## Mission, Vision, and Guiding Principles Discussion

### Members discussed the vision, mission and guiding principles. It was agreed that Members will review and approve them for discussion at the November Full Committee Meeting. The goal is to approve them at the Full Committee Meeting, incorporate to the Operating Guidelines and make changes to the website.

### Old Vision Statement:

"People with disabilities will be prepared to maximize their self-sufficiency by integrating into the mainstream of a California labor market that is accessible to the diversity of its workers, job seekers, and businesses and microenterprise owners."

**Proposed Vision Statement:**

People with disabilities will maximize self-sufficiency through their experience, talents, and skills by integrating into California’s workforce which represents the rich diversity of people living in the state.

Or

People with disabilities are recognized for their diversity, experience, talents, and skills as part of California’s workforce. People with disabilities are self-sufficient at parity with the general population and integrated into both the workforce and community.

Members agreed to further discuss. Members discussed that the vision should include the potential concepts:

* Representation in all industries at all levels
* Mirrors the general population
* Equity, self-sufficiency, and representation

### Old Mission Statement:

"California commits to achieving an employment rate for people with disabilities that is in parity with that of the general population by:

* Removing barriers to work; and,
* Providing needed services, supports and incentives to maximize individual economic growth and development."

**New Mission Statement:**

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

There was agreement on the mission statement.

### Guiding Principles

Members agreed to add sentences for the guiding principles and prioritize the statements for the importance of the principles. Members changed many of the principles.

* People with disabilities have the experience, skills and talents needed in the workforce and represented across industries at all levels.
* People with disabilities are willing, empowered and prepared to participate in economic and workforce activities.
* 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.
* Support diversity, equity, and inclusion of all communities when developing policy recommendations or influencing policies.
* Partnership and collaboration with all stakeholders.
* The business community is a valued partner in providing employment opportunities for people with disabilities.
* Employment is an economic and social goal that benefits the individual and the community. (Could be combined with one below.)
* Employment is a social determinant of health that improves health outcomes for individuals, their families, and communities.
* Public policy at all levels should promote employment incentives for people with disabilities, including disincentives to benefits, and decreases barriers to employment for people with disabilities.
* Use evidence-based information to set measurable and attainable goals.
* Leverage existing resources to achieve the goals of the Committee and advocate for changes, as needed. (Executive Officer further changed this concept based on the conversation.)