



STATE OF WASHINGTON

GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND EMPLOYMENT

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Coordinating Committee Minutes

Friday, October 27, 2023

10 a.m. to 12 noon

Minutes:

10:00 to 10:05 a.m. Welcome, Roll Call, and Housekeeping – Damiana Harper, GCDE Chair (5 mins)

- Meeting called to order by Damiana at 10:02am. Welcome everyone.
- Checking in on accommodations. All set.
- Housekeeping items (speak slowly, clearly, 1 at a time, allow interpreting to complete, raise your hand to be called upon)
- Roll call: Damiana, Emily, Elizabeth, Elaine, Ryan, accommodations providers, Yvonne, Warren, Kristin, Marsha, Megan, Amy, Clarence, and Cullynn.
- Minutes from last meeting included with materials for this meeting. Any corrections? Hearing none. Approved. Moving on with the agenda (apologies for Zoom text).

10:05 to 10:10 a.m. Member at Large – Announcement about it being a topic at GM, and discussion – Damiana Harper, GCDE Chair (5 mins)

- Reminder. Committee votes on MAL for the CC each year. Those who were MAL this year's term will end, but there is the ability to be re-elected to that position, if they have the availability.
- Announce nominations at GM on Nov 17. GM will be given a list of people eligible to be MAL for CC, GM can vote for 2 people, then we'll have the results of that election.
- Any questions or comments about the process? Hearing none. Moving on.

10:10 a.m. to 10:20 a.m. Logo Workgroup Discussion and Voting – Damiana Harper, GCDE chair (10 mins)

- Everyone was given the opportunity to vote on the top few choices for logos. Does Elaine have the results? Elaine doesn't think she collected them, but believes it was Emily.
- Cullynn can speak to this. Doesn't have emails in front of her, someone else collected them, #4 & 6 were the top 2, different enough that she created various higher quality versions. Emily has added them to the folder with all text today, they are available. Would love feedback. Need to decide between the one with a ramp with the GCDE letters and different letters forming different disabilities (explained). The second one is someone in a wheelchair (didn't want to use universal

access symbol, waving, isn't sure if we can include the WA state seal in the logo for the wheel). Elizabeth's hand.

- Great question about permission to use seal. If we want to go that way, will figure out who to ask, thanks for raising it.
- (if not, maybe we could use a WA state outline, or something else if preferred). GCDE with symbols and letters – hard to keep it small enough to be a logo but detailed enough to indicate what it is). Welcomes folks thoughts. They are in the materials folder. Apologies for the delay, date mix up about today's meeting, per Cullyn.
- If folks had a chance to look at them, do they have thoughts, wondered Damiana? Ryan's hand.
- Ryan doesn't know what the state seal looks like, assumes that any state agency has it available, isn't sure if it's better for us to not use it (may not be the appropriate use of it on the proposed logo – maybe just to simplify things we don't go down that route). Cullyn described it – might be complicated for a logo, the WA state outline (popular in other logos) – may be appropriate.
- Emily to share on screen per Damiana. Simple and more complex versions below on screen. Still a little imperfect, per Cullyn. They described them. Thanks for the work, per Damiana. It is much appreciated. We are getting closer.
- Damiana wants the GM to vote on Nov 17, but wanted to have a narrowed down selection, she likes both of them. Additional thoughts?
- Megan with a hand, then Marsha, Amy, and Yvonne. Megan likes the wheelchair with the waving person, looks great, great addition.
- Marsha concurs. She struggled with some of the individual representations in the others (may not be seeing it right). Challenging to convey that much info in such a small space, per Cullyn. Concern about the person in the wheelchair waving, those of us with mobility disorders, may already take up too much space in the disability community – may not be able to do much about that, per Marsha.
- Cullyn – having seen what we were trying to do, in a larger poster, may be able to do something better – but it's hard to symbolize so many things in a small space. The Wheelchair is simpler.
- Amy – we can hear her now (technical difficulties). First meeting, late to the rodeo, can we hear what the intent of having a GCDE specific logo is?
- There are a couple per Damiana (branding for our events, having heard that we want to be a voice for the disability community, be recognizable, and having recognizable branding throughout the state so people see where we're doing the work that we're doing might help). That answers the question, per Amy.
- Yvonne thanks Cullyn for their hard work and amazing job. Not their strong suit. Appreciates it. Loves the wheelchair and waving. Echoes what others have said. The symbols in the others threw her off, trying to figure out what it was. Recognizes its hard to capture and be inclusive, but the confusion may take away from it if folks don't know what it is, doesn't know if there's another way to do to it - but simpler may be better. Echoes sentiments stated above.
- Cullyn – with more detailed artwork/drawings it might be clearer, but it showed how difficult it would be to put in a logo (may want to keep the idea on hand if we want to do something bigger and more artistic).
- Elizabeth thinks that part of why having a logo is important is when we participate in things, like the 1 page flyer on the rehab act, we get asked to provide a logo for that type of work – it is commonly used in day to day work, haven't had one before – agrees that it's difficult to fit detail

in a logo, but maybe we can do a poster for an event or something with more detail (work not wasted), but keeping it clean in case it is small or alongside others might be good. Exciting to be getting a logo and moving in this direction, thanks everyone.

- 1 other thought from Damiana – whatever the group decides is OK, sees where everyone is coming from with the ramp logo, but she really likes that one (upward movement, etc.). What if we removed the symbols except for the G (wheelchair guy and CDE with regular letters and ramp – just a thought). Likes the ramp symbolism.
- Cullyn – we could remove the C & D symbols and still have the person with the cane (mirrors each other well) – more ambiguity in symbolism (mobility aids for varying reasons, more inclusive). Thanks again to Cullyn, all the work is appreciated on this big project, thanks for lending the skills per Damiana.
- Is it a hard ship to do a mockup like we're talking about, asked Damiana? Not at all, per Cullyn. People voting, summarizing, did the work – mocking up is not hard, will send them today, then will just need to spend some time to finalize.
- Will need to narrow down if we decide to go with the wheelchair person waving (how many legs showing, anything on their face to be more inclusive such as glasses or something similar, what we want to do for the wheel – follow up questions can be done via email, per Cullyn).
- Can we see the wheelchair one again? Could we have spokes in the chair and name different disabilities, Marsha wondered? May be too complicated, looking at it again. If it's on letterhead and small, it could be difficult, Damiana said. More words may not be possible either, Cullyn said. Wheelchair one doesn't say GCDE – maybe instead of WA state seal or outline, maybe it should say GCDE WA or WA GCDE in the wheel – need that in there somewhere, Marsha said. Damiana will discuss adding it with Cullyn before GM, excellent progress, thanks everyone.

10:20 a.m. to 10:50 a.m. Subcommittee Reports – Subcommittee Chairs and Vice Chairs (30 mins)

Decided with limited time and discussion in second hour, focus on committees that either just had an event (Awards), or have things coming up imminently (CO next week), leg session starting soon.

- Awards - Yvonne
 - Just wrapped up event, fabulous. Everyone on the committee is wonderful, can't say enough. Everything went smoothly, including volunteers and staff, 160 in attendance at WCC. Couple of issues, emcee at last minute, issues with the stage (thankfully realized in advance). Learning lesson for us. Phil White, deputy commissioner for ESD, is an amazing speaker and a real advocate for what we do and the program. Talked about his disability, children's disabilities, and the value of our work. Taken with his speech. Tentatively locked in for next year's program (email and invite). Selected as Oct 18 during wrap up. Talking about doing it differently – having it be a floating event, different locations statewide, get the word out to different areas – other thing, start doing strategic planning, instead of 1 year at a time – select location areas tentatively for the next 3 years – people needing to travel or save money will have more time to do so. Entire WVTP attend event, handed out surveys, talked about YLF so they learned about it and that option. Talked about having each chairperson do a brief talk about their program too, getting more info out about GCDE during the event, promoting it as we're looking for more exposure, marketing, and outreach for GCDE as a whole. Great, positive event overall. WISE came in to talk about the Dan Thompson rallies too. 1 thing on support –

Toby Olson Award, it is the 2nd, 3rd, 4th year we haven't had a nomination for it – may get lost in the others, need to start strategic planning and marketing earlier, differently. Other than that, 1 other thing, instead of each subcommittee doing their own marketing – maybe we could have a marketing subcommittee that markets everything for continuity. Something to consider. Nailed it this year, everyone had a huge role in the success for the team, whether they could attend or not. Thank you. Damiana's first time attending, thought it went really well, was a great event – happy it was on the East side too. Fabulous. Any questions? Hearing none.

■ Community Outreach

- Over to Marsha. Please cross your fingers and keep them crossed for the next week. Event is coming up next Thursday evening and Friday morning. Doing it in a new way, included local partners (PWD) in the planning with a central role, seem to be getting a good number of registrations. Thinking what else to report on. Local partners and subcommittee have done an incredible amount of work, grateful for that, we'll see what comes out of it – cross your fingers. Anything you need from the CC for the final push, Damiana wondered? The problem is that people may not have time (needs to prioritize which elected officials we need to make a phone call to, hasn't had time, if someone wants to help - that would be great but not expected). Amy can call over the weekend (have office numbers for folks, so we could leave messages, but may be doing that anyway). Better than not calling at all, per Damiana. If people want to attend, they can. Marsha will try to send names and phone numbers this afternoon. That is all. Any questions or comments? None heard.

■ Legislative group

- Over to Amy. Just switched setup so we can hear. We have changed how we look at the work of our group, grateful for that, it's a lot of work – called out Kristin and Bill for their work in getting us to this point. Because of the transition in roles, name, committee membership – took a step back to start, looking at what the talents and interests of the group are, easier to be pushing forward if you operate this way. Couple meetings thinking through what we could do, then prioritizing what we probably should do. Some of it is in the report, won't belabor it too much, one of main callouts for us to do as a group is to be of value to all of GCDE – if there are folks outside of our group that have expertise, want to leverage that. Relationships with legislators, etc. Trainings we could offer (options within committee and externally). Don't want to reinvent the wheel, but make it available to all GCDE, so people can be advocates in their own neighborhood. That's what we're aiming for. Want feedback from this group and GCDE, so they can be responsive, and not redundant in leveraging partnerships internally and externally. Normally we've looked at bills, prioritizing, where to focus efforts. NAUWU is one of top focuses. Under Kristin, looked at a number of other bills with statewide impact on PWD. Second focus, how we can make a difference with specific bills during session, and education about how people can advocate in their own areas wherever they are – empowering folks to participate. High level overview. Kristin can fill in the gaps if needed. Any questions? Hand from Marsha. Letting folks know that she got the written form of Mia Gregerson's right to repair bill yesterday, and it includes power wheelchairs, hopefully we can put that on the agenda under NAUWU. Functioning mobility devices

are critical, per Marsha. Please share that with Amy and background (no bill number yet). Marsha may not be on the committee, thought she was, may be OK for now. Been more free flow since it used to be a workgroup. Anyone is always welcome to attend any subcommittee meetings, please feel free to do so, per Damiana. Meeting info on website. Elaine can also send the invite if needed. Any other question or comments for Amy? 1 thing to add from Amy, finding notes, something that would be helpful for CC is to develop a survey thru the broader membership to get feedback on legislative priorities, is that appropriate and is there a mechanism to do that? Yes, we can, generally Emily has sent out survey monkey surveys per Damiana. Does Emily have time to do that? Would it be specific bills, and which are our top priorities, Damiana asked? Vague. Specific bills currently are in the subcommittee, for the general membership, what would they find value in trainings and such per Amy. Damiana appreciates the clarification. Emily is happy to help. That's the report. Hearing no other questions or comments.

10:50 a.m. to 11:00 a.m. Executive Director Report – Elizabeth Gordon, GCDE Executive Director (10 mins)

- Over to Elizabeth. Muted. Wanted to highlight a few things from the written report. Would love folks thoughts or questions or things people want to see in the reports. Work in the digital equity forum has been substantial over the last few months. Ended up being an ongoing committee working on the BEAD plan (originally a short-term workgroup). Submitted for funding, also DEP. Hundreds of pages of documents, group going through together and providing feedback, helpful to be on the group – only a few people working on access issues around disability and low income. Working hard to ensure one thing included through the plan is access to RA and devices that create digital equity. Traditionally not a part of the plan, thinks WA needs to look at being able to provide accessible devices to folks in an accessible way, without needing to be involved in certain programs. Process of setting up digital navigators too, need to be at least minimally versed in accessible equipment, so people can easily get tech support. Pushing for funding for that, ensuring inclusion through plan. Participated with WASILC and dozens of state agencies on the wildfire response in WA, amazing to see resources for PWD come together, important that people with access needs were quickly identified in Eastern WA for language access at shelters or resource fairs, or if they might need DME replacement. Work went really well. So many partners at the table. Don't feel that GCDE was even needed, which is awesome, proud of the work – CIEP did a great job putting that together, most successful when you aren't needed because people are doing it right, awesome. Participating on SOS convening on secure and accessible voting. Come up many times through GCDE members, invited to this group. Finding it a little frustrating, not moving as quickly as would be preferred, always pushback between keeping it secure and creating enough accessibility so that folks who need support can do it at home the same as everyone else. Group ID'd list of things needed and funding for a lot of it. Unclear, report produced, govt. can be frustrating...legislature acts more quickly if there is a report with recs, will see how things progress, glad it's getting together – hopefully there will be a cross disability representation, and action, not alone in that. Repeating name of group (is Lucy a part of it? They have a staff member who is a part of that team). One other piece of work that doesn't get a lot of attention is the quarterly meeting on protecting the rights of parents who

have developmental disabilities, ensuring there is support available for inclusive parenting, and appropriate advocacy is at the table for support and get to get through the system at CPS. Wanted to bring to peoples attention. Any questions? Amy. # of partner agencies we work with through her leadership, highlighted a few, are they state agencies or partners like DRW, or what? If you look at the list of associate members, those are the people we work with most often, DRW are part of the voter rights and parental rights groups...various nonprofits, Arc of WA, voting rights within the justice systems, NAMI at the table for different discussions too. It's a diverse group, depending on the conversation. Communicates with most often are DDA, OOE, Arc of WA, WCB, WSRC, ODHHS and WASILC and their other councils (not overseen at state level, partner on constituent work). May be missing some, DVR, DSB, legislators, ESD (houses us). Any other questions for Elizabeth before break? Hearing none. Thank you for the information and insight into the behind-the-scenes work, much appreciated, per Damiana.

11:00 a.m. to 11:10 a.m. Break (10 mins). Be back at 11:11am.

11:10 a.m. to 11:55 a.m. GCDE Visioning – Damiana Harper, GCDE Chair (45 mins)

- Welcome back everyone. Her cat is joining us today. The rest of the meeting is dedicated to discussion of strategic planning. Talking about it off and on all year, at last CC meeting. Since then, Elizabeth, Warren, Damiana have been planning with Paul D. He was Executive Secretary of GCDE before Toby (35-40 years ago), had a hand in helping make GCDE what it is today. Currently works for CCER (semi-retired, does a lot of training, helping orgs with strategic planning). Has knowledge of GCDE, not recently, but why the committee was formed and the purpose – flattened the learning curve, is passionate about it, and working with us. Several meetings with him, joining us for a good portion of 11/17 GM meeting, to help us do some work around what we want GCDE to look like, and one of the things we've been talking about is that when GCDE was gaining traction under his tenure – it was really driven by the members. Where their passions were, where they were willing to put their efforts and their time, etc. Some of the programs developed over the years were based off that passion, but have become sort of legacy, standing events or committees that now we're trying to fit members into - instead of giving members the space and support to work on the issues they're passionate about and motivated to do the work on. What he's suggested as an option that leadership likes and wanted to bring to CC, is the idea of looking at our subcommittees, thinking about the work that they do, and like we've talked about before – is the way we're doing the work we're doing now really impactful, and because volunteerism is changing, if we want to keep some of the programs that we're doing now – are there maybe different ways we can do that? Yvonne talked about having a marketing subcommittee. That concept may fit into what we're talking about. One of the things Paul charged us with is to think about our standing subcommittees now, YLF, AC, LWG, CO, Membership, and Awards, and thinking about how we do the work and planning now – we know when we get to the events, we require all hands-on deck to pull them off, but what is really needed from the subcommittee in the planning phase. Would we be able to accomplish as much, or maybe even more, with a small core of people working on the events? For CO, for example, does the full subcommittee need to meet every month – or can there be 2-3 members who do and then pull in some of the larger GM to make phone calls, or do things as needed at the time of CO. That's 1 thing to be thinking about.

- The other thing is to be able to say, when we do a CO event, we do a gallery walk during LAP where there are solutions to a problem, and people vote via stickers on the things they want to work on (different things or 1 thing). From the voting, the two projects that receive the most votes, are picked. Could we do something like that with GCDE's work? Have a discussion, share passions, and then have an opportunity to vote on what they're willing to spend time on. We have limited time. Could we do this process every year, so the members drive the work, and work on the top 3 things during the year? Then the members would have bought in to put time and effort into the projects. Because there would be a small core of volunteers to do planning and not monthly meetings, then there would be time to focus on the other passion projects or initiatives. Warren and Elizabeth can jump in if needed. Elizabeth thinks Damiana explained it well. Sometimes we hear that people don't feel like they're making a difference, per Elizabeth. Opportunity to get a sense of whether people are passionate about what we do, and to figure out how to be driven by the members, she said. The other thing is the possibilities of thinking differently about the way we even do our subcommittee work, she recapped. For example (not set in stone or any decisions) – if the GM says that they have a passion towards accessible playgrounds for example, we could then ask the ACAC's to submit proposals around that specific topic, for instance (per Damiana). We could take CO, and instead of doing large CO events for 2 days, we could do smaller statewide listening sessions to gather more info about what people need from accessible playgrounds, and then that info could be used to help us with any legislative advocacy in that area. Just 1 illustrative example to show how the different committees could be working on a single topic that the GM outlines as a passion area for the year, per Damiana. Warren and Marsha.
- Warren was going to reinforce what Damiana said, the idea of having a marketing committee, we started discussing having cross-cutting functions before the pandemic (then things got derailed and we didn't continue it). Marketing, technology, common projects that could be better done by having people gain experience by working on a specific task and then apply it across programs instead of reinventing the wheel. Important idea. Otherwise, matching ideas of passions and skills of what they're doing on the subcommittees, instead of everyone meeting. Broader topics - are the programs the right ones, or are there other things we could do to have a greater impact, or think about how we can do things differently with overlaps (such as AC and CO, or CO and LWG – haven't discussed that). Lots to think about.
- Marsha then Amy. Marsha prefers bottom up rather than top down. Wonders what it would be like, long term, if we flipped the idea on its head and instead of us deciding priorities and talking to ACAC's about hearing them out like in the example – what if we worked on establishing ACAC's in all counties, maybe shared, and ask them their priorities (such as at an annual convening). Statewide organizing, to be an effective voice for PWD. Committed to ACAC's, Kitsap is coming into their own, excited about what they're doing. Thanks Marsha, she is right, that would be a longer term way of doing things per Damiana – but if we start out the way we're doing, so we understand that what we're doing in 2024 may not be what we're doing in 2025, since we're focused on what the members want to be doing and what the larger community wants (such as statewide listening sessions, not even in AC, but as more are developed – that may be a way to gather info from constituents across the state too). Needs to boil down to that our members need to want to be doing the work instead of us chasing them, they joined for a

reason, wants to think they'd be willing to do the work when it's speaking to them (per Damiana).

- Amy concurs with Warren. When people are working on passion projects that matter, it is easier to invest the time and heart to do that, sidebar - the membership committee work is extra important, if there are a bunch of personal priorities, then it may not reflect the statewide needs of the other disability groups. It could be out of balance, maybe not, but might be important. She likes the idea of cross cutting groups like marketing and technology. We may be affected by, when you get on the committees that you choose when your brand new, isn't aware of annual opportunities to reassess as well – could make a difference – do we have the right people do our work. Thanks. Damiana thinks that some of that could be it, but it's a misconception, has tried to be clear with new members when they join – all they have to do is talk to her if a subcommittee isn't a good fit, we can make some changes within reason (while making sure that the subcommittees have enough members to do the work we want to do). May change with the upcoming discussions though, she said. Maybe there doesn't need to be 8 people on the Awards subcommittee to pull off an awards ceremony, that could change. One of the things that Elizabeth discussed recently is research on volunteerism changing, not that people are volunteering less necessarily (maybe), but volunteering more strategically. For a project, or an event, instead of an ongoing long-term committee like GCDE. The idea of giving people the opportunity to work on a project where their passion is, rather than planning the minutia of a CO event, hopefully will increase people's motivation and their work with the GCDE she said. Any other comments? Kristin?
- They are in listening mode, talked a lot last meeting, wanted to sit back this time. Thinks the way we've been talking about going about the changes is in the right direction. Without repeating what she said previously, moving to the skills-based choice is probably a better way to get the business of GCDE done in a way where everyone feels that they are making an impact. In some situations, depending on the particular area, such as YLF for example – there's a lot of "outside of meetings" work that's the bulk of the work that gets things done for the group. So sometimes the meeting where everyone is coming is more updates. Going to a more skills or project-based approach would give people a sense of being able to have greater participation as well. When she was at the Awards, she knew almost from the beginning that she couldn't attend, so tried to do as much as possible outside of that to make up for not being at the event itself to support. That will be good for giving people the sense of accomplishment and feeling like they're contributing and making a difference. Will revisit her last thought. Any other comments? Does Clarence have thoughts?
- Sees Marsha's hand, apologies. Marsha, then Clarence. Marsha is reflecting on the fact that the people in this room are the people who put the energy into keeping us moving. She is puzzled by the people who apply, jump through the hoops, and then vanish and don't respond to emails – maybe if we called them we could figure out what happened, why they were enthusiastic to join, and then once on it something else happened. Damiana has been doing exit interviews with folks who have resigned, and talking to folks. One of the things that Paul said that she (Damiana) appreciated was that instead of chasing people trying to get them to be more involved, if we instead find those areas where people have the passion and give them the space to be able to do those things, then hopefully we bring those people in – and if not, then at least we're working on the projects that the core group has decided are worthwhile, and are going to make

a difference – be as impactful as possible with the person power we have. Back to Kristin, then Clarence.

- Kristin dovetails with Marsha's comments. The way that it goes, esp. now a days with volunteers, the same people showing up are the ones that are super busy because they are always joining stuff. On a personal level, driven underneath everything by a fear of failure and disappointment, so if you get people who are already busy and joined but are still taking on the work – it goes along with what Marsha said. Its an idea of if you're busy, you're going to be busy, and either you will figure out a way to make the time to incorporate as best as you can or you're not, but the thing that people have to do is to be realistic with themselves about whether or not they have the capacity for things even if it's hard and you don't want to feel like a quitter – you have to take your own advice sometimes and let other people step in (like for legislative group for example). Another part is when you get people who are that type of person, which it seems like we have several, there's a desire to make sure that things keep running so people end up taking on more to pick up the slack for those not participating. That was her other thought. Busy people are busy. It goes into whether or not we're a priority for people. Shout out to Clarence, he's very busy, but he still is a part of GCDE even though he has other things happening because it's that important to him – there are a lot of folks in GCDE leadership with the same attitude, there is always too much and busyness, but we stay because we care even if it's a lot.
- Cullyn's hand. Echoes that point. Since we are the GCDE, and most of us have disabilities, one thing we need to consider is that it might not be an inclusive expectation that people are good generalists. Organize email, respond to email, consistently attend – it all sounds good on paper, when they do have bandwidth, and what ways they can participate, and working to their strengths and such. Very responsible and engaged folks without doing every piece that's normally involved in a committee. Cullyn is a great example. We may have to rely on others. Lots of members were older, retired, senior career members that may have had more flexibility when Damiana started. Trying to have greater diversity on the committee. Sometimes we ask a lot with meetings, especially leading up to an event (in the month or so before CO and Awards, are meeting weekly, and we ask them to commit to GM and subcommittee meetings, but we don't give them the perspective of if you're going to be part of the event focused subcommittees, we don't give them the expectation of meeting weekly esp. if you have to take time off work in your career). It's another place where we can hopefully free up space for people to be able to contribute in a way that's not a hardship otherwise, not only interests, and skills. Cullyn added that we have been accommodating and generous. The leads have been demonstrating their ability to work with folks in missing meetings and such. The cadence is also interesting to consider. Awards is a lot of work, event days, as we're looking at new members – important to relay (maybe don't expect as much of certain people in other spaces depending on what's going on in their groups). Another way to do the work of the subcommittees (core group and work tasks, Damiana recapped). Yvonne and vice chair might be core people for Awards, then we need people to do this task, and that task, she said. Not meeting weekly or monthly, but working on that task. Please be thinking about these as subcommittee chairs, she asked. If this is what we're going to do, what does that look like for your subcommittee, what are the core group and the roles that don't need to meet but can help with tasks for at the event or in development. Amy then Ryan. Short on time. Members first, then staff. OK.

- Amy – quickly, suggested the kickoff meeting would have everyone, so they have in the vision and context in where their piece might fit in later – would be welcomed (what’s happening, coming up, when my piece is going to be needed, what length of time, etc.).
- Who haven’t we heard from. Clarence? And then Megan. Clarence echoes what others had said, were going to be his suggestions, added (speaking for himself) – more passionate or driven to doing things when it’s something that he knows. Maybe people don’t know their ability until a task is given to them. If, for example, we needed a graphic designer – we know that Cullyn could do that. Could someone else do it with direction? They’re looking for what they can do, as well. Sort of like a learning thing or training session. People just want to feel that they are giving back to GCDE or what they’re involved in. Secondly, it may be hard, or not possible. – lots of meetings are between 9a-3p. Lots of other tasks, Dr’s appts., children, work etc. during those hours. Maybe, depending on the staff, maybe 1 day have a 6pm meeting. That might take away family time, but is a suggestion. Thirdly, people could have a misconception of how GCDE works when they join, even if they read the application material. In the interview, if we ask people how they think it works, high points, how points, that might be beneficial. Lastly, he will come back to his final point.
- Megan has lots of thoughts. Is one of the folks that’s struggling to figure out how they can be supportive of GCDE. Doesn’t feel in general that we’re making a huge impact to PWD. Has stepped back, doesn’t have time, unless it fits skills, strengths, passions. Doesn’t feel like we’re fitting the employment part, in our name, may be assumed. We look at current and past work with PWD. Loves the opening up strategy, long term plan for things, important to tap into strengths – have some that can be used, don’t have time if it’s not making an impact, or being used. Things that are important to her (RA’s, career paths, really important even for PWD – 80% unemployment rate). Those are important to her, and would drive her to participate more, for example, and be more engaged. Love what we’re doing here, is an example of what’s happening, is where she’s at. Don’t think the committee we have are driving impact for PWD, sorry to be blunt. Clarence.
- Last item from Clarence – Megan just touched on it (1 minute left) – to rectify things, we could do things differently, like with Awards – we could have people from companies throughout the state come and join the meeting and tell us what their hardships are in hiring employees with disabilities as a listening session, or with youth, we could go to counselors of schools and meet with them and what challenges they are facing. Things like that.

11:55 a.m. to 12 noon Recap/Action Steps – Damiana Harper, GCDE Chair (5 mins)

- At the end of the time. Appreciate the discussion. As leaders of GCDE, and subcommittees more specifically, know where we’re going with GM and the work that Paul will be doing. Be starting to think about it. What does it take if your event’s main body of work was to continue, how many people, what kind of people does it take to get things planned and executed. Think about it prior to the GM meeting.
- Otherwise, Damiana got a promotion at work, her new job has a lot more responsibility – Warren will be leaving at the end of the year, so she needs a new vice chair. Knows people are busy, be thinking about capacity, and if you have the desire and passion and capacity to do so. Anticipates needing support. Please call or email her if you have thoughts or concerns, etc.

- Logos ready for voting at GM (Elizabeth will check about using state seal in wheel if needed). Cullyn to draft new edited versions and send them to Damiana.
- Amy and Marsha to connect about making CO calls and the right to repair bill (LWG meeting invite).
- Survey for the legislative workgroup (Amy and Emily).
- Poll about next meeting date (Emily).

Closing for today, thanks for your time, and your work for the GCDE. Be on the lookout for the surveys. Have a great afternoon, thanks all.

Elizabeth and Clarence to chat. Need CO Town Hall Zoom Tech Support. Thurs. Nov 2. Checking calendar. 5:30-7:30p (early for tech difficulties). He can do that, free from 4:30 on, excellent – thank you. He is better in the background.

Next Meeting to be announced later.

Discuss December 22 CC. Friday before Christmas. Ryan suggested we might consider moving to Jan 5. Is that something folks want to do? Open either way. Over our time, maybe could decide via email and a poll to decide, instead of keeping folks. Thanks for the reminder.