**State of California**

**Health and Human Services Agency**

**Department of Rehabilitation (DOR)**

**Disability Advisory Committee (DAC)**

Meeting Minutes

November 13, 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:

* Bonita Wahl; Traumatic Brain Injury
* Chelle Ellis; Heart/Circulatory Disorders
* Jennilee Ruggirello; Blind/Visual Impairment
* Jonathan De Jesus; Cognitive Impairment
* Jonathan (Jona) Deguzman; Other Disability
* Lisa Cushman; Mental/Behavioral Disability
* Miguel Castaneda; Physical Disability

# DAC Members Not Present:

* Emily Alexander; Deaf/Hard of Hearing
* Michelle Zavala-Pizano; Learning Disability

## DOR Advisor in Attendance:

* Rosa Gomez

## DAC Subcommittee Members in Attendance

* Benjamin Smith
* Gabriela Amigon
* Leslie Fuentes
* Monica Casas
* Robertina Arrellano
* Sonara Carter-Barber
* Vernard Johnson

## Other DOR Staff in Attendance

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| --- | --- | --- |
| Brandon Leyton | Greg Lang | Matthew Morgan |
| Carrie Viarnés Araya | Jasdeep Brown | Melanie Luttrell |
| Charlotte Rose | LaMont Perry | Shamika Rauls |
| Deyanire Villachica | Majid Noroozi |  |
| Georgeta Tanase | Mark Erlichman |  |

## Members of the Public in Attendance

* Jimmy Fremgen

# 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

* September 2023 and October 2023 meeting minutes brought forward/approved
* Action Items: none

Public Comment: none

**3) Statewide Disability Advisory Council (SDAC)** Report out by Lisa Cushman, DAC Vice Chair

Lisa provided a summary of the various speakers who presented at the October 19, 2023, SDAC meeting as follows:

* Presentation by Eli Medrano, Equal Employment Opportunity Program Manager at the California Department of Human Resources/CalHR Office of Civil Rights
* As of October 18, there are over 60 Limited Appointment Program (LEAP) exams posted on CalCareers.
* A LEAP exam may be stablished for any classification
* Disability Advisory Committees (DACs) are encouraged to coordinate establishing LEAP exams for classifications that do not have LEAP exams by contacting CalHR’s Selections Division
* CALHR will launch the Equal Opportunity Academy by the end of the year, which contains a course for LEAP coordinators.
* From July 1 to September 30 there were 49 new LEAP hires to the State of California.
* Presentation by Serena Ortega, Deputy Director of California Department of Forestry and Fire Protection (CAL FIRE)
  + Ms. Ortega told her story of allyship to the disability community. She is determined to reduce barriers for people with disabilities at CalFire
  + The CAL FIRE DAC has conducted surveys to determine the needs of employees with disabilities
  + CAL FIRE’s parity rate has decreased on paper from 18 to 12% because workforce analysis demographic data does not capture data about seasonal employees
  + CAL FIRE has added people from disadvantaged groups to their exam panels and have been posting communications on their website in different languages.
* Presentation by Amy Tong, Secretary of Government Operations (GovOps)
  + The state disability parity rate for state employees has decreased
  + Appointing powers can request a LEAP only hiring list.
  + DACs can help their departments implement affirmative action employment plans.
  + Departments with low parity rates can request consultation from CALHR.
  + If an employee with a disability is willing to be featured in a success story, or if another employee wants to nominate an employee with a disability, please submit their story to the Got A Minute via email at [gotaminute@govops.ca.gov](mailto:gotaminute@govops.ca.gov)
* Presentation by Joe Xavier, Director, The Department of Rehabilitation (DOR)
  + Director Xavier reported that people with mental health disabilities are most stigmatized of all employees with disabilities
  + 30% of DOR’s workforce are people with disabilities
  + Director Xavier wants all youth with disabilities to be engaged in work exploration.
  + DOR has created a civil service sector caseload to help more people with disabilities get state jobs
  + Director Xavier complimented Association of California State Employees with Disabilities for strengthening LEAP in AB 1195
* Presentation by Ida A. Clair, Acting State Architect, The California Division of the State Architect (DSA)
* DSA promulgates access regulations and rules, trains and provides outreach to certified access specialists and provides access compliance reviews.
* The DSA just completed the California Building code in 2022, which will take effect in 2024. Codes can be changed every 18 months
* DSA does not just regulate buildings but also regulates the path of travel to and from buildings
* DSA develops regulations based on executive action from the governor and his designees, or the legislature
* The Access Code Collaborative is a small group of stakeholders that provide input to DSA about potential regulations prior to their promulgation. The collaborative meets 3-4 times during each regulatory cycle
* DSA is creating both free and paid training on a learning management system. The accessibility training will be free
* Presentation by Scott Richmond, Immediate Past President and Current Board Member of the Association of State Employees with Disabilities (ACSED)
  + ACSED lobbied for nine bills this year, one of which took effect.
  + SB 544 restored virtual public meeting formats to 2026 that the Governor and Legislature allowed during the COVID-19 Pandemic
  + LEAP is now associated with far more classifications that ever before
  + October is the month where departments are supposed to conduct their disability demographics survey
  + Mr. Richmond urged DAC members to talk to their departments and ensure that they conduct the disability surveys
  + The ACSED Symposium is on the calendar for March 2024. Ask your departments to participate

Public Comment: none

**4) DAC Subcommittee Report Outs**

* Group 1 – Targeted Employment
* Subcommittee followed up with Alia Kuraishi, Director of Workforce Development who suggested consulting with Leg & Comm and Bonita Wahl about the LinkedIn Pilot
* Group 3 – Main Events
  + Presentation on 10/25 unique jobs that people with disabilities was successful
* Group 5 –Meeting with Other DACs
  + Suggests that we develop a topic about the hiring process that can be put on a future agenda about the hiring process for people with disabilities into state service. Suggestion that starting with the testing process and analyze where we’re falling short

**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.

* DAC Role
* Discussed the topics that will carry over- Employment, Reasonable Accommodations, Events

**6)** I**mproving Accessibility**

Rosa Gomez, DAC Leadership Liaison, led a discussion on accessibility barriers

affecting ability to conduct business. (Adobe Pro, Zoom Licenses, and Virtual Career

Fair Platforms are initial items for discussion)

* Accessible documents—the tools needed are not able to make all documents accessible
  + Adobe Pro needed, but not available
* DOR Timesheets are not accessible
  + Again, Adobe Pro needed, but not available

Public Comment: None

### **7) Round Table**

Targeted Employment subcommittee is interested in recruiting more people with

disabilities at DOR by posting jobs in disability-specific spaces, where many people

with disabilities congregate,

Public Comment: None

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