

# Governor's Committee for Employment of People with Disabilities Minutes

Meeting Date: February 12, 2003

Facilitator: Diane Russell

Minute Recorder: Sarah Lehmann

Attendees: Stuart Boyd, Sherrie Crespo, Paul Kelsey, Marette Monson, Karla Padilla

Excused: Stephen Maas

## Next Meeting Date and Location

**Wednesday March 12, 2003      8:30 am**  
**Judy Ann Buffmire Building, 1595 West 500 South**

## Action Item Updates from Past Meetings

*Action Item*

*Status*

*Who*

N/A		
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## Topic and Summary of Discussion

*Agenda Item*

*Discussion*

Focus Group Update	Diane Russell reported the dates and location of the six focus groups have been determined. Salt Lake will have two focus groups on Monday February 24 at the DWS Business Service Center, 1385 South State Street. Employers from call centers and the hospitality industry are the invitees. Tuesday February 25 will be in Ogden at the Ogden-Weber Applied Technology College, Corporate Center. The morning session will include manufacturers and the afternoon is health care. Provo is also hosting two focus groups: retail sales and the technology industry. It will be at the Provo Employment Center, 1550 North Freedom Boulevard. Contacts have been made for the Salt Lake and Ogden focus groups. There is a bit more time before the Provo meeting so they will be contacted later in the month.
Focus Group Questions and Discussions	Lynn Purdin, an employee from the Department of Workforce Services, and Hank Liese, from the Social Research Institute are going to facilitate the focus groups. Lynn was present at the committee meeting to explain her role and take comments from Committee members. Lynn distributed a handout outlining tentative questions for the focus groups. One item that will be added is the CEO attitude about hiring people with disabilities. She also stated Sarah Lehmann will be the note-taker for each focus group and Diane Russell will be present to do a brief introduction. After March 7, Hank Liese, Sarah Lehmann and herself will draft findings to report at the April meeting. All focus group participants will also receive a copy of the findings.
Meeting with Society of Human Resource Managers (SHRM)	Diane Russell met with Kent Streuling, the Chairperson of the Utah Chapter of SHRM. She reported this September is the annual SHRM Conference. In the past the Committee has had pamphlets to hand out but Diane stated she would like to do more. A break out session about tax credits for hiring people with disabilities might be possible. Kent also stated that SHRM is looking for a project and he would be interested in sponsoring a disability mentoring day. Diane will keep the Committee posted on the possibilities.
Golden Key Luncheon Update	Diane Russell reported the speaker for the Salt Lake awards is Sandy Dukat, Para-Olympian skier. Provo and Ogden do not yet have a confirmed speaker. Sherrie Crespo suggested the CEO of Special Olympics as a possibility. Diane asked Murette Monson to be the MC for the luncheons. Murette agreed however two MC's would be better. Any

	Committee members interested should let Diane know.
Golden Key Award Selection	The following have been selected as the Golden Key recipients in the <b>Provo Region:</b> Outstanding Citizen Dawnne Casey, Ace Award Patti Richards, Service Provider of the Year The American Institute of Medical Dental Technology, Small Employer Altus Fine Art, Medium Employer Breeden Dental Lab, Large Employer Mountain Country Foods, and Extra-Large Employer NuSkin. Golden Key Award winners in <b>Salt Lake:</b> Outstanding Citizen Evelyn Morgas, Ace Award Intermountain Collaborative Transition Center, Service Provider Projects with Industry, Small Employer Buttons and Bows, Large Employer Valley Services, Extra-large Employer TelePerformance. <b>Northern Utah Award</b> recipients: Outstanding Citizen Ron Mecham, Ace Award Sharon Smauldon, Service Provider Rehabilitation Counseling Program, Small Employer Hancock Fabrics, Medium Employer Michael's Arts and Crafts, Large Employer Wal-Mart, Extra-Large Employer Autoliv, ASP. All nominees not receiving a Golden Key will be recognized as runner-ups.
Amendments to the Golden Key Award Selection, March 2003	The Golden Key Award selection required amendments after the February 12 meeting. Evelyn Morgas, Outstanding Citizen in Salt Lake did not meet the criteria of a citizen because she did not have a disability. Thus David Merrott is the Citizen of the Year. Evelyn will remain in the Service Provider category as a runner-up.

## Discussions for Future Meetings

Stu Boyd and Sherrie Crespo would like the Committee to examine what is happening during the transition period for school age children with disabilities as they leave an academic environment and move into employment. Their feeling is students are not ready to enter the workforce after transition. What can the Committee do to help this process?

There are problems with the Golden Key Awards particularly with the nominations. Nominations are unkempt and many are not completed correctly. It is difficult for Committee members to make a decision on nominations that are hard to read or sloppy. Further the Committee needs to set ground rules for selection. Are winners selected based on the nomination itself or do we call around to hear success stories not listed in the nomination. Do we give people an award for doing "their job" or should recognition be given to

those who go beyond what is expected of them. Nominations need to show some innovation in the work of nominees. The Committee needs to discuss these issues and decide rules for the nominations.

Based on the information gathered from the focus groups, the Governor’s Committee will develop a 5-year strategic plan. Specific topics of the meeting will be the Golden Key Awards, how can we change them to be more relevant to employers and are there any alternatives, discussion of the feasibility to create a Business Leadership Network in Utah, consider coordinating with the Mentoring Day representatives in Utah to have statewide mentoring activities for individuals seeking employment, planning regional/statewide employer conferences in coordination with DWS, and providing in-service training to employers seeking information on ADA and other disability related topics. As the committee must meet the objectives outlined in the contractual agreement with the Dept. of Health, those objectives would be included in the strategic plan.

## Action Steps

<i>Action Item</i>	<i>Responsible</i>	<i>Target Date</i>
Contact Cathy Chambless and Cindy Kindred for an update on the employer CD and Governor’s endorsement.	Diane Russell	ASAP
Send handouts to members not in attendance.	Sarah Lehmann	ASAP