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

**Employment and Training and State Coordination Collaboration Meeting**

# **MEETING NOTES - DRAFT**

Friday, January 27, 2023

Meeting held through Zoom

**Subcommittee Members:** Brandon Anderson, Kerry Chang, Michael Clay, Jennifer Fischer, Aparna Kommineni, Tania Morawiec, Kayla Prussia, Paula Tobler, Kae Saeturn, Ardria Weston, and Anita Wright

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

**Members of the Public:** Michelle O’Camb and Milt Wright

1. **Welcome and Introductions**

The meeting began at 1:05 p.m. These informational collaboration meetings are held to develop best practices throughout the state and quorums are not required.

1. **“A Business Perspective on Disability Equity and Inclusion” Presentation**

State Coordination Chair Fischer introduced Anita Wright, Manager Business Development for Northrop Grumman and Chair of the Employment and Training Subcommittee, to present on the business perspective.

* Wright is the Employer Representative on the California Committee on Employment of People with Disabilities and represents Northrop Grumman.
* Northrop Grumman has more than 86,000 employees.
* The company values a diverse and inclusive workforce.
* This is done by engaging the corporate leadership and mentoring other corporations.
* There are organizations within the company that are represented by employees such as affinity groups, employee resource groups, and others.
* There is a Disability Inclusion Group that has been growing and getting ingrained into all the other groups and the infrastructure of corporations.

DisabilityIN ([www.disabilityin.org](http://www.disabilityin.org)) is a corporate partner to 400-plus corporations that have leaned into disability inclusion. Some of the highlights/practices include:

* Disability stories are shared by leadership.
* Accessible IT infrastructure
* Community engagement
* Supplier diversity
* Employment practices commitments
* Workforce with 7% of workers with disabilities is the goal.
* Best practices for creating disability and inclusion
* Building relationships with local businesses and your board
* Increasing disability inclusion thru training and partnerships

Lessons Learned

* Build and maintain business relationships
* Understand the basic needs of employers/employees
* Implementation and infrastructure needs to happen at the management level.
* Set attainable goals, especially related to human resources and personnel.
* Engage stakeholders
* Identify service strengths

Additional resources:

* [U.S. Department of Labor’s Federal Contractor Disability Employment Resources (dol.gov)](https://www.dol.gov/ediaward/resources)
* [ODEP’s Employers page](https://www.dol.gov/agencies/odep/program-areas/employers)

Questions:

* Is there a sense of how many participants end up becoming employees with the organization, and the results of the inclusion work?
	+ Typically, the company is the number one employer (from 400) of people with disabilities and students’ employment conferences that are attended. There are no actual numbers.
* How can the relationships be maintained during times when there is no hiring available?
	+ Virtual meetings can greatly help in keeping the communications open.
* What is the time commitment with employers?
	+ Most sessions are lunch meetings and never more than an hour, but half hour sessions work also.
* How often would you like to hear from your workforce partners?
	+ It all depends on who they are and what the relationship is, maybe every other quarter, but it depends on the individuals.
* How does the company look at participation in subsidized employment?
	+ It’s better to provide the hiring in house and the experience is that coaches are rarely needed.
* What can the state do better to create a one referral system for clients who are part of supported networks?
	+ There needs to be a culture of trust at the core. It’s important that those who get paid to place workers are not just placing people to get paid but matching their levels of skills and education.
1. **Discussion on “A Business Perspective on Disability Equity and Inclusion” Presentation**

Participants were asked for best practices to replicate, challenges, and policy needs. Some of the responses included the following:

* Business engagement and unconscious bias – people with disabilities are generally still a hidden part of society. Destigmatization needs to be addressed.
* Workforce boards work mostly with smaller employers and may not be as aware of inclusion. Education and awareness help. Retention and promoting is important also.
* A presentation from a smaller employer could be helpful.
* A presentation from a Business Advisory Council could be beneficial.
* Culture must be companywide and not just in a particular

department.

* Quality and individual job placement of people with disabilities.
* Disclosure – empowering with self-advocacy tools, and when and how to disclose.
* Working together and streamlining.
1. **Discussion on Best Practices Work Products Outline and Policy Recommendations**

The outline was sent out as an attachment for everyone’s review. An insight can be provided at the next meeting. This is deferred to next meeting.

1. **Agenda Items for Future Meetings**

The next meeting will focus on the policy recommendations outline and the draft of the best practices toolkit. The State Coordination Subcommittee has heard from four work development boards on cross-training and that can be explored more.

1. **Public Comment**

There were no public comments.

**7) Adjournment**

The meeting was adjourned at 2:55 p.m.