**State of California**

**Health and Human Services Agency**

**Department of Rehabilitation (DOR)**

**Disability Advisory Committee (DAC)**

Meeting Minutes

July 11, 2022

1:00 pm – 3:00 pm

Department of Rehabilitation, Central Office

721 Capitol Mall, Sacramento, CA 95814

Conference Room 301 – 3rd Floor

# In Attendance

**DAC Members:**

* Subashree Krishnamurthy; At Large Member/Ally
* Jennilee Ruggirello; Blind/Visual Impairment
* Jonathan De Jesus; Cognitive Impairment
* Emily Alexander; Deaf/Hard of Hearing
* Chelle Ellis; Heart/Circulatory Disorders
* Cynthia Butler; Intellectual Developmental Disability
* Michelle Zavala-Pizano; Learning Disability
* Lisa Cushman; Mental Behavioral Disability
* Cory Lemings; Neurodivergent Disability
* Jonathan Deguzman; Other Disability
* Miguel Castaneda; Physical Disability
* Jordann Nelson; Respiratory Impairments
* Bonita Wahl; Traumatic Brain Injury

**DOR Advisors**

* Shannon Coleman
* Rosa Gomez

**Other DOR Staff**

* Alia Kuraishi
* Brandon Leyton
* Cherie Cimino
* Denise Dorsey
* Diana Ling
* Julissa Barton-Young
* Kimberly Wiley
* Lakeisha Chew
* Laura Kulsik
* Liana Kriemelmeyer
* Lisa Cushman
* Lyes Bousseloub
* Marnee Wafer-Hoecker
* Marta Hatamian
* Martha Espitia
* Melissa Barton-Young
* Tiffany Freymiller,
* Vernard Johnson

**Members of the Public:**

* Bruce Biegel
* KiMeFe

# Welcome, Introductions and Approval of Meeting Minutes

* Rosa Gomez, Leadership Liaison welcomed attendees, conducted a roll call, established a quorum and introduced the new DAC members. All DAC applicants were thanked for their interest and commitment to supporting employees with disabilities. DAC members were asked to speak for a minute on the disability they represent, and what excites them about being on the Disability Advisory Committee. The DAC attendees were then asked to introduce themselves.

# Office of Civil Rights (OCR) and Inclusion and Climate Advisor to the Director (ICA) Introductions

* Introductions took place for Rosa Gomez in her role as Leadership Liaison and Inclusion & Climate Advisor to the Director and Shannon Coleman as the Chief of the Office of Civil Rights (OCR).
* Rosa explained that given her and Shannon’s roles, she and Shannon will now be the DAC’s liaisons with the Director and Chief Deputy Director who will be replacing Andi Mudryk
* Rosa and Shannon both report directly to the Director and Chief Deputy Director.
* Shannon provided some background information on OCR’s commitment to promoting inclusion within a professional work environment free from all forms of discrimination, and one in which applicants, employees and consumers are valued for their talent and for their potential. OCR’s mission is to ensure that all individuals are being treated fairly and respectfully in the workplace. This includes being promoted, access to the tools needed to perform essential functions of their job duties and affording everyone the opportunity to contribute toward the success of all.
* Rosa spoke about her role as the Inclusion and Climate Advisor to the Director which focuses on issues pertaining to inclusion and respect in the workplace.
* DOR is working on a national level with other Rehabilitation Departments throughout the nation and on the state level, representing our Agency’s efforts on inclusion. We have worked on a few efforts internally with the focus on how we can better support employees with mental health disabilities, starting a Community of Practice that Managers meeting monthly can gain additional information on how they can better support employees. The intention is to cross over into multiple disability groups and build leaderships skills among team managers.

**Questions from DAC members:**

Q: Do we have relationships with the other DACs throughout the state?

A: Rosa confirmed that there is a State Disability Advisory Council (SDAC) where agencies send a representative. That representative reports to/from the SDAC and facilitates collaboration. Nomination and voting for the representative for the SDAC representative is on the agenda for this meeting.

**Questions from the Public:**

No questions.

# DAC Onboarding:

* Members asked to familiarize themselves with Bagley-Keene Act sent out prior to this meeting. Members discuss the requirement that all state departments to hold a DAC Meeting. There will be regular monthly meetings on the second Monday of each month with the agenda posted publicly at least ten days in advance of the meeting. Members asked for—and voiced unanimous agreement. Reminder that the meeting cannot be held without establishing a quorum. The meetings will be held in accordance with Roberts Rules of Order.

# DAC Officer Positions

* Rosa Gomez guided the members in nominating and voting on office positions open for 2022-2024. Four positions were decided by nomination and vote of the members.
* **Chair:** With input from the DAC Members and the Leadership designees, is responsible for developing and distributing the agenda, conducting the meetings in as fair and objective way as possible and will cast a deciding vote when a vote count is tied.
* **Vice-Chair:** Acts in the absence of the chairperson to lead meetings.Coordinates the activities of the Subcommittees.
* **Secretary:** Responsible for the minutes of the DAC meetings and other secretarial work as needed.
* **SDAC Representative:** Responsible for attending and participating in the SDAC meetings and checking with the DAC for agenda items and keeping the DAC informed.

**Elected officers
Chair:** Jordann Nelson

**Vice-Chair:** Chelle Ellis

**Secretary:** Bonita Wahl

**SDAC Representative:** Nominees are Cory Lemings and Emily Alexander - to be determined by online vote.

# Presentation by Joe Xavier, Director, DOR

* Susan Pelbath, Heidi Hodges, and Bronwyn Rubin finalized the survey and provided a few recommended changes.
* These recommendations were sent to Elena Gomez and Scott Hood.
* Rosa and Shannon will review and work with Kelly Hargreaves to approve and work on next steps.
* A new DAC member asked how this survey is different from the Climate Satisfaction survey.
* The climate satisfaction survey is more general, focusing on staff’s work, team, personal development and wellness. Whereas the DAC survey focuses specifically on understanding people with disabilities experiences at DOR.

#  Round Table:

* Scott Hood and Susan Pelbath attended and reported on the September 26, 2019 SDAC meeting.
* SB365 was reviewed, and at that time was passed by the legislature but was then vetoed by the governor, which pertains to extending LEAP program provisions indefinitely.
* Part of the governor’s veto letter was read to the DAC members referencing that disability policies are to be included in the newly established Diversity Taskforce which has been created in order to ensure we achieve a state workforce that reflects the Californians we serve and to improve the State's hiring and retention of persons with disabilities, among other diversity issues.
* Scott has a list of all of the bills discussed during the SDAC meeting, which is available to members upon request.
* Susan Pelbath shared information on a bill which will require policy changes and training to law enforcement on how to engage with victim-sensitivity and with seniors and people with disabilities.
* The reported rate of violent victimization for persons with disabilities is 3.4 times that of persons with no disabilities and for persons with intellectual and other cognitive disabilities is 5.5 times greater than individuals without disabilities.
* Scott reported the DAC needs to identify a member to volunteer to participate in the SDAC meetings and serve as a liaison.

# Roundtable:

* One of the new DAC members stated that sensitivity training is needed in the field offices. Everyone is stressed, and people don’t want to do other peoples’ work tasks. Some staff are becoming unfriendly. There needs to be some positive changes.
* One new DAC member expressed his appreciation for being chosen as a member. He has an organizational development background and hopes that will be helpful for the committee.
* Another member said we should put some time and effort into updating the DAC’s internal web page. Other members stated that they would assist with this project.

**Meeting adjourned at 3:30 p.m.**