



Governor's Committee on Disability Issues and Employment  
Coordinating Committee  
April 26, 2024, 10am-12pm

## Minutes

10:00: **Welcome, call to order, roll call, housekeeping** – Damiana Harper, GCDE Chair (5 mins) - Meeting called to order by Damiana at 10am. Items reviewed. No agenda edits. No minute amendments heard (Amy moved to approve, Matt seconds). Motion carries.

### **Present:**

*Staff* – Emily Heike, Elizabeth Gordon, Elaine Stefanowicz

*Members* – Megan Mason-Todd, Clarence Eskridge, Steve Lewis, Amy Cloud, Damiana Harper, Matt Nash, Marsha Cutting, Cullynn Foxlee, Yvonne Bussler White

### **Absent:**

*Staff* – Ryan Bondroff

*Members* – Kristin DiBiase

10:05: **Mentor/Mentee Updates** - all (10 mins) -

- Megan was able to have a phone and in-person meeting with their mentee which was great, it is going well.
- Amy had a 1:1 phone meeting and enjoyed it (was able to answer questions/get acquainted).
- Matt knows one of his mentees and talks with them regularly, and also had a good Zoom meeting with his newest mentee (who is working on getting involved – wants to be on legislative subcommittee).
- Damiana has had to reschedule a couple of times with her mentee, but has had 1 meeting and another today, finds them to be responsive and interested. She has talked to everyone. Please keep fostering their engagement.
- No challenges heard. Participation: consistent meeting attendance is important, but as is contributing to subcommittee work in some way, absent meetings. Operations manual to be shored up in terms of active participation. Any thoughts?
- Suggestion to use qualitative language as opposed to quantitative. Seconded.

- Suggestion to be clearer about scheduling meetings on calendars (at which addresses – some meetings not set). Fostering an understanding about excused absences desired.
- Reminder that folks can create GCDE specific emails or folders and invites if desired (Clarence can help).

10:15: **Planning for May 31 General Membership Meeting – all** (30 mins) -

- Damiana has a list of items discussed at previous GM meetings from the packet in the facilitator folder:
- Revisit Dropbox usage and be vigilant of phishing.
  - Are OFM budget updates still desired or relevant (typically done in January?)  
**Can discuss further if needed.**
  - Getting acquainted with new members – done a bit at GM (icebreaker)
  - ED report
  - Legislative outcomes
- Partner presentations (veteran's, criminal justice, intersectionality – could be >1)
 

Any topics of interest? **Business as a customer (accommodation wise)**. Seconded.

  - Hearing from stakeholders in legislature on how to be more effective for them (**for the Fall?**)
  - Cross-disability discussions – **May is mental health awareness month** (suggestions welcomed). Could we ask professionals (Ivy – prof./Linea - MH at work?) Anyone else? Ask the committee? Megan? NAMI – peer networks?
    - Ask DIN re: Neurodiversity?
  - **The Ride Ahead** – Yvonne
  - **PEAR plan presentation** (including livedA experience stipends)
    - Is this still a possibility? Build a relationship with OOE. Will ask Monday.
  - OFM state HR – done recently
  - **SSA presentation** – done recently – **for Fall?**
  - Logo input – done recently
  - Plain language – topic in state govt. (EO)
  - E0 13-02 updates
  - Hybrid meeting information
  - ATG presentation (executive ethics boards – OPMA/member ethics)
    - **Important for new members.**
- Any thoughts, additions, input? Helpful to share.
- Any would like to see the topic of trainings (legislative subcommittee working on – wants to share widely and applicably). What is the ask?

- Schedule isn't built out for the year (starting with capability, leg. 101, advocacy 101, media relations etc., helpful to know what's needed and available [survey sent])
  - Members answered the form – no training question, skills gathered, could look at
    - Legislative survey sent prior to session, may want to resend to new members
- Some information is present – what's needed? May need a few minutes to explain what we're doing, why, and how we want to engage folks – could we do a training specific survey? Wants some time to at least introduce the topic (5-10 mins). Others?
- Can we help create an encouraging space for people, new and seasoned alike, contribute their ideas somehow? Suggestions? Make time to have a forum (send out a request for ideas – no bad ideas). Open lab format – lunch on even months, 5pm on odd months (hour long Zoom – ask questions, make comments, suggestions about a topic). Give folks the opportunity outside of a specific meeting (share ideas or concerns). Seconded (accommodation wise). Via Chat too. **Could be introduced at GM.** Would there be a way to recap? Yes (names removed for confidentiality). Could be sent out with the GM packet – Damiana to think further. Repository (MS Forms)?
- Let us know about any other thoughts ASAP. Agenda to be drafted soon.
- It is Damiana's last term as chair – will need to start thinking about recruitment and succession planning. Please let us know your thoughts.

11:00: **Discussion of work happening under the new structure in subcommittees.** *How are things going? What are next steps with your subcommittee? What is needed for success?* - Damiana Harper, GCDE Chair to introduce discussion (5 mins) -

- Please share how things are going, the work that you're doing, any stumbling blocks and opportunities for assistance from the group within the new structure – what's working well, challenges, what will success look like?

11:01– 11:06: **Break** – all (5 mins) - Please be back at 11:06.

11:06 – **Discussion** – all (45 mins) -

- *Employer Awards* - the why/ownership/elevation was discussed in Jan. The team has contributed great ideas. We will be meeting at the Kitsap Convention Center for lunch on 10/18 with a gala theme to honor folks. \$28k in sponsorship. Phil White (ESD) is going to be the emcee and is helping with marketing. The marketing team met last Friday (GCDE's proposed for name). Workgroups are moving things forward, which is great, members are helping staff with the lift. It is an exciting time. Work is ongoing and continues to

grow. Considering adding a second monthly meeting (in discussion). Headed in a great direction. Any challenges? Workgroups functioning? Coming together? Location determination was challenging, but was voted on. Career fair piece remains challenging (Yvonne needs to get it going – Megan and Phil’s teams have offered to help, along with service providers). Vocalist needed. Behind where we were at this time last year, but moving forward. No huge obstacles seen by Yvonne – Matt (echoed). Please discuss workgroups and reporting back – voting on recommendations needs to happen at the full group meeting. Any questions? None heard. Great enthusiasm.

- *Community Outreach* - Event last Nov. In Clark Co. (successful – local residents were involved in planning for the first time). 5 folks meeting since then, talked to the County Commissioners about forming an ACAC, interest moving forward. New model of organization. Not as much support needed day-to-day (depending). Will need all hands-on deck for day of. As many committee volunteers as possible to make things run smoothly. Event location TBD – may call upon folks to help. Timing after Awards not optimal. Moving to Springtime (March for short session years with legislators). Desires >1 event per year eventually (may be a process, esp. If involving locals to move an ACAC forward). In off months (not event planning), wants to create a database of disability orgs with other meetings, and do tabling to listen to their concerns and promote GCDE – help will be needed with that too (wide reach). Still trying to figure out working with AC on shared goals. Questions? Can we start in communities where we have GCDE members to start connections? There may be barriers to ACAC formation – keep in mind. Kitsap County had an ACAC table at a resource fair – could we connect with those sorts of events to engage with the community (GCDE reps and ACAC there). It was a DDA resource fair in this case – emergency mgmt., dept of health, etc. Easier than trying to create something new if something is already happening. Disability related job fairs may also have resources. Any info around that would be helpful.
- *Membership* - Megan stepped away but returned. It is her last year as membership chair/on GCDE. Matt is co-chairing for succession purposes. They will look over the application materials in the next few weeks (recruitment to begin this summer). The survey is being tabulated. Privacy aspect was great. Membership will be promoted in the Fall. 1-2 people will be added to the committee. Mentorship already discussed. Any challenges yet? Skills database in off season, etc.? Things going well – succession planning is helpful. Participation concerns persist, in progress. New group is great. Do

ad-hoc meetings apply? Will folks be recruited to review apps? Same group of people looking at all apps for consistency – different (project). Same with interviewing. For chairs leaving, please work on building succession, but the chair appoints committee chairs/vice-chairs. Current appts. may not be permanent.

- *Youth Leadership Forum* - Kristin could not be here today. Anyone reporting for her? Not slated. Report is in the packet. Send questions to Elaine. Anything to report? Challenges? YLF event is on hold – work to be done for next year. Any needs, struggles, organization concerns, help needed? 1 challenge/concern is lack of signups for staffing (needed to reduce liability). 6-day, 5 nights overnight camp model, staffing needed. Looking at different ways to do YLF – open to any ideas. Youth Legislative Group – doesn't focus on students with disabilities, possible partnership, GCDE Junior Council involving youth, Skookum has a career camp, for example. Messaging the new direction has been challenging/staying engaged with past folks and DVR for funding. Partnership ideas welcomed on new directions. Merging efforts with similar goals is great and more impactful with less resources needed. Open to continued partnership (Spokane and Kitsap so far for Skookum – same money from DVR). Megan will share the camp flyer. Are there age requirements for staff? Could we use a university internship program for staff? Moving away from camp format for now – 18+ before, 21 otherwise. Peers are past delegates (students – paid and supervised). Will follow up. Used to use students for leads (stipend – WWU and WSU). Ongoing contact needed (not medical model).
- *Legislative subcommittee* – started with session/NAWU work. Discussed remaining focused on legislative activities/action during session. New subcommittee, still learning where they go in that, wants to train folks to prepare for advocacy – and what else they should be looking at. Digital Equity was a focus (workgroup). Looking at supporting the YLF mission – Jr. Council, mentoring, etc. Younger group could possibly be powerful lobbyists. We have lost some seasoned members which changes things. New members and visiting folks getting plugged in – evolving (both a blessing and a challenge to utilize capabilities well for both parties). Success is moving the dial on legislation and issues important to GCDE (quantifiable somewhat in bills, not so much in folks home communities, making connections etc.) Growth opportunity under new structure (vice-chair and staff help). Attrition a

challenge – and what are our next steps after NAWU (RTR)? Any questions?  
No.

- *Accessible Communities* – Currently consider 4 apps – 1 Island Co, 1 Jeff. Co, 2 Thurston. Meeting on Tuesday – heard from proposal presenters. Workgroups looking at them now, voting on Wed. Also trying to organize new ACAC's. Any challenges? Figuring out what is a reasonable grant. Some issues are cross-cutting or may be better addressed by other entities. Marsha and Amy can help (share contact info). Reach out with other questions.

12:00: **Overall recap, vision, and next steps** – Damiana Harper, GCDE Chair (15 mins) -

- Emily will share the new GCDE background with folks (input welcomed).
- Steven M. will be added to the legislative subcommittee. All, please keep fostering engagement with your new member mentees.
- Participation section of operations manual to be shored up (qualitatively as opposed to quantitatively). Desire to foster an understanding about excused absences.
- Meeting invites to be revisited to ensure they are getting onto folks' calendars (at which addresses – some meetings not set). Remind folks they that can create separate emails for GCDE if desired (Clarence can help).
- Revisit Dropbox usage and be vigilant of phishing.
- ADD GM TOPICS:
  - Put together agenda/speakers
    - WIOA panel (DSB/DVR - accommodating disabilities focus)
    - Yvonne to mention The Ride Ahead Film
    - Cross-disability discussion for Mental Health Awareness Month -
      - Linea Johnson – mental health at work?
      - IvyAnne Van Der Peet – mental health professional?
      - NAMI (peer groups)
      - Skookum (Megan)
      - Sarah N. at DIN – neurodiversity perspective?
      - Ask to members?
    - Office of Equity Presentation – PEAR plan (and stipends?)
      - Elizabeth to ask Megan at meeting on Monday
    - ATG – Executive Ethics Board presentation (OPMA/member ethics)
      - Important for new members
    - Amy 5-10 mins on what training folks want to see/could present

- Revisit skills gathered on new member form, resend legislative survey to new folks
- Consider open lab/idea repository – anonymous
- FOLKS TO SEND OTHER IDEAS ASAP
- ADD ITEMS TO HELP WITH FROM SUBCOMMITTEES.
  - Awards: Share thoughts about adding a 2<sup>nd</sup> monthly meeting, let Yvonne know if interested in helping with career fair piece or know of any local vocalists in the area
  - CO: Will need all hands on deck for event day – watch for request, send info for database of disability organizations and their meetings to partner with/table at
  - Membership: Let Megan know if you are interested in joining for the upcoming round of recruitment, application review, and interviews.
  - YLF: Let Elaine know if you have ideas for how the YLF might partner to consider doing YLF in a new way. Megan will share Skookum’s camp flyer. Elaine will follow up with Clarence about his internship ideas (ongoing partnership needed for that staffing aspect).
  - Legislative: Let Amy know if you have thoughts on what to focus on after NAWU.
  - AC: Let Steve know if you have expertise and want to help in addressing some of the questions around proposal jurisdiction concerns (Megan/Amy interested so far).
- Let Damiana know your thoughts on succession planning for chair role(s). May change with a new GCDE Chair.
- Remind workgroups that voting on recommendations needs to happen at full group meetings

12:05: **Adjourn**

*Next Coordinating Committee meeting will be on Friday, June 28, from 10am to noon on Zoom. No reports needed. Other materials due 6/12.*