**CCEPD’s Mission, Vision, and Guiding Principles**

**Background**

The California Committee on Employment of People with Disabilities (CCEPD) leadership decided that the mission, vision, and guiding principles should be modified. The Executive Committee began review in June 2022 and finalized language in September 2022. Members provided feedback to the mission, vision, and guiding principles in the November 2022 Full Committee Meeting. At the February 2023 Full Committee Meeting, Members will approve the mission, vision, and guiding principles through a motion. The mission, vision, and guiding principles will be updated in the CCEPD’s Operating Guidelines and shared.

**Proposed New Mission, Vision, and Guiding Principles**

**Mission**

At the November 2022 Full Committee Meeting, Members added the following words to the mission “systems and implementation efforts” as part the core work of the CCEPD. At the January 2023 Executive Committee changed the order of the words of “develops, evaluates and influences.”

**Proposed Mission:** The California Committee on Employment of People with Disabilities (CCEPD) evaluates, develops, promotes, and influences policies, systems, and implementation efforts to increase employment and training of people with disabilities.

**Vision**

At the November 2022 Full Committee Meeting, Members changed the order of the sentence. There were no additional changes at the Executive Committee.

**Proposed Vision:** Through equitable access to services and employment, people with disabilities bring diversity, experience, talent, skills, and value to California’s workforce and communities.

**Guiding Principles**

At the November 2022 Full Committee Meeting, Members made a couple of grammar changes and word choices. If there are no additional notes to individual guiding principles, then there are no changes.

**Guiding Principles:**

* People with disabilities are equitably represented across industries at all levels. (Members asked to review sentence. Members at Executive Committee added “equitably” and removed words “as non-disabled counterparts.”)
* People with disabilities are empowered to willingly participate in economic and workforce activities.
* Support diversity, equity, accessibility, and inclusion of all communities when developing policy recommendations or influencing policies.
* All systems and programs serve people with disabilities.
* Equal opportunity, full participation, independent living, and economic self-sufficiency are core principles for the development of a workforce system accessible to people with disabilities.
* Partnership and collaboration with all stakeholders are necessary to ensure equitable access for people with disabilities.
* As an essential workforce partner, the business community gains a broader skilled workforce by providing equitable employment opportunities for people with disabilities.
* Employment improves social, economic, and health outcomes for individuals, their families, and communities.
* Public policy at all levels should promote employment incentives and decrease barriers to employment for people with disabilities.
* Evidence-based information should be used to set measurable and attainable goals.