



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 ■ Spokane (509) 482-3854

Coordinating Committee Meeting
September 9, 2022
10:00AM to 3:15 PM
Zoom Conference Call

MINUTES

10:00 AM **Welcome and Announcements** – *Pat Bauccio, GCDE Chairperson*

Present: Emily, Pat, Laurie, Damiana, Elizabeth, Janet, Kristin, Ryan, Warren, Megan, Bill, accommodations providers.

Meeting called to order by Pat at 10:02am, everyone was welcomed and thanked for attending, housekeeping items were reviewed.

Damiana moved to approve the March 18 minutes; Laurie seconded. All were in favor, none opposed. Motion carried; minutes approved.

10:10 AM **Succession Planning** – *Elizabeth Gordon, GCDE Executive Director*
(30 mins) *Pat Bauccio, GCDE Chairperson, Warren Weissman, GCDE Co-Vice Chair*

Pat's key focus during her tenure has been succession planning, especially since we have such a new group of members on the committee. She thanked those present for their leadership on GCDE and noted two recent changes in tenure:

Warren has moved away from Membership to AC, and Megan has moved away from AC to Membership. Kristin will also be moving to Legislative Workgroup (more on this later) as Bill is going off of the committee at the end of the year, as is Pat, so she is preparing to leave everything to us.

At this point, Pat wanted to hear from the coordinating members regarding which members they see as keeping the passion alive and serving as strong members of GCDE and the subcommittees, who would step into leadership roles and carry on the mission and responsibilities.

Bill shared that the Legislative Workgroup seems to have attracted our newer members, and that they bring a lot of enthusiasm, energy, and expertise. He commended Membership on their recruitment efforts and sees lots of potential, experience, and passion. He believes all are contributing and want to do more. He

also noted the need to not spread folks too thin, as that can work against freeing people up to step into leadership roles.

Laurie shared that she has been talking with Damiana about this recently, and thinking about the Community Outreach group. She shared that it has been hit or miss with energy levels over the years, and is unsure if that is due to COVID and the interactive nature of the group in needing to interface with communities, or where it is coming from. There has been a lack of participation from the communities we visit as well, COVID has impacted their time and output. However, there are some great folks showing interest, although it is a small number, and it takes a lot to put on an Outreach. Out of the new members selected, she sees a lot of folks who are excited and have the potential to be leaders. Coming to mind were Matt, Marsha, Amy, and Patti.

Damiana shared that she agrees with Laurie, and that if leadership was elected other than the current leadership, there may be a different end product but believes that is okay because Outreach has evolved over time. She does have a concern with the apparent lethargy that seems to have appeared everywhere as of late (not just within GCDE), and thinks that things have slowed down due to COVID, and that people are prioritizing work life balance more these days which of course is a good thing but does make it hard for volunteer run organizations like ours. She wonders, without taking away from that, how we can reenergize and motivate new and current members and break the lethargy while still preserving a balance but inspiring people to give back to GCDE.

Warren shared that he only recently switched roles with Megan but has been involved with Membership for a number of years. He is concerned with the level of subcommittee participation as well as county participation for Accessible Communities, and thinks it may be due in part to COVID. In years past, there have been a lot of incoming proposals by the Sept. 30 deadline, but currently they only have two (one that's been received and one that is in progress as a past resubmission). He wonders how we can bring energy to the county ACAC's, especially as some currently exist with little community participation, more from within the county government. He believes we need to get back to having subcommittee members be responsible for completing tasks, not just attending meetings, but being actively involved. He has discussed this with Clarence and Elaine, that folks should not just be coming to vote on proposals. Cullynn's name was mentioned as someone with great leadership potential. He noted that with the new year comes new membership appointments, and that a couple of folks haven't been participating, and likely won't be asking for a second term.

Megan has talked with Clarence, and he does not want to step into a leadership role and believes we have to respect that.

Bill thinks we need to have a conversation with him to assess his needs and thinks there is no doubt that he is capable.

Elizabeth pointed out that we need people in all roles, and that there is no expectation of leadership, and thinks we are getting into the weeds a bit. She

reminded everyone that this is a public meeting so we should keep the discussion at a broad level.

Megan has at least a couple more years left on her term, and has not yet worked with Membership for long. Christa is someone who comes to mind with leadership potential for AC, and notes that sometimes folks' workplaces may not be as flexible with their participation in GCDE, so we need to keep that in mind. Although it can be hard to gauge, she thinks we need to estimate an average amount of time required for involvement. She agrees with the comments made regarding AC. She believes we are not as clear upfront as we could be regarding expectations, and that providing even an estimated number of hours per month when recruiting could be helpful. She thinks this would be of assistance in understanding folks capacity, even if all that could be provided was a range, depending on the time of year.

Warren noted that the materials developed more recently for Membership recruitment are more extensive, and that more emphasis has been placed on this topic during interviews as of late, with the understanding that life happens.

Janet believes this conversation is critical for Awards. She has been serving as the Chair even though her term with GCDE ended two years ago, because the two individuals that joined as co-chairs both did not work out for one reason or another. She sees that there are a lot of workers on our subcommittee, lots of involvement, and a pretty consistent group who comes to meetings or are involved in smaller workgroups. While the participation and action are great, we need someone to step up and take the leadership role. We need a Chair and Co-Chair. She thinks it is important to have a strong Chair. Especially since there are a lot of action items, and it is a heavy lift from May-October. She wants to have this conversation soon, after this year's event ends, so that we can get someone onboard for succession purposes. Clarence was not comfortable doing so in the past; however, he is a committed member. Cullynn has faced scheduling issues thus far. It was noted that schedules could be rearranged as needed. Matt and Yvonne in particular, but also Amy, Kristin, and Tammy (although she is not a member) have all shown great participation and skills.

Pat is going to reach out to Matt and Yvonne to gauge their interest and availability.

Kristin is currently the Co-Chair of YLF and is moving into the lead role with the Legislative Workgroup. She has some opinions about YLF, and can speak to LWG if needed. Candance (the current Chair's) first term ends in 2023, and Kristin's first term ends in 2025. So, they should be stable for quite a while. However, they would like to give additional responsibility to Nathan, who has the background and participated at YLF this year. He was also active in the leadup to YLF. There are a number who have been active and willing and have leadership potential. Lucas also comes to mind as someone who attends and participates. Kristin also participates in other subcommittees, such as Awards, where she sees a number of people who can be counted on to have a more active role in various subcommittees. She mentioned Cullynn, and Amy. She overlaps with them in

several capacities. She thinks there would have to be an assessment of their interest in leadership, but that they have proven themselves to be dependable in supporting in various roles (such as with the LWG), and that they make great representatives of GCDE.

A question was posed about the goal of recruiting numbers to the GCDE, whether it was 23, 25, or 27. It was clarified that currently we are at 23 but can fill to 25, and will continue to inquire about being fully “staffed” at 27. There are a couple that chose not to reapply. We believe it is just Reg and Larry and cannot think of a third. Megan believes there are currently 5-6 slots to fill but Elaine is not here to clarify. Kevin will be reapplying.

The process was clarified as to the fact that Pat will be responsible to reach out to Yvonne and Matt regarding their interest in serving as the Awards subcommittee Chair.

There are a couple of folks who have not been actively participating in subcommittees to folks’ knowledge, although one was disputed today, and that can be discussed further offline with Pat as to their involvement.

10:40 AM **Membership announcement** – *Elizabeth Gordon, GCDE Executive Director*
(15 mins) *Pat Bauccio, GCDE Chair Warren Weissman, GCDE Co-Vice Chair*

This agenda item was combined with the previous agenda item.

10:55 AM **Break** (5 mins) – this was pushed to start at 11am

11:00 AM **Legislative work within GCDE - planning for the future - Elizabeth Gordon,**
(1 hour) *GCDE Executive Director*

Elizabeth wanted to discuss the structure and begin by reminding people about what our Executive order says regarding legislative work to ground us in the overall purpose. Our Executive order is the third iteration of EO 87-08, and says that when it comes to decision making authority, we will identify issues and concerns regarding the rights and needs for people with disabilities and empower them to take control of their own lives. We will also advise the legislature and work to increase empowerment, opportunity, independence, and employment for persons with disabilities.

She would like to have a discussion around how we decide upon the groups activities and shared that this process has been fairly formal under Bill’s leadership, in meeting with partners to gather their legislative priorities, as well as our own group and that she used this to set her priorities. She found this extremely helpful as she receives daily reports during session on bills to review, and is notified when all related to persons with disabilities are released, so it was very helpful to have a handful to streamline.

She shared that just last month, an opportunity arose to partner with Disability Rights Washington to support (former) HB 1802, legislation of which the goal was

to ensure that when policy is developed that impacts people with disabilities, that people with disabilities are included as a part of the decision-making process. Unfortunately, the bill as it was written last session died in the rules committee due to what Elizabeth would classify as some political divisiveness. Since then, the coalition has met in an attempt to restructure and improve success this time around. However, Darya with DRW is currently running for office and had success in the primaries and has made it to the final two, and is therefore unable to continue leading the work. DRW also feels that their leadership in advocating on the bill may have had a polarizing affect, as they have previously been involved with a number of controversial topics that have been contentious, such as having provided leadership around the divided issue of institutions for people who have intellectual or developmental disabilities, and have therefore stepped up to ask if we would lead further efforts on the former HB 1802 instead.

Attempts have recently made to transform this into more of a civil rights bill for all, as well as to get more stakeholder involvement, and broaden the representation of groups involved. Elizabeth wanted to open the floor to get folk's feelings about making this the focus of our legislative workgroup, and what the group can accomplish this year, to include items involved with supporting this work. She would especially like feedback from Bill regarding this topic, as well as Kristin's thoughts. She asked everyone to think about how the group will move forward after this year.

Bill shared that there were a couple of tenets upon which the LWG was originally formed, to include allowing GCDE to be more aware and engaged in advocacy, as well as taking positions on important bills, while understanding the difference from lobbying and what's allowable. He shared that the group came out with a few different bills to focus on, some of which were successful, and some not, but the group has helped to define who they are and what they do. They engaged in networking, setting priorities, developing stances, recruiting involvement from GCDE, encouraging and providing instruction regarding advocacy, and refining their process around collaboration. The partnership with DRW, along with Elizabeth's guidance, has been immensely helpful. As they are currently between sessions, their focus has been on educating the legislature and the public on disability, rights, issues, and experiences. Focus has also been directed at the work needing to be done between the meetings, where things can be broken down, and people can choose an area of focus based upon their passions and complete projects accordingly between meetings. Work continues to be done to put our group on the radar, and although his term is expiring, Bill plans to continue to be involved as he is able to in the future. He thinks the new members bring a lot of energy and potential to the group, and is excited to have Kristin at the helm going forward.

Kristin agrees with Bill's sentiments around the need to continue to educate the public and legislature around disability. She believes that once we can figure out how things work within the system, we will really be able to move the needle forward in terms of seeing our set priorities advanced. This will be successful if we can convince legislators to advocate for us from within, in particular. Former HB 1802 failed because of a vocal, organized group of people who had impact within

their constituency and key areas. If we can take the “What’s in it for me?” approach to educating people, help them find out how it relates to them, and then really dig in after we have made that connection – then we can make it so that they care and advocate consistently, are in favor, and get some teeth behind it. But it is really a matter of relationship building, and we have a great footing and foundation to get the bill passed within two sessions, or provide ongoing support if not.

A question was raised about bandwidth, and whether we have the capacity to step forward in further support of former HB 1802 along with other priorities, or if that would have to be the sole focus if selected. Elizabeth shared that she believes we are able to do more in a virtual environment, where travel is not a factor and things can be scheduled back-to-back. However, we do have to consider our volunteer’s time and as we start to transition back to in-person, there will be an opportunity cost involved. She shared that she is meeting with David Lord directly after this meeting and that she believes DRW will continue to provide administrative support, but thinks we may have more requirement to be up front facilitating meetings and making connections, so it will take more engagement, and we will have to decide.

Damiana agrees that we should consider making former HB 1802 the focus of our legislative efforts, and thinks that we can encourage people to give testimonies otherwise on topics that are important to them still as needed. She is happy to see the bill transitioning to more of civil rights focus overall, as she believes it will result in more people and a bigger push forward, however she believes we must be careful about the original focus and intentions of the bill and ensure that does not get pushed out of the larger group.

Bill believes we should continue to push forward on this and assert as the spearhead, thinks we can’t let it happen again to where it dies, he wonders what the decision to change of the language to bring equity into more focus will entail and if the Office of Equity needs to be involved. Elizabeth clarified that the Office of Equity is external and not internal, and they can provide guidance and assist in convening support as needed. A clarification was provided about their insertion into the language of the original bill. It is believed that is a powerful relationship and that the language should be maintained to hold onto that role if possible.

Warren agrees about the opportunity cost, and is unsure of any pending items that may come up during the upcoming session, so he believes it is hard to weigh this decision. He wonders if it this is the bird in the hand but whether we might be unsure of what’s in the bush, so to speak. He believes we need to clarify if this is really the top thing we want to focus on or if it’s just what’s in front of us right now, and also that we need to get clarity about what administrative support DRW will continue to provide.

Elizabeth shared those current priorities that have been identified now include work on Work First, as well as some additional work CEA is doing in that area, and she is also aware of some things various other civil rights organizations are doing. She believes that Nothing About Us Without us very clearly aligns with our

purpose in a way that other legislation she has seen has not, and that it is within our role to promote the importance of autonomy.

Megan agrees and is excited about the prospect of further supporting this bill, and finds it appropriate within our scope. She believes we should be honored that DRW thought of us to lead this work and shared that the work of the legislative workgroup overall has helped her in her advocacy and knowledge in guiding individuals and decisions at her workplace as well.

Bill believes that this will be a foundational piece of legislation that will allow people with disabilities a voice at the table, to include in other negotiations in the future, and that it will have more benefit long term. While he believes the DEI focus could make it a bit harder to advocate for overall with a specific focus, he would still encourage our participation.

Laurie appreciates and understands what has been shared so far, thinks it is an honor to have been chosen to facilitate this work, and that we have great representation.

Janet agrees that GCDE is a great place for this legislation to be, thinks it aligns with our mission, and also knows about some legislation we could partner with the CEA on to make it stronger. Elizabeth shared that she had a meeting with the CEA and will be sharing more about that later as well. She shared that they were recently approved as an Associate member organization and that the employment focus and partnership they provide is important.

Pat is happy for this discussion and encouragement to support the bill, and thinks we will be able to generate action to join in, and harness the fire from members about it. She would encourage us to reach out to past members as well to get them involved, since we could use their advocacy towards this too.

Elizabeth shared that the way she used the top priorities generated by the group last session was to direct which hearings she needed to attend and which she could watch later, and to hone what she should be paying attention to. She believes we have developed a strong network of partner support and that we will need to help define the leadership structure, get more people involved, and assist in running the group. She agrees that it will be beneficial to get clarity on our role and expectations as well. There will be more to come as we learn, but in the meantime, thinks it is a great focus and that we can allocate staff and resources as needed. It would not necessarily be full time.

The discussion wrapped up as we were getting close to the lunch hour, so Pat asked that we return at 5 till 1 which would still give us a few extra minutes of lunch as well as the icebreaker.

12:00 PM **Lunch** (1 hour)

1:00 PM **Icebreaker** – *Elizabeth Gordon, GCDE Executive Director*
(15 mins)

Elizabeth asked people to share a fact or skill that people don't know about them.

Elizabeth started and shared that she is good at packing, she has helped many people move, but is not currently offering her services.

Laurie shared that she is good at charades, many people want to be partners with her, and she is good at impersonating people.

Ryan shared that he is good at analyzing what is going on and figuring out the answer before it is revealed.

Warren shared that his special skill is irritating Damiana, and then clarified that he was only joking. He said that while he tried to learn to cook at home during the pandemic, unfortunately those efforts largely failed, and that he has discovered he is better suited to baking as it is more precise. He has tried his hand at baking pies recently and has been successful based upon feedback, he will have to bring some the next time we have an in-person meeting.

Damiana can also bake, but has been told she is good at navigating bureaucracy and has been appointed accordingly in her family.

Kristin shared that singing is her talent and she has many humorous anecdotes to share about situations in which she has been asked to perform.

Megan shared that she is good at helping people navigate their college and career.

Bill shared that he is a talented photographer and impressionist, and also loves to write (including poetry). His other talent is saying things he shouldn't.

Emily shared that she has 19 pets: 6 cats, a dog, 2 chickens, 3 reptiles, 2 rabbits, and 5 rodents.

Pat shared that she is a good distance driver.

Janet shared that she enjoys playing the acoustic guitar, and is good at solving mysteries.

Megan let everyone know that she would need to drop off the call for a bit at 1:25.

1:15 PM
(45 mins)

Planning for October General Membership Meeting - All

Pat noted that we would need to include the Members-At-Large, as well as recognition for outgoing members on the October agenda. She also shared that usually the subcommittees share updates so people can get a big picture of the overall committee work. She also said that we should likely share the work upcoming for the LWG, and suggested that perhaps CEA could present on

advocacy. She asked that others throw out ideas as well and we could decide which to pick.

It was suggested that the subcommittee updates be given 15 minutes to provide an overview, and could include a PowerPoint presentation with the year in review. It could also be used for New Member Orientation and could include 3 accomplishments as well as upcoming items, and wouldn't necessarily need to include pictures. Subcommittee needs could also be reviewed.

It was suggested that the presentation regarding the work of the legislative workgroup include representatives from other organizations to share their priorities, and be led by Bill, Kristin, Pat, or Elizabeth. We could consider inviting representatives from the Veterans, Mental Health, Deaf, Blind, Autism, and Developmental Disabilities communities, while being intentional to ensure each gets equal representation and does not overtake the discussion or focus. DRW could also be invited. We can narrow the speakers and time once the rest of the agenda is set.

There was a suggestion that we talk about the succession planning like we discussed today.

There was a suggestion that we talk about when and how we might go back to in-person meetings, get feedback, and discuss whether hybrid is a possibility.

It was noted that going back to business-as-usual means different things, and that GCDE will likely remain largely teleworking, although we can attend in-person meetings. There was a note that it is planned to ensure that virtual options remain a possibility, at least for engaging in the legislative session, and that this provides equity.

There was a suggestion that we quickly encourage membership applications.

A question was posed about when the financial presentation from David Schumacher usually takes place, it was shared that it usually takes place at the start of session and has a statewide focus.

There was a suggestion that we discuss or announce the upcoming Chair vacancy.

Clarification was provided that we hope to have the materials out to review next week to include the application, and that there will be a letter going out about the process soon, those who are interested in serving will recuse themselves from the review panel (general details of which will be provided in the letter). We are hoping this process is completed before January, and before the end of Pat's term, and are working on it. We have received permission from Boards & Commissions to proceed.

A discussion was had about various panel discussions we could consider. Aside from the one listed above around various groups legislative priorities, a suggestion was to include a panel about Youth services, such as DVR, DDA, and DSB. One

person expressed that they would prefer more than one shorter panel than one long panel.

Pat reminded everyone that she will be available to connect as needed while she is on vacation next month.

2:00 PM **Break** (15 mins) – the break started early after the previous discussion wrapped up

2:15 PM **Role of the Coordinating Committee & Planning for Upcoming Meetings -**
(45 mins) *Elizabeth Gordon, GCDE Executive Director, Pat Bauccio, GCDE Chair*

Elizabeth shared that we are seeking feedback about these meetings being useful, and whether there are things folks are interested in hearing. It can be hard to know if silence is contemplation when meeting virtually.

One person suggested that there are sometimes things that need to be discussed without being public.

Another person suggested that we have more trainings, such as the one that we started with our guest speaker last time, about meeting management for example.

It was suggested that in light of the discussion Pat and Warren had on succession planning earlier, some leadership skills trainings also be considered.

Questions were posed about whether this would be for the members or Coordinating, or could be tried out with the smaller group. Clarification was provided that we could discuss leadership opportunities.

A suggestion was made that we could consider this for a GM agenda topic in lieu of a panel discussion, or in May when we have new members.

It was noted that this meeting is generally held prior to GM meetings to plan, but there are other topics that arise sometimes. Since this meeting includes leadership and members at large, we might look at how many times we are meeting and consider bi-monthly meetings instead. The group could be empowered to make decisions to a degree as needed and serve as more of an executive board, as there is a split between subcommittee chairs and the general membership represented.

Clarification was provided that this would entail having specific agendas with decisions needing to be made or concerns that need to be addressed, and that we could meet more often virtually and perhaps once per year in person, and not be tied to the GM calendar.

We would have the ability to made decisions with the group that is fairly representative of the full membership and could come up with a list of possible topics to consider. It would function as more of a business meeting and we could review the operations manual to see what decisions might come up over the course of a given year and how we might want to allocate time and resources, discuss process and strategy, and coordinate on miscellaneous items.

Kristin shared that she can look at the structure of the NCAA executive team.

Agreement was expressed with the comments above.

Clarification was provided that we still need to make sure the GM meetings exist to hear the voice of the community, as that is our role, particularly given the new Open Public Meetings Act rules. Discussions should be outwardly focused topics that benefit both GCDE and the community.

A note was made about the amount of staff time it takes to prepare for the coordinating committee meetings as they used to be held in-person.

A suggestion was made that we consider doing cultural awareness training regarding the disability community.

Further agreement was voiced regarding the aforementioned sentiments.

It was expressed that lived experience training would be beneficial.

It was suggested that how we can support each other and including subcommittee reports and discussing key items such as hiring or mentors, where action is needed, be considered as standing agenda items for coordinating.

It was suggested that legislative updates, advocacy, training, and how we interact be considered as training opportunities overall, especially regarding pertinent topics (even if they are controversial such as the institutions conversation).

It was pointed out that there may be a difference in what members value versus what the community values at the GM meetings, and that we should solicit feedback and ensure broad representation.

It was noted that if we want to diversify who shows up at the GM meetings that we will have to solicit feedback from a different group of people than those who show up.

However, it was mentioned that we are not sure if the feedback is needed, as we have had more people showing up lately, so things might have changed.

We need to stay in touch with other communities not currently represented among our membership.

We need to have good leadership in GCDE and subcommittees to sustain our viability.

It was suggested that we utilize the listserv to send GM invites as well.

Discussion was had about whether subcommittee reports would still be included.

3:00 PM **Closing remarks and recap - Pat Bauccio, GCDE Chair**
(15 mins)

This conversation started slightly early at 2:45pm. Items discussed today included:

- Meeting bimonthly for the coordinating committee and taking a more focused approach about how to allocate time and resources etc.
- Adding back subcommittee reports to the GM meetings
- Conducting leadership training separately for all
- Having cultural awareness trainings as a part of GM – people could even share their experiences for 5 minutes at the start to open the meeting and as sort of a group grounding exercise, similar to what the AC started with their cross-disability discussions that have since moved to be available to the public, and could be shorter but promote greater understanding and effectiveness for all
- We came up with a list of individuals names for subcommittee chair or vice chair positions
- Also discussed was moving the focus of the LWG to be on former HB 1802

3:15 pm **Meeting is Adjourned slightly early at 3pm. Everyone was thanked for their participation.**

Next Coordinating Meeting will be on Friday, December 2, 2022

There will be a GM meeting upcoming.

Awards will be happening on October 21 at the Embassy Suites in Lynwood.

Community Outreach will be taking place in Port Orchard with a virtual Town Hall and an in-person Leadership Breakfast on December 9th at a location that is yet to be determined.