

Governor's Committee for Employment of People with Disabilities Minutes

Meeting Date: March 12, 2003

Facilitator: Diane Russell

Minute Recorder: Sarah Lehmann

Attendees: Stuart Boyd, Sherrie Crespo, Paul Kelsey, Stephen Maas, Karla Padilla, Bill Young

Excused: Marette Monson

Next Meeting Date and Location

Wednesday April 9, 2003

8:30 am to 5 pm

Dept. of Workforce Services 1385 S. State Street Room 128

Action Item Updates from Past Meetings

<i>Action Item</i>	<i>Status</i>	<i>Who</i>
Contact Cindy Kindred and Cathy Chambless on the status of the employer CD and Governor's endorsement.	The development of the CD is taking more time than anticipated. Cindy Kindred and her staff have not developed a CD based on a web design. Thus it is taking longer than anticipated. At this point Cindy and Cathy Chambless are not projecting a finish date.	Diane Russell.

Topic and Summary of Discussion

Agenda Item

Discussion

Focus Group Update	<p>Since the February Meeting, six focus groups have been facilitated by Lynn Purdin and Hank Liese. Participants included human resource personnel from the following industries: call centers, hospitality, manufacturers, health care, technology, and retail. One focus group, health care will be revisited on March 19. Some common themes that emerged were the strengths people with disabilities bring to their job, the need for a Business Leadership Network, a one-stop resource center for information particularly concerning accommodations, and problems with transition. Lynn Purdin will present the report at the April 9, 2003 meeting. Immediately following, the Committee will create a strategic plan based on the findings.</p>
Golden Key Luncheon Update	<p>Diane Russell reported preparation for the three luncheons are moving along well. She is currently in the process of contacting award winners and looking for an individual to take pictures. At the Moab and Cedar City luncheons a digital camera was used and the quality was not good. Diane will check with Mark, in public relations at the State Office of Education, to see if he can do it. Bill Young also suggested his son. Diane Russell sent Blaine Petersen an e-mail about the Thanksgiving Point nomination. They were nominated for Employer of the Year but did not qualify as an employer. Diane wanted a special award, Community Partner, to be given to Thanksgiving Point. Blaine however disagreed. It was suggested to facilitate an award from the nominator, Provo School District to give Thanksgiving Point recognition.</p>
Society of Human Resource Managers (SHRM) Conference	<p>Diane Russell met with the Diversity Coordinator of SHRM. She would like to devote a breakout session at the statewide conference in September to disability issues. Steve Maas suggested Christy Russell at Salt Lake Community College to present about disability in the workplace. There would be no charge for her to present. The Diversity Coordinator would also like SHRM's diversity issue this year to be disability. She however needs board approval before she moves forward.</p>
Youth Leadership Forum	<p>Diane Russell received a letter from Christina Clerico in Logan asking for support for a grant she is writing for a Youth Leadership Forum. This goes beyond mentoring as it is leadership training for youths with disabilities. Diane said the Committee would be in support of such a project. They also discussed mentoring day. Christy and Gordon Richens are ready to go in Logan.</p>

Meeting with Gary Knapp, President of Enable Industries	Diane Russell met with Gary Knapp, President of Enable Industries concerning the development of a Business Leadership Network in Utah. Although Enable Industries could not be a lead company, Gary can facilitate and coordinate with manufactures in Northern Utah who might be a lead company.
Other	<p>Diane Russell met with the Local Employers for the Advancement of Diversity (LEAD) committee, which is a committee of the Salt Lake Chamber of Commerce. This committee has been asked to support a leadership program at the University of Utah for people of diverse backgrounds to include people with disabilities. There are good opportunities to network with employers who are members of this committee.</p> <p>Steve Maas reported the Annual Employer Conference will be September 25, 2003. There will be three sessions that day; employers in the morning, job seeks in the afternoon, and youth and out of school youth in the evening. The conference will be at the new south campus of Salt Lake Community College, 9000 South and Bangerter Highway. The Committee would like to have a breakout session during the employer part of the conference. Steve will make sure a planner gets in touch with Diane.</p>

Discussions for Future Meetings

At the April meeting Lynn Purdin will present the final report of the focus groups. Based on the report, the Governor's Committee will develop a 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.

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.

Action Steps

<i>Action Item</i>	<i>Responsible</i>	<i>Target Date</i>
Set up room at 1385 S. State Street	Steve Maas	ASAP
Send handouts to members not in attendance.	Sarah Lehmann	ASAP