## Vision and Mission Discussion

**Introduction**

The Executive Officer is recommending that the California Committee on Employment on People with Disabilities (CCEPD) revise its mission and vision statements and may even review the guiding principles. Members will provide feedback on whether to pursue an update to the mission, vision, and guiding principles. The mission and vision statements do not capture the work of the CCEPD as an organization and reads as the mandates of the CCEPD. Since the CCEPD has aligned its Subcommittees to the work of the Workforce Innovation and Opportunity Act and created strategic priorities, it is now time for CCEPD to review its vision, mission and guiding principles.

### 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."

### 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."

### Guiding Principles

* Support diversity, equity, and inclusion of all communities when developing policy recommendations or influencing polices.
* Partnership and collaboration with all stakeholders, including utilizing existing resources is the key to achieving our goals.
* 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.
* Employment is an economic and social goal that benefits the individual, the community, and the economy.
* People with disabilities are expected 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.
* The business community is a valued partner in providing employment opportunities for people with disabilities.
* Evaluation is a key component of our goals to ensure they are measurable and attainable.