**State of California**

**Health and Human Services Agency**

**Department of Rehabilitation (DOR)**

**Disability Advisory Committee (DAC)**

Meeting Minutes

September 11, 2023

Department of Rehabilitation, Public Zoom Meeting

1:00 pm – 3:00 pm

**In-Person Locations**:

721 Capitol Mall, Room 301

Sacramento, CA 95814

Department of Rehabilitation

3556 Delta Fair Blvd.

Antioch, CA 94509

Department of Rehabilitation

50 D Street, Suite 425

Santa Rosa CA 95404

Department of Rehabilitation, Orientation Center for the Blind

400 Adams St.

Albany, CA 94706

Department of Rehabilitation

39155 Liberty Street Ste F630

Fremont, CA 94538

Department of Rehabilitation

509 E. Montecito St. Ste 101

Santa Barbara, CA 93103

Butte County Library, Gridley Branch

299 Spruce S.,

Gridley, CA 95948

Department of Rehabilitation

1701 Pacific Ave., Ste 120

Oxnard, CA 9303

**DAC Members in Attendance:**

* Bonita Wahl; Traumatic Brain Injury
* Chelle Ellis; Heart/Circulatory Disorders
* Emily Alexander; Deaf/Hard of Hearing
* Jennilee Ruggirello; Blind/Visual Impairment
* Jonathan (Jona) Deguzman; Other Disability
* Lisa Cushman; Mental/Behavioral Disability
* Miguel Castaneda; Physical Disability

# DAC Members Not Present:

* Jonathan De Jesus; Cognitive Impairment
* Michelle Zavala-Pizano; Learning Disability

## DOR Advisors in Attendance:

* Rosa Gomez
* Shannon Coleman

## DAC Subcommittee Members in Attendance

* Belinda Boylan
* Benjamin Smith
* Braden Pivrotto
* Bryan Drum
* James Finken
* Leslie Fuentes
* Renee Boyd
* Robertina Arrellano
* Sonara Carter-Barber
* Vernard Johnson

## Other DOR Staff in Attendance

* Brandon Leyton
* Carrie Viarnés Araya
* Gabriela Ramos
* Georgeta Tanase
* Jasdeep Brown
* Jeffery McKey
* Jennifer Perez-Gove
* LeNae Liebetrau
* Matthew Morgan
* Melanie Luttrell
* Michele Kaplan
* Shamika Rauls

## Members of the Public in Attendance

* Issac Valles
* Kyle Nguyen
* Marina last name not provided

# 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

* July and August 2023 DAC Meeting minutes brought forward and approved.

Public Comment: none

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

* Presentation by Dr. Tomás Aragón Director of the California Department of Public Health (CDPH) who talked about the importance of adopting universal values of dignity, equity Inclusion and humility in those who help others.
  + He advises the CDPH staff to build trust by asking people you serve to “tell me exactly what you need from me”
  + He expressed concern that the disability parity rate of people with disabilities on the Department of Public Health Staff is down from one year ago to 11.9%, DPH needs to work on the parity issue and asked the SDAC to follow up with the CDPH DAC to work on raising parity
* Presentation by April Marie Dawson, Executive Director of the California Commission on Disability Access.
  + Miss Dawson told her story of disability from birth and coming into her own identity as a person with a disability.
  + The California Commission on Disability Access's role in state service is to bring resources to people with disabilities in local communities to increase access.
  + It educates the business community about their role to provide accessibility. By working with stakeholders in disability, business communities and government.
  + It has 11 public members and 6 official members. Who are politicians and high-level state officials The public can engage the agency by going to full commission or smaller committee meetings.
  + It is currently working on an accessible parking campaign
* Presentation by Ame Lazzara, Program Analyst at the Department of Industrial Relations (DIR) Division of Occupational Safety and Health Cal/OSHA
  + Cal OSHA ensures that partnerships with outside agencies provide accessibility as a part of their contract.
  + In 2,019, Cal/OSHA formed a work group on who have accessibility. It made leap recruitment easier to find in on their website.
  + Cal OSHA conducted a disability effectiveness survey that found that many people with disabilities working at Cal/OSHA lacked information about receiving accommodations.
  + Cal/OSHA’s DAC increased from 3 to 12 members since it switched to a charter from bylaws. The DAC conducts an annual recognition event for DAC to recognize the contributions of DAC members
  + DIR/DAC is interested in networking with other DACs
* Presentation by Eli Medrano, Equal Employment Opportunity Program Manager at the California Department of Human Resources/CalHR Office of Civil Rights
  + As of the time of this meeting there have been 322 LEAP appointments to state service
  + CalHR would like the DACs to review both CalHR and DOR reasonable accommodation policies
  + There are now more than 60 classifications that provide LEAP exams, and many departments are working with CalHR to add more LEAP classifications
  + Each state department submits workforce analysis statistics about disability parity rate to CalHR which has a compliance unit that works with individual departments to address the lack of parity in hiring people with disabilities.

Q: Rosa: Who is asking for a review of CalHR’s and DOR’s RA Policy to compare with other departments policies?

A: Lisa: this is a request from SDAC to DOR and CalHR

**Public Comments: None**

**4) DAC Subcommittee Report Outs**

* Group 1 – Targeted Employment
* Subcommittee met on 7/10, 7/17 and 8/14 with Melinda Wetzel, Assistant Chief of the Workforce Management Section of the Human Resources Branch, who presented on the talent acquisition, recruitment, retention, leadership development and succession planning initiatives for DOR
* Improving Employment, a CHHS effort to hire more people with disabilities is at CHHS departments and other state agencies
* CHHS has identified state agencies where the percentage of people with disabilities employed at the agency is lower than the percentage of people with disabilities in California. CHHS has directed departments to hire more people with disabilities to meet the 16.6% parity rate target
* Regional Business Specialists are good points of contact for providing training to consumers on how to apply for state jobs
* DOR vendors can also assist in helping consumers apply for state jobs
* Action items include:
  + Contacting the strategic initiatives office about balancing the need for technical innovation and allowing hard-copy options for some applicants contacting the Workforce Development Section
* CHHS Playbook – developed in collaboration with DOR for as a resource for all CHHS departments and office to ensure that our state workforce reflects the Californians we serve, including people with all types of disabilities

Q: Are you thinking about advising leadership about the state hiring of people with disabilities with particular focus on DOR employees?

A: Yes, but first we need to meet with the Strategic Initiatives Office and the Workforce Management Office on the technology and the disability-specific spaces so that we are better prepared to make recommendations.

Public Comment: Isaac Valles from Community Access Center – appreciates that the DOR advocates for people with both visible and invisible disabilities.

* Group 3 – Main Events
  + Working with Rosa as advisor on an NDEAM Event highlighting people with disabilities who are working in unusual jobs.
  + The subcommittee is also sponsoring a contest that symbolizes accessibility – Details to come in a DOR ALL.

Public Comment: None

* Group 5 – Collaboration with Other DACs
* The members of the subcommittee were not present. Rosa shared on their behalf that this subcommittee has joined group 3 to support main events efforts.

Public Comment: None

**5)** **DAC Committee and Subcommittee Review and Evaluation Discussion**

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

* Brief history of the subcommittees since July 2022
* Subcommittee requirements that subcommittee members to publish location of attendance now lifted
* Discussion of the restrictions under Bagley-Keene that limit work group collaboration
* Motion brought forward that the DAC move from subcommittee structure to work group structure and approved
* Current subcommittee structure still in place through December 2023
* Action item for next meeting: further discussion on ongoing subcommittee commitments
* Proposal to combine Subcommittee Groups 3 (Main Events) and 4 (Other Events) and calling it Disability-Related Recognitions before the January change to work groups

Public Comments: None

# 6) Round Table

* There is a vacant SDAC Representative position—will open recruitment to all current DAC members at the October meeting and Lisa Cushman, Vice Chair, will attend the online SDAC meeting until a new SDAC Representative is elected.
* Recruitment for new DAC is being prepared for distribution in October.

Public Comment: none

## The meeting adjourned at 2:48 p.m.