

WELCOME TO NEW MEMBER ORIENTATION

Governor's Committee
on Disability Issues
& Employment

Thu. March 13, 2025
1:00-3:30pm



The GCDE logo

**1pm: Welcome, Presenter &
Staff Introductions,
Housekeeping Info**
(10 mins + 2 min Q&A) –

Yvonne Bussler-White, Chair, GCDE

*Elizabeth Gordon, GCDE Executive
Director*

*Emily Spears, GCDE Staff, Program
Specialist*

*Elaine Stefanowicz, GCDE Staff,
Program Coordinator*



A Welcome Sign



A Nametag

1:12pm: New Member Introductions

(10 mins + 2 min Q&A) – [Elaine & Elizabeth to lead]

New Members - Please include:

- Your **name**
- **Pronouns** (optional)
- A **fun fact** about yourself



MLK Jr. Quote

1:24pm: GCDE Mission & Vision Statements

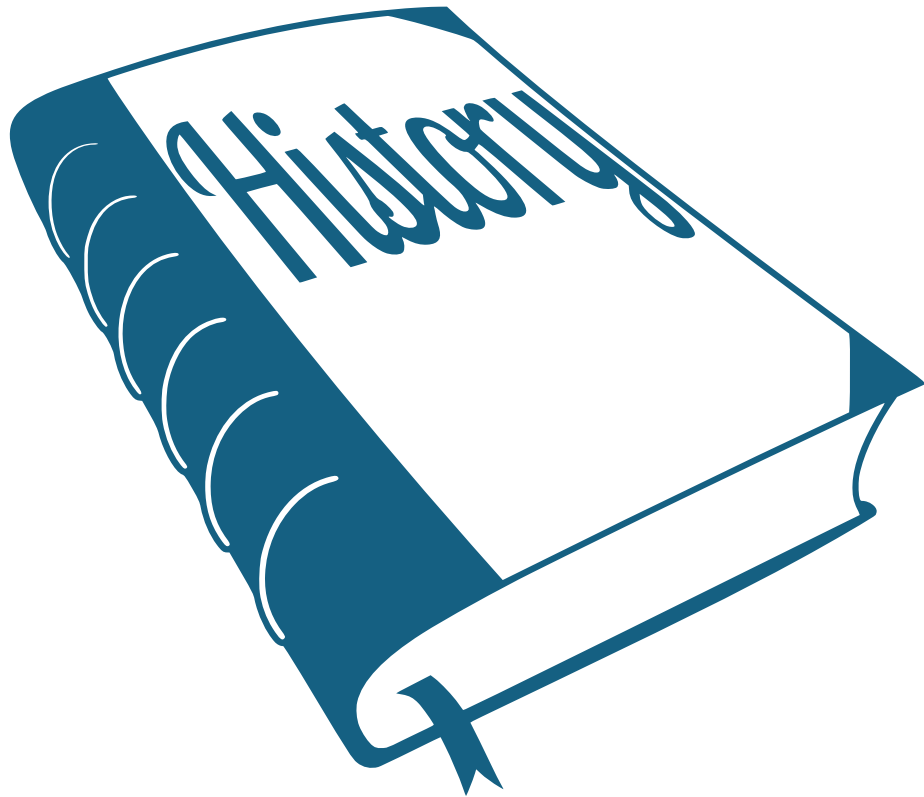
(2 mins) – [Elizabeth]

Mission Statement:

The Governor's Committee on Disability Issues and Employment provides state level advocacy and leadership with the disability community to obtain equity in economic opportunity and community inclusion.

Vision Statement:

An equitable Washington where people with disabilities experience full inclusion, full participation, and economic vibrance.

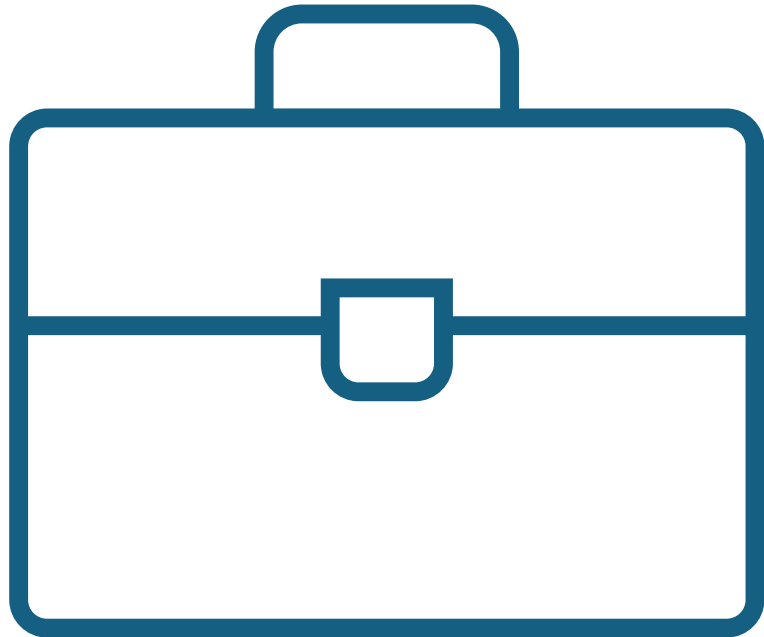


A History Book

1:26pm: GCDE History

(4 mins) – [Elizabeth]

- **Est. 1983** by Gov. Booth Gardner
- To address **high unemployment rates** for people with disabilities
- **Role:** disability minority advocate
- **Purpose:** Work alongside disability community to achieve equity
- **Goal:** Develop policies that enhance access, opportunities, and equality for all people with disabilities



A Briefcase

1:30pm: Examples of Work

(2 mins) – [Elizabeth]

- Help **establish** Office of Deaf and Hard of Hearing
- Help **establish** Office of Equity
- Write Governor's **Executive Order** for Employment of People with Disabilities in State Government (EO 24-05, effective Dec. 2024)
- Host, and set curricula for state **reasonable accommodation** practitioners



Scales

1:32pm: Core Values

(2 mins + 2 mins Q&A) – [Elizabeth]

GCDE Values:

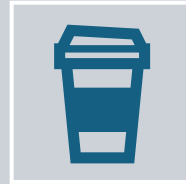
- Empowerment and self determination
 - Independence
 - Employment
 - Equity
 - Increasing financial stability
 - Enhancing access, opportunity, options and equity
- Q&A on this section**

1:36pm: Stretch Break

(10 mins) – [All]

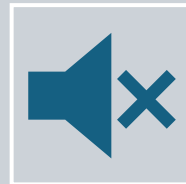


A Pause Icon



A Coffee Cup

Please feel free to **step away, refill your coffee**, or do whatever would make you comfortable during this time.



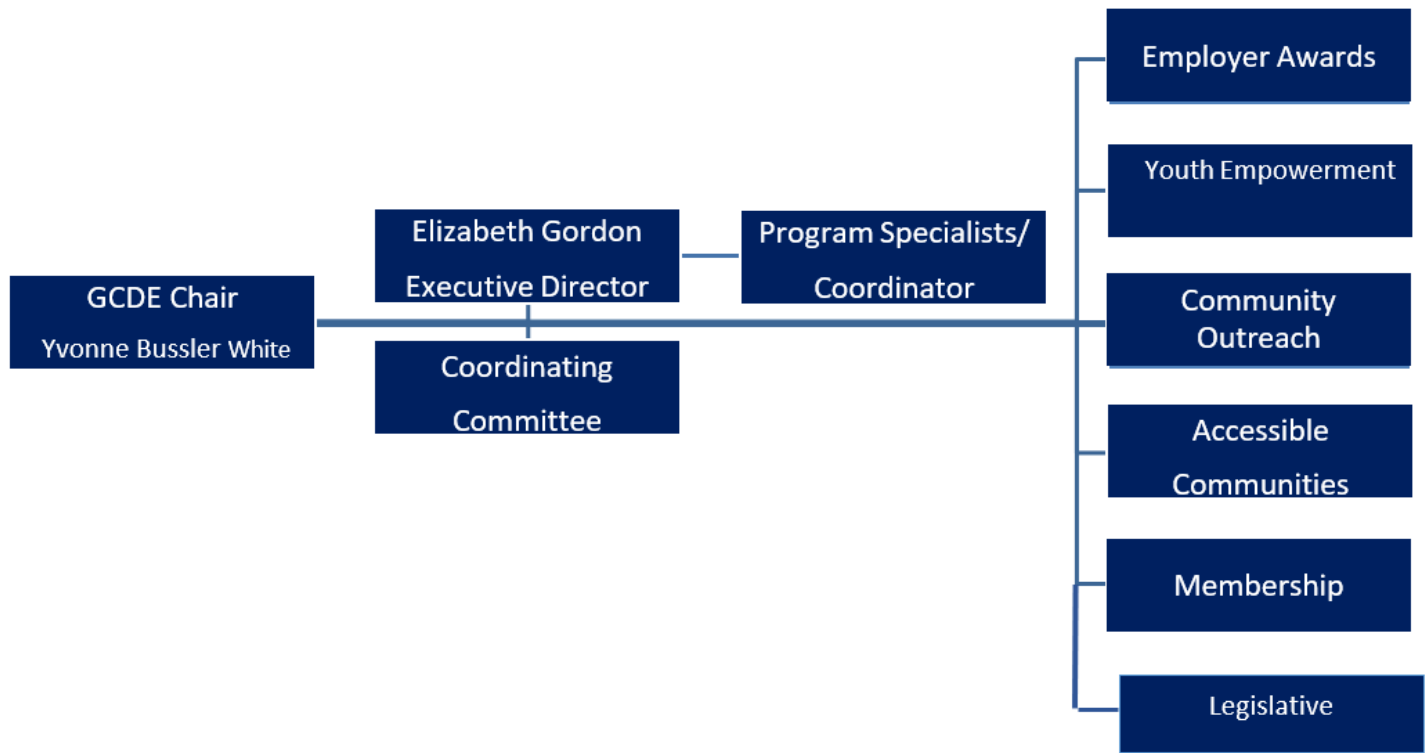
A Mute Button

Note: this will be a **formal break** for our ASL interpreters/CART, too, so please **limit** side conversations unless essential for the good of the order.



A Timer Icon

Please return promptly.



The GCDE Org Chart

1:46pm:
GCDE Org Chart,
Coordinating
Committee (10 mins +
2 min Q&A) – [Elizabeth &
Yvonne]



A Dollar Sign

1:58pm: GCDE Budget & Funding Structure

(10 Mins + 2 mins Q&A) -- [Elizabeth]

- **Biennial allocations** from over 38 state agencies, ranging from \$7 per year, to \$114,404 per year
- ESD is ordered to provide **administrative support** to us in original establishing EO
- GCDE is housed within ESD and **independent**



People at a Conference Table

2:10pm: Current Programs & Projects

[Subcommittee Chairs] – (20 mins + 5 min Q&A)

Community Outreach – Marsha Cutting, Chair
(5 mins)

Accessible Communities – Cullynn Foxlee, Vice-Chair
(5 mins)

Youth Empowerment Program – Autumn Harris, Co-Vice Chair
(5 mins)

Legislative Subcommittee – Patti Dailey Shives, Chair
(5 mins)

5 MINS OF Q&A

2:35pm: Stretch Break

(10 mins) – [all]

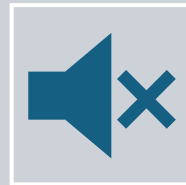


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Roles & Responsibilities

2:45PM: Roles and Responsibilities, Position Descriptions, Member Participation

(10 mins + 2 min Q&A) – [Elizabeth & Yvonne]

2:57 pm: Ethics & Conflicts of Interest

[Elizabeth & Yvonne]– (4mins)



Ethics

- Advisory committee
- **Respectful** discussions/disagreements
- Representing everyone, **not** your own interests
- Accepting gifts, money, gratuities or appearing to **benefit** from your role
- Attendance and preparation reminders
- **Cont. on next slide**



Wheelchair Icon

Intentionally Cross Disability (4 mins)

- We are people with **diversity** in terms of disability, geography, race/ethnicity, socio-economic status, and political affiliations, as well as points of view and life experiences
- **Barrier free** environments
- **Cont. on next slide**

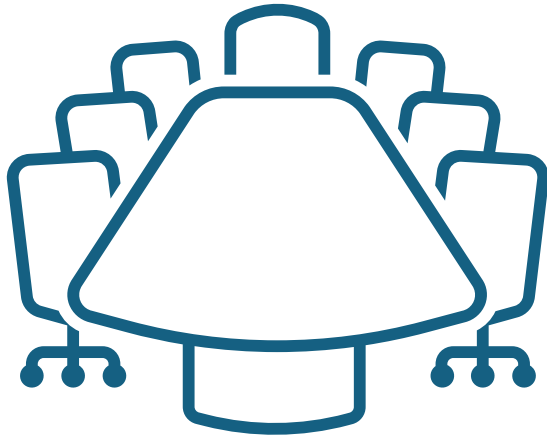
Pro-Equity Anti Racism (4 mins)



Raised fist

- GCDE is **committed** to dismantling systems of oppression and practicing cultural humility
- **Partners** with office of Equity and other boards and commissions
- Work together on issues of **intersectionality**
- **Cont. on next slide**

Conflicts of Interest (15 mins)



Board Table

- **Voting** on projects that could look like they benefit you personally whether they do or not
- Using your **position** on GCDE to gain power: “do you know who I am?”

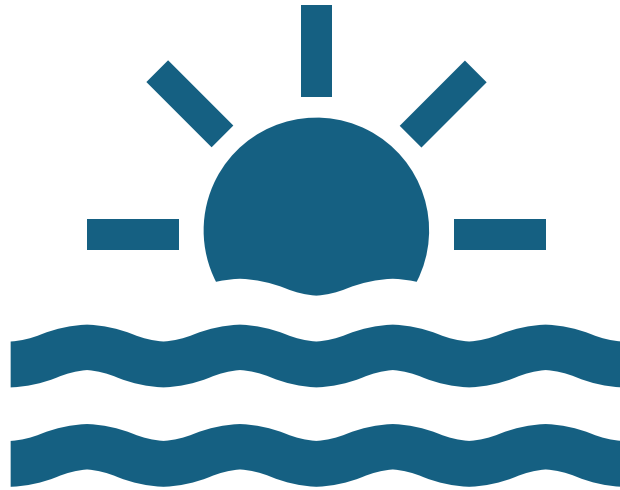
Things to remember (4 mins)



Sticky notes

- You **cannot** make decisions on your own that commit GCDE to work or policy positions
- We work **within** government, as opposed to organizations that work outside of government to effect change
- Staff have **other** duties aside from the committee support

Open Public Meetings and Sunshine Laws (4 mins)



Sunshine icon

- **Everything** we do is subject to public scrutiny
- Under this law, **any** communication that includes a simple majority of our members is a public meeting
- The public has the **right** to observe us at any time
- The public can attend **any** meetings without needing to have a reason, introduce themselves, or give advance notice
- During public comment periods, the public can address **anything** they want to
- Communications **are** public records and subject to public record requests

Adjourn

3:34pm

Thank you for attending!

Contact **staff** at gcde@esd.wa.gov for further questions.

Note: you will also be assigned a **mentor** who can help.

