**State of California**

**Health and Human Services Agency**

**Department of Rehabilitation (DOR)**

**Disability Advisory Committee (DAC)**

Meeting Minutes

October 9, 2023

Department of Rehabilitation, Public Zoom Meeting

1:00 pm – 3:00 pm

**In-person location**:

Department of Rehabilitation, 721 Capitol Mall, Room 301

Sacramento, CA 95814

# DAC Members in Attendance:

* Emily Alexander; Deaf/Hard of Hearing
* Miguel Castaneda; Physical Disability
* Lisa Cushman; Mental/Behavioral Disability
* Jonathan De Jesus; Cognitive Impairment
* Jonathan (Jona) Deguzman; Other Disability
* Chelle Ellis; Heart/Circulatory Disorders
* Bonita Wahl; Traumatic Brain Injury
* Michelle Zavala-Pizano; Learning Disability

# DAC Members Not Present:

* Jennilee Ruggirello; Blind/Visual Impairment

## DOR Advisor in Attendance:

* Rosa Gomez

## DAC Subcommittee Members in Attendance

* Gabriela Amigon
* Robertina Arrellano
* Belinda Boylan
* Monica Casas
* Brian Drum
* Jim Finken
* Vernard Johnson

## Other DOR Staff in Attendance

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| --- | --- | --- |
| Andrew Beaken | Georgeta Tanase | Luetricia Johnson-Brisco |
| Angelica Chernik | Jasdeep Brown | Lyes Bousseloub |
| Brandon Leyton | Jen Wheelhouse | Nick Sabia |
| Carrie Viarnés Araya | La Toya Branche | Shamika Rauls |
| Daphne Leake | LeNae Liebtrau | William Weisman |
| Deyanire Villachica | Leticia Vargas |  |

## Members of the Public in Attendance

* Bobby Dutta
* Kimberly Hicks

# 1) Welcome and Introductions

Chelle Ellis, DAC 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

* Sept meeting minutes will be brought forward at the November meeting.
* Action Items: none

Public Comment: none

**3) Presentation by Bobby Dutta, President of the Association of California State Employees with Disabilities (ACSED) and Co-Chair of the SDAC State Disability Advisory Council (SDAC)**

* Established in 1976, ACSED is a membership organization dedicated to addressing systemic issues faced by individuals with disabilities working in, or seeking to work in, state government
* Non-profit membership organization dedicated to serving the people with disabilities working in state service for the State of California
* ACSED tackles issues of parity employment for people with disabilities which should reflect the communities we serve. For the state employment, this parity number of staff with disabilities employed in every department should be at least 16.6% of staff members with disabilities
* Tools include AB-1195, Limited Examination and Employment Program (LEAP)
* Works with policy issues
* Addresses lack of awareness and understanding including negative stereotypes and assumptions
* Deals with issues of accessibility, physical and digital
* Q: What else do you do?
* A: ACSED offers monthly lunchtime topics and organizes a training symposium every other year
  + Q: What ideas do you have for increasing parity?
  + A: Normalize the accommodation process during new employee orientation, and work with a process from the time they look for and apply for the jobs, hire from the LEAP list and as an employee with a disability, make your colleagues aware of what it is that you need to feel comfortable

Public Comment: none

### **4) DAC Subcommittee Report Outs**

Subcommittees: Group 2 – Timely Reasonable Accommodation

* Group 2: Michelle Zavala-Pizano presented for The RA subcommittee.
  + The group is working on updating Reasonable accommodation related efforts within DOR.
  + The group is waiting on the change in the application process
  + Carrie Viarnés Araya, DOR/DEI RA Coordinator, shared the efforts on revising policy and procedures.
  + Carrie reminded and shared out the DOR Reasonable Accommodation Community of Practice monthly meetings available to support managers with ensuring effective reasonable accommodations for employees.
  + Carrie as the Reasonable Accommodation Coordinator is also a resource to staff who have questions about accommodations.

Public Comment: None

* Group 3 – Main Events Chelle Ellis
  + reporting on NDEAM celebrations including a presentation of people with disabilities working in interesting jobs.
* Group 4 –Other Events reported on DORALL recognitions upcoming for November to include White Cane Awareness Day, Breast Cancer Awareness Month and ADHD Awareness Month
* Group 6 –not present. Rosa shared that Group6 has transferred to support the Main Events group efforts.

Public Comment: None

**5) DAC Committee and Subcommittee Review/Evaluation: Continuing Discussion and Decision-Making**

Rosa Gomez, DAC Leadership Liaison, led a continuation of the discussion to review and evaluate subcommittees topics, identify what’s working, pain points, and next steps.

* Discussed moving away from subcommittee and moving to workgroups comprised of DAC members.
* DAC monthly meetings can be time for workgroups to report out to other members and attendees for updates and feedback.
* Identified will continue the Hiring of Persons with Disabilities (Group 1), Reasonable Accommodation (Group 2), Main Events (group 3), and Other Events (group4).
* Discussed and explored what other considerations should be identified for the DAC to focus on.
* Identified the options to consider developing a mentoring program, affinity group and an advancement in employment resource group for January workgroup efforts.

### **6) Round Table**

* Discussed the governor signing a bill allowing meetings subject to Bagley-Keene not requiring members to publish their private meeting locations. This is in effect until 2026. This will assist with members being able to attend in private locations without having to disclose their locations.
* Discussed the efforts to recruit for the four DAC vacant positions. A recruitment message went out today. The application period closes on October 31.

Public Comment: None

## The meeting adjourned at 3:00 p.m.