**State of California**

**Health and Human Services Agency**

**Department of Rehabilitation (DOR)**

**Disability Advisory Committee (DAC)**

Meeting Minutes

March 13, 2022

1:00 pm – 3:00 pm

Department of Rehabilitation, Public Zoom Meeting

# In Attendance

**DAC Members:**

* Emily Alexander; Deaf/Hard of Hearing
* Lisa Cushman; Mental/Behavioral Disability
* Jonathan De Jesus; Cognitive Impairment
* Jonathan (Jona) Deguzman; Other Disability
* Chelle Ellis; Heart/Circulatory Disorders
* Subashree (Suba) Krishnamurthy; At Large Member/Ally
* Cory Lemings; Neurodivergent Disability
* Jennilee Ruggirello; Blind/Visual Impairment
* Bonita Wahl; Traumatic Brain Injury
* Michelle Zavala-Pizano; Learning Disability

**DAC Members Not Present:**

* Jordann Nelson, Respiratory Impairments
* Miguel Castaneda; Physical Disability

**DOR Advisors**

* Rosa Gomez

**DAC Subcommittee Members**

* Benjamin Smith

**Other DOR Staff in Attendance**

* Amal ElWardi
* Ana Matsumara
* Andrew Beaken
* Antoinette Deboisblanc
* Carrie Viarnes Araya
* Charlotte Rose
* Christina Witt
* Bryan Drum
* Christina Witt
* Cynthia Bryan
* Dana Mitchell
* Daphne Leake
* Georgeta Tanase
* Debronna Sanders
* Emily Habansky
* Fatima Luna
* Georgeta Tanase
* Gregory Ramos
* Jasdeep Brown
* Jeffrey McKey
* Jessica Farrington
* Jessica Hatcher
* La Toya Branche
* LaMont Perry
* LaNae Liebetreu
* Leticia Vargas
* Luis Iglesias
* Lyes Bousseloub
* Makena Hammond
* Maria Del Rocio Rojas
* Marilyn Asemota
* Mitchell Jam
* Melanie Luttrell
* Monica MacNicholl
* Nick Sabia
* Nicole Christy
* Norma Manzo
* Ofelia Medina
* Priscilla Varela
* Robertina Arellano
* Rose McCree
* Shamika Rauls
* Shannon Coleman
* Silvia Banks
* Suzanne Castano
* Tamara Gregg
* Valerie Dignadice
* William (Marc) Weisman

**Members of the Public:**

* None

# 1) Welcome and Introductions

* Chelle Ellis, Vice Chair, reviewed the purpose of the DAC, conducted a roll call, and established a quorum.

# 2) Approval of DAC Meeting Minutes and Review of Action Items

* February Meeting minutes brought forward and unanimously approved.
* No action items to review.

Public Comment Invited

# 3) DAC Subcommittee members welcome and introduction

* Rosa Gomez, DAC Leadership Designee, led the discussion on next steps for the six DAC Subcommittees.
* Rosa reviewed the purpose and development of the subcommittees, and provided a brief overview of each subcommittee group of
* **Employment:**
* Group 1 **- Targeted Employment Subcommittee**

This group will gain an understanding of DOR business processes relating to talent acquisition, recruitment, retention, leadership development, and succession planning initiatives to provide input and feedback to support DOR efforts to increase employment rates for people with disabilities at DOR and within CA state service.

* Group 2 - **Timely Reasonable Accommodation Subcommittee**

This group will assist DOR efforts to increase efficiencies and effectiveness of timely reasonable accommodations for DOR employees.

* **Disability Recognition Events:**
* Group 3 - **Main Events Subcommittee**

This group will Focus on an openness about disability an emphasize disability inclusion to assist the department in efforts related to key disability recognitions to support the validation, acceptance and affirmation of disability and disability pride.

Group 4 - **Other Events Subcommittee**

This group will develop additional recognition and celebratory events to highlight further interests and capabilities of individuals with disabilities to promote diversity and inclusion.

* **Outreach:**
* Group 5 - **Collaboration Subcommittee**

This group will Engage with other state department DACs to unite our voice for people with disabilities working in state service to increase awareness, share resources, and amplify the work of the DOR Disability Advisory Committee (DAC)

* Group 6 - **Outreach Training Subcommittee**

The DOR Training Subcommittee provides supports both internally and externally emphasizing individuals with disabilities contributions to the workforce, conducting trainings and events focusing on people with disabilities and their contributions.

* Though the subcommittee meetings fall under the Bagley-Keene open Meeting act, the subcommittees will be moving forward to start in April.
* DAC member leads may be joining existing meetings within DOR in relation to the subject matter of the subcommittees.
* The committee discussed ideas on how to work on their topics without having a lot of restrictions by having smaller workgroups within the subcommittees.
* The importance of providing clarification on the public website of the purpose and focus of the DAC, and transparency of DAC efforts was shared.
* The committee agreed to have 2, 1-hour meetings per month.
* The subcommittee meetings will have breakout rooms.
* Subcommittee groups will alternate every other month to report out to the DAC main meeting on their efforts.
* A question was asked about public meeting locations
* Reviewed that if changes take place, it will be in July, and we will address the changes once they are confirmed.

Public Comment Invited

# 4) SDAC Report Out

* Cory Lemings, SDAC Representative, provided a link to the SDAC videos of the most recent meeting.

Public Comment Invited

# 5) Workforce Development Overview:

* In the first of such reports on how DOR already supports full employment and independence for people with disabilities, DAC Member Bonita Wahl delivered an overview of the Workforce Development Section (WDS). Bonita, a Stateside Business Consultant, talked about how this unit under the Vocational Rehabilitation Employment Division (VRED) develops partnerships with business to increase opportunities for paid work experience, internships and employment for individuals with disabilities. WDS provides disability awareness training, guidance on reasonable accommodations and other supports to promote inclusive hiring and retention.
* More information is available from the Workforce Development Team at [Workforce.Development@dor.ca.gov](mailto:Workforce.Development@dor.ca.gov)

Public Comment Invited

# 6) Roundtable

* A question was asked about when the new schedule would be in place for the DAC Subcommittee Meetings.
* Rosa answered that the public meeting schedule would be in place with invitations sent to DAC Subcommittee Members by the end of March or early April.

**Meeting adjourned at 2:36 p.m.**