**California Committee on Employment of People with Disabilities (CCEPD)**

**Executive Committee Meeting Minutes- DRAFT**

April 8, 2022

**CCEPD Members (By Video Conference):** Ana Acton, April Marie Dawson, Jennifer Fischer, and Taylor Winchell

**CCEPD Staff:** Maria Aliferis-Gjerde and Zachariah Ford

1. **Welcome and Introductions**

Meeting began at 2:03 p.m. and quorum was established.

1. **Approval of April 2022 Executive Committee Meeting Minutes**

It was moved/seconded (Winchell/Acton) to approve the April meeting minutes. Motion was approved by a 3-0-1 vote. (Yes – 3, Acton, Dawson, Winchell,); (No – 0); (Abstain – 1, Fischer).

1. **Approval of August 2022 Full Committee Meeting Topics**

Members agreed on the following topics:

* The Benefits Planning recommendations will be discussed again.
* The World Institute of Disability are available to make a presentation on DB101 and panel discussion with consumers at various stages of the journey. Include service provider.
* Long Covid is also a topic that can be discussed. This topic can be discussed at the subcommittee level before the Full Committee Meeting.
* Some business items could be deferred to the November meeting.

1. **Discussion on Updates to Mission, Vision, and Guiding Principles**

In April, members agreed that updates were needed for the mission, vision, and guiding principles. Executive Officer provided language so Members can discuss.

Proposed Vision Statement:

* California’s workforce represents the rich diversity of people living in the state including the experience, talent, and skills of people with disabilities.

New suggestion to change the vision statement

* People with disabilities will maximize their self-sufficiency through their experience, talent, and skills by integrating into California’s workforce which represents the rich diversity of people living in the state.
* People with disabilities will be represented across all industries at all levels
* Maybe include the concepts of equity, self-sufficiency, and representation.
* Discussed incorporating the concept of rate or mirrors of the general population

The discussion continued with various versions of the statement and was decided to move on and come back to this.

Proposed Mission Statement – Members agreed that the proposed new Mission Statement applies and agreement to move forward with it.

* The California Committee on Employment of People with Disabilities promotes, develops, and evaluate policies to increase the employment and training of people with disabilities and advocates for better coordination among programs and services.

Guiding Principles – Each existing principle was discussed, then decided to keep language or make changes.

Existing language:

* Support diversity, equity and inclusion of all communities when developing policy recommendations or influencing policies. Members agreed this will stay the same.
* Partners and collaboration with all stakeholders, including utilizing existing resources is the key to achieving our goals. Members agreed that there are two concepts.
* Partners and collaboration with all stakeholders – will be on its own.
* Leverage existing resources is the key to achieving our goals. This will stand on its own and may be revisited.
* Equal Opportunity, full participation, independent living, and economic self-sufficiency are core principles for the development of a workforce system accessible for people with disabilities. This changed to the following:
* Equal Opportunity, full participation, independent living, and economic self-sufficiency are core principles for the development of a workforce system accessible for all, including people with disabilities.
* Employment is an economic and social goal that benefits of the individual, the community, and the economy. This changed to the following:
* Employment is an economic and social goal that benefits the individual, and the community.
* People with disabilities are expected and prepared to participate in economic and workforce activities. This changed to the following:
* People with disabilities are willing, empowered and prepared to participate in economic and workforce activities.
* Public policy at all levels must promote employment incentives and decrease disincentives for both people with disabilities and employers. Members discussed possible language. However, Members agreed more work is needed.
* Public policy at all levels promotes employment incentives and decreases barriers for people with disabilities.
* The business community is a valued partner in providing employment opportunities for people with disabilities. This was not changed.
* Evaluation is a key component of our goals to ensure they are measurable and attainable. Members agreed to change to the following:
* Use evidence-based information to set measurable goals and attainable goals.
* Members agreed to add the following additional principles:
* People with disabilities have the experience, skills, and talents in the workforce and represented across industries at all levels.
* Employment is a social determinant of health that improves health outcomes for individuals and communities.

Next steps –The document will be updated and discussed at next Executive Committee to be discussed in November. Guiding principles will also be reordered based on importance of the statements.

1. **Equity Statement Discussion**

Members discussed the equity statements based on feedback from Departments. The Executive Officer highlighted next steps:

* The equity statement has been posted on the CCEPD website
* Executive Officer will reach out to departmental representatives to discuss equity efforts.
* Discussed how a playbook can be used for businesses.

Feedback from members:

* CCEPD needs to continually engage on equity because disability conversation does not always come naturally.
* Members thought that more documents would not assist. However, there should be a focus on human resources departments.
* Members agreed not to work on a playbook.

1. **2022 Youth Leadership Forum (YLF) Updates and Program Direction.**

Aliferis-Gjerde provided the following updates:

* There are 13 students participating in the Virtual YLF this summer.
* There is already planning on an in-person event for next year and all the options are being explored.
* There have been meetings with local partners in Sacramento, San Diego, Inland Empire and Los Angeles to discuss Regional YLF events. Orange County is also being followed up on.
* Meetings are being put on the calendar for the YLF 2.1 concept to assist with implementation efforts.

1. **Agenda Items for Future Meetings**

Future items:

* Mission, Vision, and Guiding Principles.
* Demand Side Employment Initiative

Members also discussed releasing a statement for the American Disabilities Act anniversary.

1. **Public Comment**

There was no public comment.

1. **Adjournment**

Meeting was adjourned at 3:40 p.m.