort that results in early Return to Work for employees injured off the job.

DVR Presentation: Presented an overview of RETAIN to state leadership team of Washington State Division of Vocational Rehabilitation.

Pierce County WorkSource: Presented an overview of RETAIN for the WorkSource system partners in Pierce County. Co-presented with Nicole Bennett from CHI Franciscan.

Employer Outreach: Presented at “The ADA and COVID: What’s New in 2020” event for employers. Co-presented on RETAIN and stay at work strategies for employers.

Administration:

- Met with ESD Communications Department to facilitate communication needs for GCDE. I am developing an overall calendar of our typical work year with the cadence of communications needs. This tool should add predictability so the communications team can meet our needs more effectively.
- Met with the budget office to realign spending for the fiscal year beginning July 1st. GCDE was overspent in one funding area. We reallocated staff time and other line items to address the issue. At this point it looks like this will address the issue.
- Met with the Contracting Office to discuss how to streamline contracting.
- Worked with HR to establish a position for RETAIN

Other activities:

- GCDE is working with Office of Financial Management to create enterprise wide guidance on access and inclusion on virtual meeting platforms. Attended a Section 508 Best Practices Seminar on Virtual Meeting Platforms hosted by the Great Lakes ADA Center. Great overview of various platforms and strategies in facilitation of meetings that increase access and inclusion. Shared information with the planning group.
- Attended Coalition on Inclusive Emergency Planning calls hosted by Washington State Independent Living Council. Calls focused on compounded disaster recovery efforts in Eastern Washington where people already affected by the pandemic are now dealing with wildfires.
<https://www.wasilc.org/coalition-on-inclusive-emergency-planning>
- Disability Inclusion Network: Business resource group representing people with disabilities employed in state government. GCDE provides support on

reasonable accommodations and attends monthly meetings in an advisory capacity.

- Diversity Equity and Inclusion Council: Statewide council of Human Resources professionals that are providing DEI efforts within state agencies. Attended monthly meetings and made a presentation about the anniversary of the ADA in partnership with Larry Watkinson.
- Washington State Rehabilitation Council: Attended quarterly meeting. Very informative about efforts to ensure responsive services for DVR customers. WSRC is the voice of the customer. <https://www.wsrcwa.org/>
- Poverty and Disability Workgroup: provided input to the Poverty Reduction Workgroup report to the Governor to ensure representation of people with disabilities. <https://www.governor.wa.gov/issues/issues/health-care-human-services/poverty-reduction-work-group>
- Participated in the Vicarious Trauma workgroup to provide accessible resources that support mental health for staff experiencing vicarious trauma.
- Attended US Access Board Meeting: <https://www.access-board.gov/the-board>
- Reimagining Behavioral Health in the 21st Century: Race, Equity and Social Justice –Attended 2-day conference focused on intersection of race and social justice and behavioral health concerns. <https://mhttcnetwork.org/centers/northwest-mhttc/re-imagining-behavioral-health-21st-century-race-equity-and-social-justice>
- Reasonable Accommodation Roundtable: Planning committee meetings to provide training to people across the state who are responsible for negotiating reasonable accommodations. I will be co-presenting at the next meeting in October on accessibility in virtual meeting platforms.
- Legislative Reception: Participating in planning the virtual event in January. The move to a virtual environment is giving the committee an opportunity to explore different approaches to the event.

Submitted by Elizabeth Gordon September 23, 2020

Accessible Communities Subcommittee
Governor's Committee on Disability Issues & Employment

Subcommittee Report
General Membership Meeting
October 2, 2020

1. Megan Mason-Todd started as the new Accessible Communities (AC) Subcommittee Chair in September.
2. For the remainder of 2020, the AC Subcommittee is working on completing the AC Operations Manual, creating a vision statement and working on the website design. We plan to post an annual financial report on the AC website every August to illustrate what was awarded during the grant cycle.
3. As of this year we awarded:

\$16,167.66 to Island County (18 Additional Accessible Seats for Bus Stops)	
\$41,139.74 to Jefferson County:	
a. Fort Warden Assistive Listening Device:	\$781.15
b. Quilcene School Garden:	\$2,050.00
c. Brinnon Center Automatic Doors:	\$3,246.65
d. Johnson Center Restroom Door Openers:	\$5,651.38
e. Jefferson Co. Public Health Portable Audio System:	\$1,894.00
f. Mountain View Pool ADA Changing Room:	\$2,376.00
g. Chetzemoka Park Bathroom and Signage:	\$3,079.00
h. Johnson Center ADA Parking Spaces:	\$7,312.50
i. Salary and Benefits for Project Oversight:	\$10,791.04
\$9,878.00 to Kitsap County (two all-terrain chairs that can be used on the beach and for emergency evacuations)	

\$4,238.49 to Spokane County (customer service for people with disabilities classes, business accessibility reviews and community engagement presentations regarding the Spokane Accessible Community Advisory Committee)

\$71,423.89 Total AC Grants Awarded for 2020

4. The following counties have Accessible Community Advisory Committees:

Established:

- 1) Clallam
- 2) Jefferson
- 3) Kitsap
- 4) Pierce
- 5) Island
- 6) Skagit
- 7) Wahkiakum
- 8) Cowlitz
- 9) Douglas
- 10) Walla Walla
- 11) Benton
- 12) Spokane

Pending:

- 1) Thurston
- 2) Chelan

See the next page for a map

5. The AC subcommittee meets the third Wednesday of every month at 4pm.



Governor's Employer Awards Subcommittee Report October 2, 2020

The Governor's Employer Awards Subcommittee has been actively preparing for the Awards Celebration. We continue to meet on a weekly basis to complete the many tasks needed going forward. GCDE staff have been busy working on the process details such as ordering trophies, printing certificates, and developing the talking points for our presenters. Letters to all nominees and nominators are being distributed.

Event details:

- October 27th 11:00 am to 1:00 pm
- Scott Bellman: will be our emcee
- Governor Inslee has been invited to kick off the ceremony this year with his video introduction.

- **Award Submissions:** We received 25 completed award submissions this award season. We did not receive submissions for the youth employer and the medium and large non-profit categories. The Small Private Employer category had the largest number of submissions (10), which could be attributed to the change in the number of employees for each of the employer categories.

- **We are in the final stages of the selection process:** This year we have twelve individuals judging on four teams. Only a couple of categories have not been finalized.

- **Alternative 2020 Awards Venue Workgroup** has been meeting weekly to plan the virtual event. After attempting to work with a local broadcasting station we were encouraged to move toward a Zoom virtual event. The event will be a braiding of pre-recorded videos and some live announcing. Mark Adreon has been consulting with the group and supporting us with creating our agenda and program. A loud shout out to Megan Mason-Todd who connected us to a volunteer resource with editing experience. We are

happy to be working with Ashlyn who will be supporting the event with her expertise.

- **Marketing:** We have created a marketing plan that includes using Facebook and other social media platforms to encourage participation in the event. Emily will be sending out weekly announcements to build excitement for the event.
- **Mission and Vision:** The subcommittee is working on developing our vision statement.

COMMUNITY OUTREACH SUBCOMMITTEE REPORT

General Membership Meeting – October 2, 2020

Community Outreach continues to meet monthly by conference call. Since they are unable to host outreach events, they are focusing on developing and improving procedures and processes. Several workgroups have been established: virtual outreach meetings, outreach site selection process, project calendars and the outreach follow-up workgroup.

- The project calendar workgroup, led by Julian Wheeler, completed their assignment and are waiting for further direction from the GCDE Chairperson.
- Warren and Damiana developed a questionnaire on how to select a community for an outreach event. Previously, sites were selected through group discussion and identifying where we have not been. With the new process, meeting locations will be based on several indicators, such as: having an established ACAC, social services located in the area and or a strong transportation system or the lack of a transportation system.
- Bill Kinyon is leading a workgroup looking at the feasibility of hosting a virtual outreach event and what that might look like. The workgroup, consisting of Bill, Julian, Jim, Matt, Linea and Laurie, have met once. They are looking into how a virtual outreach can be done and deciding who the audience would be. A virtual outreach would need a comprehensive plan for digital and social marketing. Another meeting is scheduled the end of September.
- Laurie facilitated a workgroup consisting of Larry, Linea and Matt, developing a targeted survey monkey to be distributed to the Shelton/Mason County outreach participants. The survey asks follow-up questions on the action items identified during the event. They are soliciting information on the impact the outreach event made in the community - have improvements been made? Subcommittee members who attended the event are being asked to personally call those who submitted commitment statements. The commitment statements identify

personal actions people said they were going to do to address disability concerns. The Survey distribution and phone calls will be scheduled in October.

Damiana and Laurie are impressed with the continued engagement of their subcommittee members. While the focus of the Subcommittee has changed, work continues to improve their meeting process and outcomes of outreach events.



GCDE Membership Subcommittee

General Membership Meeting

10/02/20

Subcommittee Report

Current Subcommittee Membership:

William Kinyon

Megan Mason-Todd

Laurie Schindler

Warren Weissman, Chair

Julian Wheeler

Elaine Stefanowicz, Program Coordinator

GCDE Membership Status:

	# of Members
Members as of 9/2020	24
First term ending 12/2020 (Harper, Harris, Weissman)	3
Second term ending 12/2020 (Bruckshen, Crandall, Peddy, Wheeler)	4
Open membership slots	3
Slots to fill in 2020/21 Recruitment Process	8 (open, plus second term ending, plus one first-term member [Harris] not applying for second term)



GCDE Membership Subcommittee

General Membership Meeting

10/02/20

New Member Application and Screening Process:

- The official launch of the call for applications occurred on September 1. Announcements were made through the GCDE Listserv, press releases, emails to GCDE members and associates, and emails to other interested parties, as well as emails from E. Gordon, E. Stefanowicz and W. Weissman to numerous organizations and individuals with a request for further dissemination. A post was made to the GCDE Facebook page and Tweets sent via E. Gordon's Twitter accounts.
- The recruitment process sought to expand the number of applications received from minority communities, particularly from ethnicities underrepresented in GCDE's membership.
- The deadline for applications is October 15. Over 30 requests for access to the application materials have been received thus far. Recommendations to the Governor's Boards & Commissions Office will be made by November 15, a timeline intended to permit appointments to be made by 12/31/2020.
- Screening Process:
 - Chair emeritus Mandeep Kaundal will join the Subcommittee for the screening of applicants and development of a recommendation to the B&C Office.
 - The GCDE Supplemental Questionnaire is being used to expand on the information available through the standard B&C application.
 - For applicants who are short-listed, phone interviews will be conducted to assess the applicants more deeply and references will be checked.
 - Objective background and qualifications data will be used in an initial review and ranking of applicants.
 - Geographic/demographic information will be added to the analysis in a second round of reviews, resulting in alterations to the initial ranking as appropriate. The Subcommittee will review geographic and demographic



GCDE Membership Subcommittee

General Membership Meeting

10/02/20

information (Relationship to the Disability Community, Type of Disability, Ethnicity, Age Range, Veteran Status, Community and Region of Residence).

Other 2020 Plans and Activities:

- Review of participation log format and process (Ongoing)
- Outreach to General Members about participation (Ongoing)
- Outreach to specific members about lack of engagement (Ongoing)

**Governor’s Committee on Disability Issues and Employment
(GCDE)
PERSONAL PARTICIPATION LOG**

(Please submit at the end of the month to Elaine Stefanowicz at
estefanowicz@esd.wa.gov)

Name:

Reporting Period:

SECTION A: GCDE ACTIVITIES

DATE	ACTIVITY TYPE (meetings, conference calls, or other) provide descriptions	MEETING HOURS	TRAVEL HOURS	OTHER HOURS	TOTAL HOURS
Summary:	Volunteer Hours in Section A				
	Volunteer Hours in Section B				
	Total Volunteer Hours				

**The Governor's Committee on Disability Issues and Employment
(GCDE)
PERSONAL PARTICIPATION LOG**

SECTION B: OTHER DISABILITY RELATED ACTIVITIES

DATE	ACTIVITY	TOTAL HOURS
Summary:	Total Volunteer Hours in Section B	



Youth Leadership Forum Subcommittee Report

October 2, 2020

We've held our monthly YLF subcommittee meetings (excluding June, July and August). We last met on Friday, September 25, 2020.

Staff or Chair has attended the DVR Lunch & Learn Webinars, as schedules have allowed.

YLF has been scheduled for August 14-20, 2021 at Dumas Bay Centre in Federal Way. Flyers are available, as is the brochure. Applications will be available mid-October.

We are still considering a mini-YLF in Eastern Washington in the Spring of 2021.

Julie and Linea are meeting weekly via Zoom to transition leadership.



GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND EMPLOYMENT (GCDE)

October 2020

MEMBERSHIP ROSTER



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**Accessible Communities, Community Outreach,
Coordinating, Governor's Employer Awards, Youth
Leadership Forum, Membership**

EXECUTIVE DIRECTOR



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Accessible Communities Website:
<http://accessiblecommunities.wa.gov>

GCDE Website: www.esd.wa.gov/gcde

GCDE Facebook Page:
www.facebook.com/govdisabilitycommitteewa

**GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND
EMPLOYMENT**

MEMBERS

October 2020

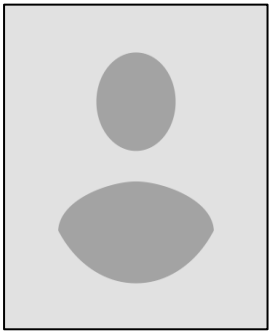


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Governor's Employer

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**Governor's Employer Awards Chair, Youth
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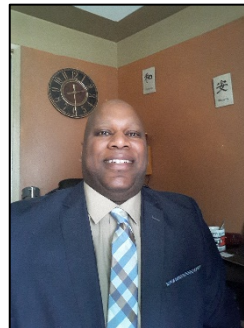
**Community Outreach,
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**Accessible Communities, Governor's Employer
Awards**

**GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND
EMPLOYMENT**

MEMBERS

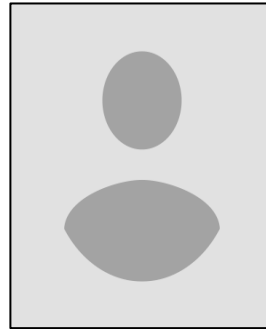
October 2020



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Accessible Communities, Youth Leadership Forum



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Accessible Communities,

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**GCDE Co-Vice Chair, Community Outreach Chair,
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Youth Leadership Forum Co-Vice-Chair

**GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND
EMPLOYMENT**

MEMBERS

October 2020



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**Chair, Accessible Communities, Coordinating,
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**Community Outreach, Governor's Employer
Awards**

**GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND
EMPLOYMENT**

MEMBERS

October 2020



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Governor's Employer Chair, Coordinating



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**GCDE Co-Vice Chair, Accessible Communities,
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**Youth Leadership Forum, Co-Vice-Chair, Community
Outreach, Membership**

**GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND EMPLOYMENT
MEMBERS**

October 2020

GCDE EMERITUS (Former Chairs)



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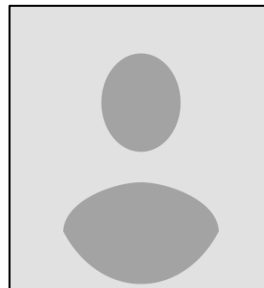
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**GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND EMPLOYMENT
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October 2020

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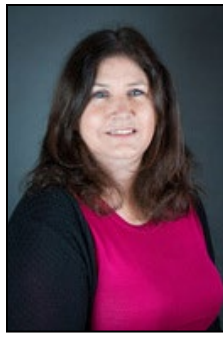
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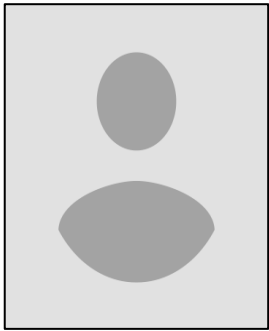
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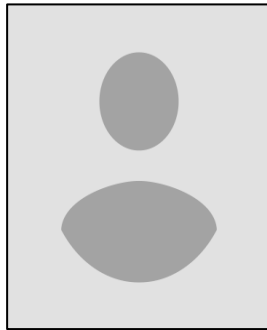
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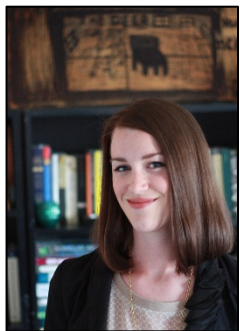
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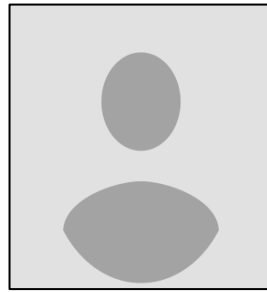
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Community Outreach, Governor's Employer Awards

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Community Outreach Subcommittee

Standing Mission Statement:

In accordance with the Executive Order and the GCDE Mission, the Community Outreach Subcommittee provides advocacy to the disability community by conducting outreach activities to both rural and urban communities. It develops and recommends policies and actions promoting equal access to services and provides information and resources for individuals with disabilities.

Proposed Vision Statement:

The Community Outreach Subcommittee's vision is to advocate for and with the disability community by conducting outreach events. The Subcommittee facilitates, encourages, and celebrates community involvement to assist in the development of overarching action plans to improve and promote resolutions for self-identified community opportunities. It provides information on available resources to individuals with disabilities and to the local community.

Membership Subcommittee

Standing Mission Statement:

The Committee recruits and screens qualified individuals from the community to act as advocates, leaders, and disability experts for the purpose of advancing the rights of people with disabilities in the state and the nation. The subcommittee endeavors to recommend to the Governor members with diversity in disability, ethnicity, and geographic representation. Along with providing an Orientation, the committee is responsible for the Mentorship Program which matches new members with established members in order to provide an adequate training experience and ensure their timely and active participation.

Proposed Vision Statement:

The Membership Subcommittee ensures that GCDE comprises highly qualified representatives of the disability community. Applicants recommended to the Governor for appointment are diverse in disability, relationship to the disability community, viewpoints on disability issues, ethnicity, gender, age, and geographic representation.
(continued on next page)

The Membership Subcommittee also ensures that new GCDE members are well integrated and successful by providing a thorough new member orientation and matching them with established members in a mentorship program, and ensures that the GCDE mission is fulfilled through the timely and active participation of all members.

Youth Leadership Forum (YLF)

Standing Mission Statement:

The Washington State Youth Leadership Forum (YLF) is an innovative, intensive six- day leadership training program for upcoming high school juniors and seniors with disabilities. Delegates are selected from around the state of Washington to gather in facilities around the state to cultivate leadership, citizenship, and social skills.

It is critical that youth with disabilities learn to identify themselves with pride as individuals and as members of the disability community. By providing professional guidance and an atmosphere of encouragement, the YLF has challenged delegates since 2000 to rise and provide influence for greater and more accepting society.

Proposed Vision Statement:

The Washington State Youth Leadership Forum (YLF) is an innovative, intensive six- day transition and leadership training program for upcoming high school students 16 years and older (up to age 22) with a disability. Delegates are selected from around the state of Washington to gather at venues (also around the state) to cultivate leadership, citizenship, and social skills.

The program provides youth with life skills, the opportunity to practice leadership skills, a sense of community, and a chance to develop lifelong friendships. By providing mentorship and a supportive environment for development, the YLF provides delegates the opportunity to rise and directly influence an inclusive society.

***Please note: the proposed Awards and AC subcommittee vision statements are still under construction**