**State of California**

**Health and Human Services Agency**

**Department of Rehabilitation (DOR)**

**Disability Advisory Committee (DAC)**

Meeting Minutes

January 20, 2022

1:00 pm – 3:00 pm

Department of Rehabilitation, Public Zoom Meeting

# In Attendance

**DAC Members:**

* Emily Alexander; Deaf/Hard of Hearing
* Cynthia Butler; Intellectual/Developmental Disability
* Miguel Castaneda; Physical Disability
* Jonathan De Jesus; Cognitive Impairment
* Chelle Ellis; Heart/Circulatory Disorders
* Cory Lemings; Neurodivergent Disability
* Jordann Nelson, Respiratory Impairments
* Jennilee Ruggirello; Blind/Visual Impairment
* Bonita Wahl; Traumatic Brain Injury
* Michelle Zavala-Pizano; Learning Disability

**DAC Members Not Present:**

* Lisa Cushman; Mental/Behavioral Disability
* Jonathan (Jona) Deguzman; Other Disability
* Subashree (Suba) Krishnamurthy; At Large Member/Ally

**DOR Advisors**

* Rosa Gomez

**Other DOR Staff in Attendance**

* Renee Boyd
* Melisa Robinson
* Marnee Wafer-Hoecker

**Members of the Public:**

* None attending

# 1) Welcome and Introductions

* Jordann Nelson, 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

* December Meeting minutes brought forward and approved
* No action items to review

Public Comment Invited

# 3) Effort to Request Nominations for Subcommittee Membership

* Rosa, DAC Leadership Designee, provided an update, in which the executive team requested an extension to 1/13/23 for nominations of subcommittee members due to the holidays. The intent is to identify and have subcommittee members join the February DAC meeting as the initial meeting.
* Rosa reviewed the subcommittees:
* **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.

Public Comment Invited

# 4) Language to be Added to DOR Duty Statements

* Cory Lemings, SDAC Representative, led the continuing discussion on duty statement language possibilities identified in previous meetings. The members agreed and voted on the following language to be included on all DOR duty statements:

This position contributes to the employment of individuals with disabilities.

* A motion was brought forward to approve this, unanimously approved.

* The next step is for the Targeted Employment Subcommittee Group to support moving this effort forward.

Public Comment Invited

# 5) State Disability Advisory Committee (SDAC) Report Out:

* Cory Lemings, SDAC representation reported on the December 15, 2022 SDAC meeting.
* Cory shared his role as a DOR Regional Business Specialist on the CHHS/DOR Statewide Playbook Outreach team.
	+ Dan Clark, Association of California State Employees with Disabilities (ACSED), presented on LEAP as a path to employment for people with disabilities.
	+ Eli Medrano, CalHR, Office of Civil Rights (OCR), presented on LEAP as it pertains to exams, hiring protocols and hiring people with disabilities.
	+ Rob Bonta, CA Attorney General, presented that the statewide average of employment of persons with disabilities in state agencies is at 8.4%. This level does not meet the state’s parity rate goal of 16.6% in every state agency.
	+ An SDAC action item is for each DAC to set up informational interviews for individuals with disabilities within their agency.

Public Comment Invited

# 6) Roundtable

# A question was asked if the solicitation for Subcommittee members was sent to all staff or just within VRED.

# Rosa clarified that the solicitation was sent out to the executive division leaders to distribute. It is not the practice to send out a DORAll to solicit for committee participation.

**Meeting adjourned at 3:00 p.m.**