

GCDE Employment Workgroup – Meeting Minutes

Date/Time: September 24, 2026 | 9:00-9:45 am (Zoom)

Recorder: Emily Spears

1: Call to Order / Roll Call

Facilitator: Brit Nuckles, Chair

Called to order: 9:05 am

Members Present:

-Brit Nuckles, Chair

-Amy Cloud

-Ed Lam

-Jerrell Briscoe

-Quorum met at 9:09 am.

Members Absent:

-Dean Olson

-Yvonne Bussler-White

Guests / Staff:

-Emily Spears (staff)

-Elizabeth Gordon (staff)

Summary:

Brief introductions, members expressed appreciation for the meeting prep materials.

2: Approve Agenda & July Minutes

Lead: Brit / All

Decision(s):

-Agenda approved – motion: Amy, second: Ed, no opposition.

-July minutes approved – motion: Jerrell, second: Amy, no opposition.

3: Review Implementation Timeline

Lead: Brit / All

Updated Timeline:

-September (completed): Volunteers identified for partner contact list & draft survey questions.

-October: Review survey questions (Jerrell assisting asynchronously). Determine question sets for professionals vs general audience. Review list of partner organizations.

-November: Finalize 8-10 survey questions and partner list. Distribute survey in early November with ~1 week deadline (extend if needed).

-December: Review initial responses. Conduct additional outreach if needed. Next steps will depend on identified information gaps.

4: WLAD Presentation/Fact Sheet Content

Lead: Brit / All

Initial topic areas:

- Disability protections
- Accommodation obligations
- Interactive Process
- Prohibited practices
- Service animals
- Harassment / hostile work environment
- Pregnancy-related accommodations
- Common employer mistakes
- Best practices for inclusion

Discussion Notes:

WLAD training should reflect ADA principles & WA's stricter standards (8+ employee threshold).

Larger organizations may already have HR expertise; outreach may need to target smaller businesses (e.g., chambers).

A small drafting team may help avoid duplicated work.

Action Items:

- Maintain and revise topic list based on partner survey feedback – Emily.
 - Compile chamber contact information – Emily ✓ (<https://www.awb.org/>).
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5. Identify Partner Organizations for Outreach

Lead: Brit / All

Potential Contacts:

- Human Rights Commission
- GCDE Associate Members (OPSI, WASILC, DDC, etc.)
- Chambers of Commerce
- Office of Equity, People First, SAIL
- Advocacy groups and underserved community organizations

Starter Survey Question

Where are gaps in employer education, training, or awareness around WLAD?

Next Steps:

- Conduct partner outreach to identify knowledge gaps.
- Draft survey questions & partner list asynchronously, bring to next meeting.
- Aim for 8-10 plain language questions.

- Amy, Ed, and Jerrell will each draft 3-5 questions.
 - Review [GCDE Associates List](#) and flag relevant partners.
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6: Volunteer Roles to Support the Work

Lead: Brit / All

Roles & Volunteers:

- Survey drafting:** Amy, Jerrell, and Ed.
- Partner list compilation:** Amy, Jerrell, and Ed will help.

Action items for 10/22 meeting:

- Review [list of GCDE Associates](#) & personal contacts your own contacts for relevant partners – Amy, Ed, Jerrell.
 - Bring 3-5 survey questions each – Amy, Ed, Jerrell.
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7: Wrap-Up: Next Steps & Meeting Cadence

Lead: Emily / Brit

Next meeting: Thurs. October 22, 2026 at 9:00 am

Adjournment time: 9:45 am. Members expressed enthusiasm for the work ahead.