



Governor's Committee on Disability Issues and Employment (GCDE)
Employment Workgroup Meeting | Sept. 16th, 2025, | 9:00-9:30am (date change)

Minutes

1: Welcome to the Employment workgroup meeting – call to order – Yvonne Bussler-White

Meeting called to order by presiding Chair Yvonne Bussler-White at 9:01am, welcomed all, excited to continue the work. She has sent staff some 30 second blurbs on NDEAM (below). Steven is out. It's been a long week, we'll get started, Yvonne has the notes.

2: Roll Call – Yvonne Bussler-White

- a. Members present (bold): **Yvonne Bussler White, Ivyanne Van Der Peet, Jaida Barrows, Marsha Cutting, Brit Nuckles** [quorum not needed]
- b. Members absent: Steven McCray, Amy Cloud
- c. Staff: **Emily Spears, Elizabeth Gordon**

3: Housekeeping rules – Yvonne Bussler-White

- a. Please state your name prior to speaking, raise your hand to make a comment, and speak slowly & 1 at a time. This is a safe space for ideas.

4: Planning activities – Yvonne/all

- a. Recap of actions proposed at last meeting. We've had a lot of work going on. Yvonne looked at the last notes since she couldn't attend. Can we have an update on assignments?
 - a. **Research Driver's license law** – Emily (provided CEA flyer at last meeting). What's the status, did we review, discuss how we might want to share it? It's not our flyer, unsure that creating a different resource makes sense to Elizabeth, folks may not know it exists – unsure of next steps, always happy to share it, need to read it to see if it fits with a broad audience (SE perspective). Unsure what the plan is – do we need to share it, are folks aware of it? It would be nice to share out about it for clarity/as a resource (confusion on what it is). Could we share it thru the list or a different format? We could add it as a resource on the website too – we may have already sent it, but could do so again. We could put it on social media after the or as part of NDEAM. We'll send it to the group for review and feedback to staff – thoughts, something to share? (1 week deadline).
 - b. **Research DRW 1-pagers** – Brit (committed to ensuring accuracy last meeting) – dropped in the chat a contact resource for employment discrimination (overall statewide, municipalities, counties, areas, etc.) Yvonne is opening it – great job. A good resource to have together and ready. It is amazing. HRC is on top. Thank you for including them and

the complaint form link. They are backlogged, is there anything we can do such as funding advocacy? Elizabeth assumes – we have a path to talk to the AG about things...probably the best path forward for that would be to meet with the ED of the HRC and see if they have agency request leg. for a funding increase to support. Otherwise, it would be a decision package in the general budget (could advocate for either). Who should initiate? Elizabeth will reach out and CC the chair in supt. and see about joining a meeting for advocacy. Hopefully they will be open. We will send it out after. 4b-3 in the last minutes is the meeting Elizabeth and Marsha had been talking about. The eastern WA representation could stand to be expanded. Brit was going to focus on Western WA. Eastern WA has fewer resources in general (Yvonne lives there and may have ideas). We need to be inclusive of all areas, Yvonne will do some research for some additional items to add for Eastern WA (Steven is in Eastern WA). He isn't present. Yvonne will follow up with him. Brit and Steven don't have a meeting set yet. Brit will setup a meeting sometime in the next couple weeks, including Yvonne. Should we aim to have it done by end of Oct? Yes.

- c. Start Resource Guide – Steven (committed to research organizations last meeting) – Steven is not present to update us. Yvonne did some short blurbs on NDEAM in October and will share them (for social media – may be too late for other context). We'll find out. Maybe we can do 1 per week. DVR could share it in their weekly comms. also. Brit shared a [link](#) for comment around a Section 503 rule change of the rehab. act (removes voluntary self-ID with disability, % goal for federal contractors hiring PWD). Deadline is tomorrow – thank you for flagging, folks had missed it. It may have been shared at a national meeting over the summer. Specific dismantling of the law than previous (affects many grants/funding). It's hard to keep track sometimes, it's complex by design. Maybe next year we can work on an ADA resource for employers on the changes that have occurred. Marsha emailed the AG a while ago and asked in WA could join in filing an amicus brief – several states apposed it (no response – that is the lawsuit in TX). Eliz. has a path to talk to them as needed (such as the defunding of DB services).
- d. Work on Comms Plan – Elizabeth/Yvonne (hadn't met as of last meeting). Amy not present.
- e. Come up with another topic to highlight (Marsha proposed transp. last meeting). In process of being appointed.
- b. Status update on member assignments
 - a. Do we want to share out the CEA flyer on the Driver's license law next month?
 - b. Do we want to compile the info from DRW and HRC into some kind of flyer about how to submit a discrimination complaint through these entities – include backlog/timing/documentation requirement info (outside EEOC)?
 - c. For the overall resource guide:
 - i. Do we want to split out the information regionally or by state/national/local entity? (state: DRW, HRC, national: EEOC, local: cities, region: east side, west side?)
 - ii. Or by focus group (employment – incl. driver's license, accommodations (key), housing, transportation?)

- d. Have Elizabeth/Yvonne been able to meet/review Amy's outreach comms. plan? Amy is not here.
- e. Has transportation been confirmed as the final topic to highlight, and if so, has a meeting been set with the state DOT person (can Marsha participate?) – Yvonne is not sure on this topic. Marsha is almost appt. to the citizen's advisory committee (pending vote). City Council supports.

5: Next Meeting date, time, and cadence– workgroup members –

- a. Does the current timeframe (Tuesday at 9am) work going forward?
 - a. Which week of the month/how frequently – ad-hoc?

Meeting adjourned at 9:30am. We'll meet next month, we'll respond to Emily about the DL flyer by next Tuesday. Yvonne will reach out to Steven about the resource guide and do some digging – hopefully done by end of Oct. (maybe the 3 of them could meet in the next couple weeks if Brit can set it up – lunch works for Yvonne or before 9am). We're hear more about Marsha's transportation appt. We're good for now. How can Ivyanne and Jaida help – think about what we're working on and contact Yvonne with ideas. Thank you, much appreciated, see you in a few weeks.

Actions:

- Resource gathering
- Emily will setup the next meeting
- Transportation meeting

Yvonne's blurbs:

Here are several 30-second messages you can use to recognize and promote National Disability Employment Awareness Month (NDEAM) in October. These are great for meetings, announcements, emails, or social media: [This year's theme is: Celebrating Value and Talent].

[National Disability Employment Awareness Month \(NDEAM\) | U.S. Department of Labor](#)

[Read the news release.](#)

[Watch the NDEAM animated video to learn more.](#)

[Download the 2025 poster](#)

[Download the 2025 virtual background](#)

Poster description:

The poster is rectangular in shape with a dark blue background and an array of red, white and blue graphical fireworks of different sizes. Five of these fireworks frame photos of people with different disabilities working in various environments. Below the images, the words "Celebrating Value and Talent, National Disability Employment Awareness Month" appear. Across the bottom are a logo that says, "America 250," the DOL seal followed by the words "Office of Disability Employment Policy, United States Department of Labor," and the hashtag #NDEAM on top of the words "80th Anniversary" and the website address dol.gov/odep.

Poster colors:

Azure: #00367b; RGB 0/54/123

Cerulean: #3399ff; RGB 51/153/255

Light blue: #81d4f7; RGB 129/212/247

Red: #ff0000; RGB 255/0/0

Sunglow: #ffcc33; RGB 255/204/51

Violet: #1e002b; RGB 30/0/43

Message 1 – General Awareness

"October is National Disability Employment Awareness Month. It's a time to recognize the valuable contributions of workers with disabilities and to promote inclusive employment practices. Let's continue building workplaces where everyone's talent is welcomed and celebrated."

Message 2 – Inclusion Matters

"This month, we honor the skills, resilience, and dedication of people with disabilities in the workforce. Inclusion isn't just the right thing to do—it's smart business. Let's keep creating opportunities for everyone to succeed."

Message 3 – Historical Context

"National Disability Employment Awareness Month has been observed since 1945. It's a reminder that people with disabilities have always been a vital part of our workforce—and they deserve equal access to meaningful, competitive employment."

Message 4 – Call to Action

"As we celebrate Disability Employment Awareness Month, take a moment to think about how your workplace supports inclusion. Are there ways to improve access, hiring, or advancement? Small changes can lead to real impact."

Message 5 – Spotlight on Talent

"People with disabilities bring unique perspectives, skills, and strengths to the workforce. National Disability Employment Awareness Month is the perfect time to highlight the importance of tapping into this often-underrepresented talent pool."