



STATE OF WASHINGTON

## GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND EMPLOYMENT

Employment Security Department ■ P.O. Box 9046 ■ MS: 6000 ■ Olympia, Washington ■ 98507-9046

Olympia (360) 890-3778 ■ Toll Free Fax 844-935-3531

Governor's Committee on Disability Issues and Employment

Coordinating Committee

February 2, 2024, 10am-12pm

Minutes

**10:00: Welcome, call to order, roll call, housekeeping** – Damiana Harper, GCDE Chair (5 min)

Meeting called to order by staff at 10:01 am. Welcome all (checking in), great meeting Friday, lots to do today – thanks for being here, it's exciting.

Housekeeping items reviewed after audio and captions check (state name, allow time for interpreters, raise your hand to be recognized).

Present onscreen: Emily, Ryan, Elaine, Elizabeth, Interpreter Donna, Interpreter Andrea, Amy, Damiana (feeling better but getting a call – staff to do roll, returned after), Steve (feeling better too), Matt (feeling better also), Yvonne, Clarence, Kristin, Cullynn, Marsha, and Megan joined.

**10:05: Update on new member appointments and tentative date for New Member Orientation.**

**Review Subcommittee chair roles related to NMO and mentorship** (*we may table this and not have an update depending on Boards and Commissions*) – Elizabeth Gordon, GCDE Executive Director (10 min)

Tabled per Elizabeth – no update from Boards & Commissions. Bummer, but not surprising, per Damiana. Note from Damiana: Elaine sent out a tentative date for NMO [3/6, 2-3:30pm] – pending new member appointments to be sure, but held on calendars in the meantime. For new-to CC folks, NMO has been changed considerably since the pandemic, formerly was all-day, in-person mtg., since pared down to a shorter virtual meeting. **Damiana would love to have subcommittee chairs there to talk about their subcommittee (maybe it will look a little different with the work last week, and might be a part of the conversation, depending on what happens today).**

**10:15: Discussion of work completed at the GCDE Vision meeting on January 26, 2024. How does the work impact our overall goals for GCDE? How will the work change? What are the next steps and what do we move forward (including combining)?** - Damiana Harper, GCDE Chair, and all (50 min)

Damiana: [It's an] Exciting time, nerve wracking, figuring out how to take the items from our GM mtg. last Friday and turn them into a workplan. [That's the] Plan for today. [To begin] Thoughts or comments from anyone about Friday/the process after thinking/reflecting?

## THOUGHTS RE: FRIDAY:

Hand from Marsha. [Wanted to share] Reflections from last night. [Going to] Contact Dave Carl (committee member). [Felt it] Seemed for a while that we'd be wise to combine parts of AC/CO, 1 of the things focused on at the last event [Vancouver] was forming an AC (not already present there), [but] CO [often just] goes on their way and checks back in 3 months about how it's going. [She] Doesn't think an AC is a reasonable expectation (needs more support than that, need to be more intentional if we're going to get more ACAC's, and avoid the problem in some areas of [AC] membership [consisting] of service providers and not PWD). [Believes] Intentional work [needs to be done] about organizing, allowing PWD to speak up on own behalf, [feels it's a] critical task (Megan agrees, as does Damiana). [Damiana] Thanks Marsha. [This is] Earmarked to discuss in [the] later part of [our] meeting today (suggestions of where committees can work together). [We're] Small, [with] limited resources, partnership for synergy has value – both internally and externally ([i.e.,] CO/Awards, etc.). Increas[ing] expertise/resources/impact makes sense.

Hand from Amy: Following up on [the] discussion about partnering externally and internally. Confessed to being slightly confused about where we ended up last week/[are] going today, for example, if there will be a PR/Outreach ad-hoc committee in support of each subcommittee – [are we] thinking of that, or more along Marsha's lines of thought [above]? [Damiana] Thanks, again, where we're able to make some of those connections and share those resources – [she] thinks it has real value. Why don't we kind of jump into some of the decisions that she sees were made last Friday, then we can work our way to some of the things that are less clear (had less sign ups, and ideas like new projects, etc.) [1<sup>st</sup>] Starting with [those that had] clear support. Can Elizabeth share, or should Damiana do so verbally? Elizabeth can [share], clarification: roadmap, or sign-up sheet? [Damiana] Roadmap – [at their] leadership meeting yesterday, [discussed] what to cover for today. [Created a] Bulleted list (will be read out). Damiana [is] looking at [her] own screen (others, please watch for hands – Elaine will do that).

## ENOUGH SIGN UPS TO MOVE FWD.

[Committees with] Enough sign ups [to move forward] (discussed here).

- **Legislative subcommittee** – chair [Amy] concurred.
- **Accessible Communities** – chair [Steve] concurred.
- **Employer Awards** – chair [Yvonne] concurred.
- **Community Outreach** – chair [Marsha] concurred – (pending reconfiguration)
- **Membership** – chair [Megan] concurred.

[Damiana] From Friday's sign up's, [the] first list [on roadmap], [the] programs that had adequate sign ups (#'s needed to perform the event were met). [Were] Awards, AC, CO, [and] Membership. Stopping there – [can] those 4 chairs [please respond] to confirm agreement. [Have #'s] Sign[ed]-up, prepared to move fwd.? Steve and Yvonne confirmed, Marsha believes so (could change if reconfigured), Megan agreed via chat. [Emily] Legislative [subcommittee was] not listed ([Cullynn: is it a] workgroup still)? [Damiana: There] Were sign-ups for legislative, [unsure] how [it] was missed, didn't double check – Elizabeth will check [the] sign ups (onscreen) to make sure [the #'s were met] (sorry about the scrolling). [Elizabeth: There are] Sign-ups for legislative, [she] will add to [the roadmap] document, [clarification: it]

is a subcommittee now (critical work). [Damiana] Thank you. Does Amy agree about [it] being good to go? [Amy] Yes, [there's a] comfortable level of support for [the] work. Cullynn: (thanks for clarifying), then Matt (question re: YLF). [Damiana] YLF will be [discussed] later.

#### YLF DISCUSSION:

- o **Youth Leadership** – [is] on hold, but still certain tasks [are] needed in [the] interim (discussed here).

[Damiana] Next topic – YLF – [it] did receive sign ups, but [she] needed some clarification. [The] First thing to clarify, it was her understanding that YLF is paused this year, is that accurate? Kristin – yes. Concern – [that] wasn't talked about during the workplan/role description [at GM], [is] wondering if people who signed up for YLF this year understood that when signing up. [Kristin: is a] Fair question to ask. [The] Event is not taking place this year, because when [leadership was] looking at revamping processes as discussed, [realized they] need a longer lead time to start that progress ([already too far] past where we'd need to be beginning [that process in order] to rush and do it this year). There will be work taking place this year if [it's] continuing, just not [the] actual event, if [it's] continuing – [she] didn't want to put the cart before horse (Elizabeth had insight [there]) – perhaps [they could] do something in a different format to keep people engaged this year (counselors, etc.). [Is that] Clear? [Damiana] Yes. [It] Does affect [her] 2<sup>nd</sup> question – around volunteers for the event itself ([as] opposed to planning). [We] Didn't get enough volunteers for that (likely a non-issue since [it's] paused this year), [but she] does think going fwd., [GCDE] needs to look at YLF differently than CO/Awards (event-oriented [programs]). [But those are] Different events (shorter, 1–2-day[s], vs weeklong dynamics). Another thing [to consider] is [the] knowledge/expertise needed from [the] folks helping. [She] Thinks maybe [it's] not an issue for this year, [but] going fwd. as [we're] looking for volunteers, [she] thinks we need to have those event-day folks locked in (vs leaving [it] for later [to get] sign ups). If that makes sense. [Kristin] Yes. [She's] Also thinking along those lines. [She] Can say that the #'s given [were] for in-person, ideally, if [it] worked as desired. [She] Know[s] that we [are] able to operate with a lot less people from GCDE helping ([this] just [happened] last year). [We were] Also short on folks who will be hired in the future for last year ([we still] did it, marvelously). [Damiana] What we're able to accomplish in a pinch vs ideally aren't the same. [Kristin] Agreed. [She was] Thrilled that we could pull it off [last year], [but] doesn't want it to happen again next time. [Damiana] Agreed. Hand from Elizabeth: The question is – given that the group is paused, do we need as many people as [are] signed up, [was] unclear ([during] planning focus)? [Kristin] Didn't think about it until now. [The] 8 [sign-ups] for in-person [event are] not needed at all, for folks (off [the] top of [her] head without [the] workplan [in front of her]). [P]lanning site visit not needed either this cycle. [The] Work that needs folks are [in] other sections (curriculum revamp this round – emphasis on that now, [then] less going fwd.), interviewing group probably still needed (timeline [planning] for next year's [event] if we continue would be occurring during this year). [It] Would be [the] inaugural group for that (creating best practices for hiring to be put in place next year/going fwd.) Anything involving curriculum, scheduling generally, [is] still needing folks to work on this year if continuing (in-person/site visit not needed this year). [Elizabeth] Looking at the sign ups – no recruiting/outreach? ([Kristin] needed – creating materials to use ongoing, start getting ready to be distributed in advance of fall). Curriculum (including training staff – some confusion last week), hiring still going, probably not SME's for counselors? (staff training curriculum needed, increasing training, when taking place in months ahead), event schedule/planning (overlap) – looking at the general template of [what] the new YLF looks like (needed). Marsha? Amy Comment that for the roles that are on pause/continuing – explained well,

[but] as comms person, [if] no event this year ([are] external partners used to that) – what’s [been] the communication to them to say we’re off this year, but here’s what’s happening (keep momentum of engagement vs looking elsewhere). [Kristin] Right – need to do that. Already thinking through needing to do that type of outreach for counseling folks (cat’s out of the bag to some of them already unfortunately) – falls in line with that messaging to partners as well, returning programming etc. [Damiana] Thanks. Is DVR [in the loop]? [Kristin: we’re] Holding on talking to them formally until after this planning meeting. [Damiana: We] Will want to get [that] out ASAP ([DVR has an] obligation to spend their pre-ETS funds, this [YLF] is a larger chunk, [would be] good to know so they can figure that out). [Kristin] Within that, part of [the] conversation on hold, would center around some of that – if we continue and we figure out what we’re going to do, whether or not there are some additional partnership options with DVR (didn’t go down [the] road to think [it] about yet, might be moot). [Damiana] Got it. OK. Any other questions? [Hand from] Matt: [He’s] Not familiar with YLF, but curious if our level of youth participants has been holding steady over the last few years. [Kristin: Is a] Hard question to answer – short answer is probably no, however, [yes] in the interim period [during] this shorter timeframe (#’s similar across [the] past 2 years). [Were] Way higher pre-pandemic. Kristin does work with students regularly, folks are aware of the impacts of the pandemic (hard to get people to come back to in-person events generally, fear based, and then a general turn toward introversion in society - for better or worse). [It] Can be challenging across the board for everything (less turnouts in-person, people [are] wanting to participate virtually, without belaboring [it] too much). Online doesn’t always translate well (YLF included). Folks are getting more comfortable coming back now, overall, size of #’s [is] smaller than pre-pandemic – [but] has been a decent/robust enough size of group for us [to continue]. [It] Worked out well for last year given staffing. YLF has been wanting to do (in revamp) – recruit earlier and w/ more specificity, [so we] invite certain folks to attend for the best mix of delegates (will be focused on [this] in the future). Hopefully that answers the question (yes). Recap what YLF is for folks who may not know. [Has a] Long history - may be able to utilize the pipeline, Kristin ended up as chair due to extenuating circumstances. [Damiana] Thanks Kristin. [She is] Thinking about the curriculum development group (only discussed internally [so far, but] thinks maybe we should consider inviting a DVR rep. on the group also, to make sure we’re hitting the required pre-ETS training services). [Kristin] Will add [it] formally to [the] documentation to reflect [this] (does do that [already], currently have someone participating [as of] last year). Damiana: Any other questions? Yvonne will discuss with Kristin offline. Question from Cullyn after comment from Amy (appreciates clarification about YLF - impressed). Cullyn seconds that, thinks it would be great structurally after we discuss each [activity], [to] ask for opportunities about cross-committee work (discussed last week, elaborate). Damiana was just thinking that. If no other questions/comments re: YLF, moving on. Next topic on the list.

### **COMBINING AWARDS/YLF:**

[Damiana] Discussions last week about how committees can be combined as a whole, or for activities. Always been true that subcommittees can work together (Walla Walla CO involved the AC subcommittee since they were in process of setting one up). Tried to work w/ YLF to have a mini-YLF there (evening events to participate in during the CO). Didn’t end up coming to fruition, interesting collab, great idea. Always been that they [subcommittees] have the ability to work together, [was] brought up last Friday of some more formal partnerships or integrations. That’s our next area to discuss. Ones on [the] roadmap list that were brought up are: [1-] YLF joining up with Awards (hand from Kristin). Discussion from chairs? Kristin: Hasn’t talked with Yvonne (just came up at last meeting – first time it was discussed). She

personally (with what she knows of delegates/[the] way [the] week typically goes, [the] purpose – doesn't see a really good compatibility of combining the two into 1 committee, may not work well – different skill sets [needed], particularized, different than what Awards does). 2<sup>nd</sup> concept may be more compatible, some type of team ups that can get some type of collab there. To give more info (hand from Yvonne also), 1 trend we're seeing (please feel free to add Marsha and Elizabeth or Elaine) – fastest type of disability in youth pop. are those surrounding Mental Health/Neuro Diversity – explosion in autism spectrum, even if fully staffed, [the] type of needs that a lot of delegates had last year – [are] continuing. [This pop. is] Becoming a larger % of students we'll be attracting due to growth in #'s in overall pop. Of [the] group in recent past, conservative est. – ¼ delegates would be able to engage meaningfully with employers (not trained in working with youth to come in) – vast majority of others would likely have difficulty, could lead to maybe a mismatch in what employers would be expecting to get out of their time. One of her concerns. 1 of the things we practiced with them [youth] during the week was interviewing skills (Work Source did a great job over several days). [But they] Really had to break down some of the concepts ([what would have been a] ½ day workshop for Neuro Typical [folks] was split into several days). [And there] Still wasn't sufficient mastery where the student would be ready to go in with an interview (not a lot are at the point [to where] if say, an employer was participating as a recruiting opportunity...[she's] unsure whether everyone who came would be satisfied at the end of that, or meet the[ir] goal). [That's her] Main concern. [She] Doesn't want to frustrate employer partners or overwhelm delegates. [Damiana] Thanks. [She] Knows [Kristin] mentioned if Elaine or Marsha had comments to add. [But] Over to Yvonne first (clarifying thoughts re: partnership?) [Yvonne] Agrees w/ Kristin, no conversation [yet], Clarence brought [it] up on Fri – did get her thinking about what it would look like. [There are] 5 areas of pre-ETS (contractors delivering 3, Work Based Learning, Job Exploration, & Workplace Readiness). [She's] Never attended YLF, unsure of dynamics, under those categories – incl. voc. exp., mentorship, in targets that youth are interested in. Doesn't agree w/ combining, [still] opp. to consider. [A] Couple things we could do, at [the] end of YLF, instead of having the Youth Award in October at Awards – could have it as part of YLF at the end, or some type of Awards where we're honoring the work that the youth did at the event (completion certificates, tangible items for portfolios – demonstrate[ing] skills). [This] May already be done, [she] doesn't know. [Still] Room for a creative conversation of doing something special to recognize youth, having an employer from the previous [Award] year come in and talk about employment w/ the group [at YLF] (like the young man at this year's [Awards] event who was so excited about his job – [to] share that passion about their experience, [just] some [initial] thoughts, thanks). [Damiana] Thanks. Hand from Kristin. [Damiana is] Hearing from chairs (please confirm), integration of 2 Sub Committees doesn't make sense, [but would] love to collaborate in some cross-activities that could incorporate them working together w/o being combined. Yes? [Kristin] Absolutely. Loves Yvonne's ideas. Lines up perfectly – exactly what she said – here's what we did at the end, exactly what we decided to do w/ new curriculum at [the] planning retreat w/ new Leads when [we] decided to pause [the event this year] to bring this to life. [Damiana] Excellent. If there are no objections, [she would] love to move on to [the] next combo concept.

#### **COMBINING AC/CO:**

CO and AC. Marsha and Steve – any thoughts about that collab/integration? Steve can start since Marsha already discussed it. [Steve] What Marsha C. has been doing in terms of creating AC's [in CO events] is excellent, [he] thinks AC should work with her on this task, [would be a] natural collab. [Damiana] Thanks. Marsha: [Reviewed] Name sign. For her, she thinks it might be challenging that as currently

constituted, the AC committee has 2 pretty different tasks (1: giving grants). [Her] Sense is that that's the part that has captured the most attention/taken the most time (in part due to deadlines, req.) [2: The] Other part, [that she] doesn't know [is] formally expressed, [is] involvement in encouraging [the] growth/dev. of new AC committees. [Is this] Formalized? [Feels it would be a] Natural fit w/ CO (not so much w/ Awards). W/in [the] last couple years, [she believes] AC has tried to strengthen those that exist, [but] as a member of a local ACAC – [was] frustrating in [her] experience that AC talking to the ACAC's. Personally, [she] wants the ACAC's have an opp. to talk to each other/us. [A] More robust collab. [is something she] would like to see, [if that] make sense? Hand from Megan: [She was the] Former AC chair during COVID. [They] Had an all-county meeting 1/year, [to] share ideas, etc. The goal was that we had more. Elaine can help – [they] may have added a couple [county ACAC's, but] also wanted to share ideas. [Feels this is] Replicated in what CO was doing ([promoting] best practices in supporting PWD). Lots of energy @ [the all-county] mtg. connecting different counties together. [She] Feels like it could be called CO, and then ACAC could be embedded in there. [Would be a] Natural fit. [She] Discussed [this] with Damiana during her tenure in CO. Having an all-county mtg. 1/year [would be] helpful for counties. Marsha may have participated (could [also] have been before her tenure). [The] Part of just giving out grants isn't enough in her opinion. [There is] Less work on that committee [AC] than others (creating grant processes/regulating work, 1 all-county mtg. to encourage involvement, [it's] less intense). [This is] Also true of Membership (intense in fall, not so much otherwise). [She] Doesn't know, [but she] doesn't think we have enough people to run a bazillion committees, [there are] not as many folks (50-100) on GCDE [anymore], [yet we have the] same # of cmtes. – [she thinks we should] narrow down, merge ones w/ [a] similar focus, [get] more bang for [our] buck. [Just her] Opinion. [Marsha] Agrees. [But is] Having trouble imagining (taking on [the] logical thing of working w/ ACACs, and also taking on the grants. Overwhelming? [Megan] [It's] Not very hard, not a lot of grants. What if the name [for CO] was changed? [To] County outreach? Whether counties or grants, both supporting. Change name, or mission. Grants or not a huge lift. [Marsha] If we're successful, [there] will be [a lot of grants]. [Megan: There's] Not enough \$ [for that]. 100k [in AC acct]. 1 of [the] things [she] figured out, [we're] pushing to have counties join, [but there's] not enough \$ to have them join. [She thinks we need to] Figure out a way to supt. Counties in supporting PWD. [AC] \$ is a drop in the bucket, [but we could] support [them] in other ways, build AC's, support PWD in [their] counties – [that's] what AC does. [We should] Look for other sources of grant funding (connect w/ Recreation & Conservation Office (RCO) – [they have] big grants, spread the word, [this is] probably already done in CO). [They have] Mill. Dollar grants [Rec. Office]. Clarence agrees. At meetings, [we] would direct folks to those grants. The idea that we [AC] had [an] endless source of \$, was a myth being sold to counties before her [Megan's] tenure, 100k is right – not hugely impactful, for 39 counties statewide. [It's] Not a huge deal to give that away, goes fast, 4-5 months if [there are] lots of \$ [requests]. [Marsha: Clarifying - The] Grants committee that dispersed that \$, [should provide] support to counties for getting RCO \$? [Megan] Counties know [about those], already receiving marketing on state end, [so they] know about and [are] using [them] (Jeff. Co. figured it out – [it's] not hard to get linked up, [we just] need to push out a bit of extra marketing, [but] can't do anything besides guiding [counties] in that dir.). [Marsha] Kitsap AC is not aware. [Megan: The] county likely is, look up if grants [are] already happening. [Just her] Opinion based on experience. 11:05. Break. [Damiana] During break, if we can all be thinking about [the] idea of does it makes sense for AC/CO to integrate, [and] if so – is there a proposal as to how that would be done (full[y], CO w/ grant Sub Committee, etc.) [Discuss] Options, [or] stay as is. 10 mins to get coffee, [use] restroom, etc. – be thinking that through. When we come back, let's hear folks thoughts. [It's] 11:06, [come] back at 11:16 please. Clarification of group



[name] for [the] bigger grants for Matt (asked in chat). [RCO]. Reminder – break for interpreters. Step away please, sorry to jump in [Elizabeth].

11:05: **Break** (10 min) – be back at 11:16, think about how to combine AC/CO.

### **COMBINING AC/CO CONT:**

[Damiana] Welcome back, all. These meetings ([while she] loves that we meet more often for CC, sometimes it's hard to accomplish everything in just 2 hours), Elizabeth gently reminded [her] about [the] 45 minutes left – still some things to accomplish). With that, [she] see's Marsha's hand – [will get to it] momentarily, then we need to decide whether to move fwd. [w/ this] or discuss offline. [Marsha is] Wondering why we're restricted to a certain amount of time when making a pivotal decision about the [committee during the] meeting (knows we had a choice about cadence, wishes we could occasionally have a longer meeting when needed). [Damiana] We can, cadence [is] up to us, [but] need to have decided [that] ahead of time to book interpreters, clear schedules, etc. – can be done w/ forethought. Thoughts about combining AC/CO? Like to collab. offline/report back? [Marsha] Speaking for herself, feels clear about her thoughts moving fwd., not sure about Steve. Might be a reason to discuss offline/come back. Cullynn – acknowledges that it's a pivotal discussion – iterative process, collab., [have] continued discussions – not removing gravity, simply noting that we'll continue to evolve. Steve – thinks he and Marsha should chat offline to discuss collaboration. [Damiana] Please discuss and report back. Elaine can help set [it] up if needed (and take notes). [Damiana] Appreciated (Behind the Scenes insights for AC). [That's] Helpful. Next. Keep Ryan/Emily in the loop too? Loop in Dave Carl from Vancouver (CO)?

### **COMBINING AWARDS/CO:**

[Damiana] Thoughts from Chairs? Marsha is not currently involved [with Awards]. [This] Comes from a proposal from Yvonne last week. [Yvonne]: Poss. that Awards can collab. w/ Workforce Development Councils (WDC's) in Kitsap co. – [in] discussion, not finalized. Suggestion came up for a "super event" – Awards does Fri. luncheon as usual, WDC's/partners host a career fair, CO would be welcome to join and host [an event] in Kitsap Co evening/morning. [Was a] Suggestion to combine those [events] in the local area at opportune times. Damiana. [It] Sounds like from [the] description, not a full integration, rather a collab. – correct? [Yvonne]: Yes. [Damiana] That's fabulous. [She] Thinks the two of them (Marsha/Yvonne) discussing [that] makes great sense. Since it is not an official integration, [it] doesn't require any sort of approval/voting from CC, [but] would love to hear about it/be involved (Damiana). [If you] Would be interested - important to meet w/ Ryan (both his subcommittees). [It] May make things easier for chairs, but could be more complex for staff – just want to be cognizant of staff workloads. Hand from Megan – clarification – [discussing having] Awards after [the] WDC event? Yvonne: [still] in discussion, w/ team too, WDC [is] wanting to have [a] career fair w/ us, DSB, DVR – [Ed is a] leader w/ a disability, [wants to] connect employment opp. w/ Dis. Comm. in area – talked w/ entities about them hosting a career fair the morning of our [Awards] event (day-long, our event at lunch). Similar to how Tammy (not here) mentioned – back in the day, GCDE participated in the ACCESS career fairs, then [had the] Awards lunch mid-day of the event. [This would be] Similar along those lines, building partners, many hands for [a] marketing lift, exposure to [the] area. In discussion. Sub Committee [Awards] is going to vote next week. [There's] Some play around that. Yeah. [Would be] Great to have a super event there, doing [a] fair, Awards, [and] also inviting Outreach to come do their piece, since we have the center/planning already/partners – [it's] what we're about, not siloed subcommittees, [but] coming together to support [dif.] areas/combined mission, [this is a] way to support that. Megan – CEA (Aaron,

at GM mtg.), they also have an Awards event (met this week – interested in combining forces with ours). Talking with him also (this week). [Yvonne: We've] Got some really awesome opps. for partnership coming our way, exciting, loves that. (Megan) Helped form [CEA] connection, thanks. Also, [is] on [the] WDC and knows Ed – can we tap into her if we go that way? [Megan] Yes. [Yvonne]: Wonderful, thanks so much. [Damiana]: loves that already, making connections. Again, [her] understanding [is] that this is [a] great collab. Between Sub Committee's, not necessarily combining into a single Sub Committee ongoing – just making sure. [Yvonne]: Yes. [Damiana] That's the extent of [the] list of integrating convos. Ryan's hand: Comment. Wanted to make sure, he wants to support Marsha and Yvonne in all of these ideas about coming together w/ events, also, ready for a challenge – do[es] have a big workload, trying to make sure we have the right priorities while supporting [them], wants to support all [the] ideas – [is] supportive, [wants to] give folks an opp. to try, see if it we can make it work successfully, [that's] what's important. Thanks. Cullyn: Thanks. [They] May be reiterating or reframing other comments, [but in] re-looking at [the] PPT, knows there's a # of new committees proposed, [was] thinking [about it] last week (resource, social media, [maybe] also had tie-ins). Yvonne just mentioned marketing, wanted to say it explicitly, also sees areas where those could be tied into Awards or any other CO combo. Damiana: smiling/laughing, muted again. [Cullyn] Predicted next steps once again.

#### NEW PROJECTS:

[Damiana] Next area of discussion – proposed new projects. [Cullyn] Did read the agenda, not trying to take place, just drawing connections – [Damiana] doing a great job, following the natural path that leadership outlined. [GCDE] Did have 4 suggestions (below) for additional projects, brought up by members. Starting convo w/ 2 q's – 1<sup>st</sup>: resource group – encompass social media (list of people willing/avail. for speaking engagements if asked). Several people that brought up [the] resource group. [She'd] Love to hear from those folks, [their] thoughts. Amy, then Cullyn. Amy has been mulling [this] over since last week, trying to express [thoughts] clearer. Thoughts from Damiana. [This] Work started at some point. [Idea from] From Clarence? Yes. Not a subcommittee, [she's] hearing a database of people's skills in different areas, that could be contributed in GCDE. Yes – group vs. Sub Committee (confirmed in chat). If [she's] understanding correctly, would love to propose that it could be housed in membership, and would touch all areas of the committee. Thoughts? Megan loves that, happy to make it happen. Yvonne and Amy like that as well, Kristin [does] too ([pending] timing of membership activities). [Amy]: Maybe [as a] part of their process, if [we're] short of someone with a needed skill, [they] could outreach to that [population]. Inspired [idea]. Started [already] at GM (editor's note). [Damiana]: Elizabeth, does this need a vote? [Elizabeth: are we] Creating a Sub Committee/project within an existing Sub Committee? [Damiana]: Yes. [Elizabeth: Clarifying purpose] To collect skills as people come into GCDE? If so, doesn't think we need to vote. [Damiana]: If no vote, before moving on, opp. to oppose. Other better ideas? Door is open. Hearing none. [She] Will [assign that] task that to Megan in membership and whatever assistance is needed, Damiana can help, [and] imagines there are other CC members who would be happy to help too (people had this idea as one of their things to work on). Sounds good, thanks to Megan.

- Other proposed projects:
  - **Speakers bureau** – [item #] 3, discussed below.
  - **Resource subcommittee [Amy]** – [item #] 4, [a] toolbox, [to] pull out at [the] time [it's] needed, across Sub Committee's – 1 item in the box, strategic communication (within that). Uncomfortable separating out social media as own Sub Committee, sep. form



digital equity - may be able to stand alone. Res. [group would] Not have reg. agendas, repository for committee talent. Whatever passion you bring, whether that's speaking, finding those opps. to share what we want to promote. Question: Also comb. w/ speakers bureau then? Cullynn[‘s thoughts] parallels Amy ([a] more robust resource system available, ad-hoc meetings, not meeting standalone – join others based on given needs. [i.e.,] Do we need Social Media for AC this week? Etc. Aligns w/ Amy's comments).

- **Digital Equity** – [Item #] 1, Elizabeth to discuss. It is super important for PWD, rural comm., all marginalized groups [are] disprop. Impacted, of course. Elizabeth [was] part of [the] Digital Equity Forum (DEF) for 1.5 years. Complex space. Lots of players in the arena. DEF struggled to be effective, with different leaders. [A] Piece of leg. in front this session ( to move DEF under Office of Equity (OOE) – currently under Commerce (COM), and Statewide Broad Band Office (SWBBO)) – [leg. proposal to] move all under OEO. If that happens (in support, part. those on DEF) – what will happen has been long needed. [Falls into] 2 different streams of work (1: technical, hard structure, lines on the poles, info on comm. infrastructure – DEF reading/signing off on 250+ page reports). Not GCDE's wheelhouse, [we're] not experts in that, not our purpose/vision/mission/calling. [She] Stayed due to folks asking. Provides a viewpoint not otherwise there. If it [DEF] moves under OEO, what will happen is to split out [the] work btwn. those disproportionately impacted by [the] digital divide, and [the] people doing [the] tech [aspect]. [Goal]: Cohesive voice of lived exp. Leg. works through infrastructure, difficult to jump in, lots of players at [the] table, highly contentious. [Her] Opinion. [DEF] Struggled. [Were] Lots of feelings in local govt. about state coming in/taking over. [Need to] Get to [a] point of having [a] forum w/ sharing of lived exp, (devices, internet, skills, tech spt). – all needed, has to be disability inclusion built into every level. Right now, if we were to create a group, it would be difficult for us to have the needed impact. [She] Also knows that people are super frustrated. If you live rurally, [you often] can't afford quality internet, [thus] no access to healthcare, devices, etc. [An] Important issue – [just] worries about how we could be effective in that space now, open for questions – otherwise will pause for now in the interest of time, [but it was the] most challenging group [she's] ever [been] a part of, 1 meeting where [she] thought if [they were] In-Person – fists would have flown, [was] lots of frustration. [Amy]: Helpful explanation. Thanks. Elizabeth/Damiana [had a] discussion this week [about this]. Damiana struggles – agrees w/ Elizabeth's assessment of the situation. But also wants to make sure that [the] people who brought forth suggestions feel heard. [Editors note: could we] Compose a letter [with this context]? [Damiana wants them to] Understand we recognize [the] importance, if we decide not to move fwd. w/ [the] project, [it] doesn't belittle [the] importance of the issue. [She's] Curious, with CC, thoughts about how to do that? Damiana thinking offhand – [was] Kristina that brought it fwd. – perhaps inviting her to champion it as a subject w/in the leg. Sub Committee. Other thoughts? Amy – appreciates Elizabeth's persp, [was] not aware, [think it's] important [we're] considering size/resources/intent to focus on where [we] are able to make impact. Agrees that a good place for that would be w/in ind. champions [present to leg. Sub Committee after session to empower/educate members to become effective advocates on topics

important to them/their lives, [to] benefit others in their circumstance). Agrees w/ Damiana's solution. Other thoughts? Hearing none.

- **Social media/marketing?** – [item #] 2, discussed above.

11:45: **Overall recap, vision, and next steps** – Damiana Harper, GCDE Chair (15 min)

[Damiana] Did we address everything brought up in last week's meeting, [is there] anything we're missing? Hearing none. 2 hours worked fine. Staff – [do you] feel that we have a better footing for helping Sub Committee's moving fwd. in this work. [Knows it's been] Stressful for us not knowing what [our] work would look like. Elaine – yeah, thinks she understands, [is] happy to work with any of the chair-people, looking fwd. to it. Elizabeth. [We] Need to do some mapping to figure out how we're doing all this (conversations [so far] about philosophy – [we] need to work to operationalize details, project plan, make sure we've got everything figured out. Follow up to folks w/ ideas on new Sub Committee's, etc., details to be figured out – if anyone else [is] feeling that way, [we] will have conversations, bring [them] back). Damiana – [we have the] have edges of [our] jigsaw puzzle, [just] need to fill in the middle. Sub Committee Chairs: [it'll be] important to work w/ staff to ensure everyone is on the same page (things will look different than before). Ryan might have known about [the] steps for a CO event, [but] if another aspect is being brought in, those steps may change. [It's] Important to be working/comm. Closely w/staff. [We're] Just about out of time – 5 mins remaining, checking in on action items now.

Damiana listed:

CURRENT PROJECTS:

-Steve and Marsha will get together to discuss AC/CO working together (integration or collab similar to YLF/Awards or Awards/CO). [They] Will report back on their discussion/idea proposal. (Add Ryan/Emily + Elaine, poss. Dave, Megan?). Proposed goal: be more intentional in providing support to counties in establishing ACAC's. Also YLF?

NEW PROJECTS:

-Megan/membership to take on [the] project of developing [a] GCDE resource toolkit/database of members skills that they can help contribute to another subcommittee's [needs]. Amy wants to help (Megan will contact her).

-Speak w/ Kristina about championing digital equity through leg. subcommittee. Any missed?

[Editor's note] **Others:**

-Subcommittee chairs to mark the date and try to attend the tentative NMO on 3/6 from 2:30 to discuss their subcommittees (including recent changes).

-YLF is on hold this year (team to work on updating curriculum, hiring/interviewing, scheduling, training, recruiting, and communicating with partners). Kristin/Yvonne to discuss offline.

-Marsha and Yvonne should discuss the partnership between Awards/CO and report back (collaboration for the upcoming Fall event). Loop in Ryan. Megan can help w/ CEA/WDC connection.

-Staff will do some work to operationalize the decisions brought forth today and come back to the group.

## ENOUGH SIGN UPS TO MOVE FWD.

[Committees with] Enough sign ups [to move forward] (discussed here).

- **Legislative subcommittee** – chair [Amy] concurred.
- **Accessible Communities** – chair [Steve] concurred.
- **Employer Awards** – chair [Yvonne] concurred.
- **Community Outreach** – chair [Marsha] concurred – (pending reconfiguration)
- **Membership** – chair [Megan] concurred.
  - **Youth Leadership** – [is] on hold, but still certain tasks [are] needed in [the] interim (discussed here).

[Damiana] Hearing no others. **Date of next [CC] meeting on agenda (below) – cadence decided of every couple months for 2 hours.** Final item of note – tentatively scheduled **NMO** (when appointed, will be able to confirm or reschedule that date, **Sub Committee chairs – if you can make that a priority, it would be appreciated, if possible.** [It's a] Great way to introduce new members to us/committee, and work of subcommittees – particularly important after discussions from today across subcommittees work – [they] know better than her, [please] attend and share info/vision for how things will work going fwd. Hearing no other thoughts, at 12, meeting adjourned. Thanks all for your contributions and the work to get us here. [Is] Excited to see where we go. Damiana [is] gone for [the] next 2 weeks (available via email/text, not meetings). Have a great lunch/weekend. Thanks all, interpreters, bye. Lots of kudos to Damiana in chat.

12:00: **Adjourn.**

*Next Coordinating Committee meeting will be on Friday, April 26, 2024, from 10am-12pm.*

*Subject: Follow up from Friday's GCDE Coordinating Committee meeting (high importance)*

*To: ESD DL GCDE*

*Cc: Harper, Damiana (DSB)*

*Bcc: Damiana Harper <damianaharp@gmail.com>; 'M Cutting' <mcutting@gmail.com>; 'Kevin Frankeberger' <k\_frankeberger@yahoo.com>; Bussler-White, Yvonne (DSHS/OOS/OEDAI/DVR) <Yvonne.BusslerWhite@dshs.wa.gov>; 'Matt Nash' <mn73102000@gmail.com>; 'DiBiase, Kristin' <kdibiase@seattleu.edu>; 'Dave Carl' <daveac12@yahoo.com>; 'Autumn Harris' <Autumn.Harris2@seattle.gov>; 'Steve Lewis' <lordjoe2000@gmail.com>; 'Lpurser@pgst.nsn.us'; 'sawyckyj@uw.edu'; 'ivyannejsmith@gmail.com'; 'Amy Cloud' <cloudamyx@gmail.com>; 'ACloud@co.whatcom.wa.us'; Ledgett, Daniel (ESD) <daniel.ledgett@esd.wa.gov>; 'd\_ledgett@hotmail.com'; 'Patti Shives' <patti.gcde@gmail.com>; Megan Mason-Todd <mmason-todd@skookum.org>; 'Lucas Doelman' <lucasdoelman@gmail.com>; 'Clarence Eskridge (c.eskridge-gcdewa@outlook.com)'; 'Cullyn Foxlee' <cullyn@zohomail.com>; 'Angie W' <angiewest1@msn.com>; Armstrong, Andreta (HUM) <Andreta.Armstrong@hum.wa.gov>; 'Aaron Dickson' <aaron@communityemploymentalliance.org>; Barto, Marika (LNI) <bamc235@LNI.WA.GOV>; Bilyeu, Shauna (CDHY) <Shauna.Bilyeu@cdhl.wa.gov>; 'Douglas Burkhalter' <capdough@gmail.com>; Lucy Barefoot <lucy.barefoot@sos.wa.gov>; 'pcampano@washingtonea.org'; 'Sunshine Cheng'*

<sunshinec@dr-wa.org>; Covington, Earnest (DSHS/ALTA/ODHH) <Earnest.Covington@dshs.wa.gov>; 'Tania.May@k12.wa.us'; McCallum, Scott <scott.mccallum@wssb.wa.gov>; MacKillop, Michael (DSB) <michael.mackillop@dsb.wa.gov>; Kim Meck <kimberly@disabilitypride.org>; Miller, Danielle <danielle.miller@sos.wa.gov>; Monts, Brandi (DDC) <brandi.monts@ddc.wa.gov>; Moras, Rebekah (DSHS/OOS/DVR) <Rebekah.Moras@dshs.wa.gov>; Phelps, Dana (DSHS/OOS/DVR) <dana.phelps@dshs.wa.gov>; Puente Jr., David (DVA) <David.Puente@DVA.WA.GOV>; Satko, Shelby M (DSHS/WSRC) <shelby.satko@dshs.wa.gov>; Spector, Allison <SpectoA@wsdot.wa.gov>; Watkinson, Larry (DOL) [Larry.Watkinson@dol.wa.gov](mailto:Larry.Watkinson@dol.wa.gov)

Message:

**Dear GCDE Members and Associate Members,**

**Thank you, once again, for the excellent discussion and work at our January 26 General Membership Meeting. On Friday, February 2, the Coordinating Committee met to review the information and begin formulating a plan for next steps.**

**Here is where we landed:**

- **The following groups received the signups they needed to proceed with projects:**
  - a. **Accessible Communities**
  - b. **Community Outreach**
  - c. **Employer Awards**
  - d. **Legislative**
  - e. **Membership**
- **It was not mentioned as part of YLF's presentation, but the program is taking the year off so the subcommittee can revamp the curriculum and develop a training curriculum for staff and volunteers that help run the weeklong program. YLF did receive enough signups for that curriculum work that will take place this year.**
- **At the meeting, it was suggested that Employer Awards and YLF combine subcommittees. After additional discussion, we don't believe this plan will provide**

**additional benefit, though there may be opportunities for the two subcommittees to collaborate.**

- **Likewise, it was suggested that Community Outreach and Employer Awards combine subcommittees. As we dug a little deeper, we discovered that the actual intent was for the two groups to collaborate on an event, though their work would still be largely separate.**
- **The chairs of Community Outreach and Accessible Communities do see potential in a combining of efforts. The chairs and staff will work through some of the ideas and details and report back to Coordinating Committee with their proposal.**
- **Finally, there were 4 additional projects suggested**
  - a. **Digital Equity – This is an important issue that has significant ramifications for the disability community. However, at this time, Coordinating Committee feels like the discussion is not currently at a place where GCDE would have the expertise to have significant impact. We would like to see this topic addressed through the Legislative subcommittee, whether that be following upcoming legislation, working on future legislation, or educating GCDE members and the public to be well-informed advocates.**
  - b. **The other three suggested projects were a speaker’s bureau, social media team, and resource group. These ideas have a lot in common. It seems it would be helpful to GCDE members and staff to have build and maintain a database of member skills and interests that can be referred to when groups need tasks completed. However, it seems like this project should be the responsibility of the Membership group since that work spans all the subcommittees.**

**I can't promise you this will be a perfect model for accomplishing our goals, but the greatest thing about it is that we are starting to look at our work in a more fluid way. If we don't like the way this looks at the end of the year, we have the opportunity to change it. And, as we get comfortable with the concept of things changing, we may decide on even bigger changes.**

**The saying goes that the journey of a thousand miles starts with a single step. We have taken a pretty big leap in our journey of impact and advocacy for and with people with disabilities. Thank you for all you did, and continue to do, to start that journey off on the right foot.**

**As we test out these new ideas, please share your triumphs, challenges, and concerns with your subcommittee chairs, staff, and myself.**

**Take care!**

*Damiana Harper (she/her)*

**GCDE Chair**

**Work: (509)381-6061**

**Cell: (509)991-8889**