

Department of Developmental Services (DDS)  
Disabilities Advisory Committee (DAC)

Meeting Minutes  
Wednesday, August 24, 2011  
1:30-2:30 p.m.

Members Attended

Victoria King-Watson  
Lesli McClung-Coombs  
Peggy Peter  
Dianne Robbins

Other Attending

Nicole Patterson

Victoria King-Watson called the meeting to order at 1:30 p.m.

**I. Approval of Minutes**

Motion to approve minutes from July Meeting made and seconded. Motion passed.

**II. New Business**

A. State Disability Advisory Council (SDAC) Report: Lesli McClung-Coombs delivered the report of the SDAC meeting on August 3, 2011. A copy of the report is attached to the minutes as **Attachment A.**

B.

**III. Old Business**

- ADA/Employee Appreciation Picnic

Peggy Peter reported that the picnic was a success. The Social Committee received a thank-you note. Photographs of DAC members at the DAC table were taken. Victoria King-Watson will contact Andre to obtain the photographs and post them on the DAC internet page. There have been no new applicants for the DAC. However, the Committee agreed that continued DAC presence at events is a positive way to increase awareness in the Department about DAC and generate interest in DAC membership among employees.

- Bagley-Keene Act

Victoria King-Watson reported that the DAC page has been moved to the DDS internet site. The DAC intranet site now contains a link that will direct a user to the DDS internet page. Future meeting notices, agenda and minutes will now be available on the internet. The Committee is now in full compliance with Bagley-Keene open meeting requirements.

- All-Staff Training on Disability Etiquette: Nicole Patterson reported that she contacted Dianne Russell at the Department of Rehabilitation. Ms. Russell agreed to conduct Disability Etiquette training for DDS, and that it will take approximately 2 hours. Nicole Patterson also reported that OHRAS Acting Chief Kathleen Ozeroff requested DAC prepare a proposal for the Disability Etiquette training so that she can present it to the Chief Deputy Director for review and consideration. Victoria King-Watson and Dianne Robins will work together to prepare the proposal, and Nicole Patterson will contact Ms. Russell to obtain an agenda or outline for the class.

#### **IV. Other Items**

- A. Nicole Patterson provided a report on the Emergency Response Team meeting. Apparently, there is no change in DDS procedure for emergency evacuation, and no emergency evacuation chairs for persons with disabilities will be ordered.
- B. Dianne Robbins reported that she will not be at the next DAC meeting due to FMLA. Peggy Peter agreed to record the minutes on September 21, 2011.

#### **V. Adjournment**

The meeting was adjourned at 2:25 PM

## ATTACHMENT A

### STATEWIDE disABILITY ADVISORY COUNCIL QUARTERLY MEETING ~ SUMMARY August 3, 2011

#### SPB Updates

1. SPB continuing to update their website with Reasonable Accommodation information and automated LEAP Program Certification.
2. SPB continuing to develop an online Disability Workforce Analysis (WFA) survey. The survey will enable “green” data collection and eliminate need to scan paper documents containing full SSN. Online survey will require only last 4 digits of SSN.
3. SPB is developing lunchtime webinar seminars to be held every 4<sup>th</sup> Friday re: LEAP Program and “How to Maneuver the State System.” Departments may contact SPB’s Kathy Martinez, (916) 651-9017, [Kathy.Martinez@spb.ca.gov](mailto:Kathy.Martinez@spb.ca.gov), for assistance with departmental connectivity to webinars.
4. SPB plans to roll out the completed California Model Employer Initiative (CMEI) video by Fall 2011. CMEI is designed to enlighten employers about disability sensitivity and etiquette; providing Reasonable Accommodation; and, how to hire individuals with disabilities.

#### SDAC Updates

1. Association of California State Employees with Disabilities (ACSED) maintains various award programs to recognize State Depts who have made significant progress in hiring and promoting disabled individuals.

SDAC majority voted to partner with ACSED to develop and co-sponsor a new DAC award. It potentially could be awarded to the top 3 statewide departmental DACs. EEO Officers and Director’s Offices would nominate their DACs by letter citing what the DAC has accomplished. Discussion regarding possible small financial award will be assessed by EDD Legal re: whether DACs can accept monetary awards. The ACSED has a small treasury from which the funds could be provided.

2. SDAC and SPB’s CMEI leadership are jointly developing a similar award program, but will seek to avoid duplication of efforts with ACSED award; possibly by alternating years each entity presents awards.

## **SDAC Subcommittee Updates**

1. National Disability Employment Awareness Month (NDEAM) – 10/05/2011
  - All vendors have been confirmed except Southgate Art.
  - PIA has completed printing of fliers.
  
2. SDAC Website Development
  - Seeking SDAC and departmental DAC members with computer saavy and project creativity to assist with:
  - Compiling applicable legislation
  - Developing a historical archive
  - Setting up a Powerpoint link re: “How to Have an Effective DAC”
  - Developing portals including topics for managers/supervisors, inspiration, and DAC recruitment

## **Franchise Tax Board – California State Employees Campaign (CSEC) – “Bear Hugs”**

FTB would like SDAC to adopt a program similar to their annual Bear Hugs program administered under the CSEC.

Bear Hugs was developed by FTB as a bin drop program for employees to donate 6”-20” tall stuffed bears and animals) for the CHP to give to children involved in traumatic incidents at the incident site.

Critters ride in rear of CHP patrol cars. During one week during June 2011, FTB received and delivered 809 stuffed animals to the CHP.

FTB has media materials readily available for SDAC to insert the SDAC logo onto prepared forms and promotional ads. SDAC would need to work directly with CHP for delivery by contacting Agent Quintero, CHP Public Information Officer.

Donation bins will be available at the NDEAM event in October 2011.

## National Federation of the Blind of California

Organized in 1940 with headquarters in Baltimore, MD.  
National Federation of Guide Dogs was established as a subgroup.  
Chapters are organized in every state.

NFB Precepts are that everyone has a right to:

1. Gain an education
2. Hold a job (70% unemployment rate among blind and low visual individuals)
3. Participate in all aspects of society.

NFB believes that the *real* problem with blindness is misunderstanding and lack of interest. With these problems overcome, blindness can be reduced to a “nuisance.”

NFB advocates for the blind to keep employment; obtain Braille books in classrooms; obtain assistive technology; finding attys for civil rights violations; and, continuing equal access to societal activities.

NFB seeks to educate on dogs: taxi drivers who wont pick up dogs; flight attendants who may need training on how to assist blind and dogs in an evacuation; restaurant staff who wont allow dogs on premises; and, law enforcement who have to respond to attacks on dogs.

NFB Annual Conventions include vendors with products and technology for the blind, including software (speaking screen meters); computer magnification devices; cane tapes; digital recorders; talking watches; and Braille read computers.

NFB has had strong lobbying efforts with Congress for “pushes” with Departments of Rehabilitation and Education to provide access, assistance, and equality for the blind in employment and education. Currently, NFB is currently lobbying Congress for

- Removing language from Title 5, Section 511, Fair Labor Standards Act of 1938, that allows certain employers in segregated workplaces to pay disabled individuals less than federal minimum wage.
- Having blind-accessible non-visual aids in airports (kiosks); home appliances (talking touch pads); and, electronic technology built into office designs from outset.
- Establishing a Commission within Dept of Education to set objective standards for measuring educational status of blind children.

- Re-authorizing the Rehabilitation Act of 1993 as part of the Workforce Investment Act to enable blind to obtain competitive employment.

NFB Recommended Websites:

[www.NFB.org](http://www.NFB.org) (National Federation of the Blind)

- Free audio service provides access to newspapers, magazines, TV guides, and job listings.
- Provides free white canes to blind individuals every 6 months

[www.BlindDriverChallenge.org](http://www.BlindDriverChallenge.org) (driving using non-visual interface including vibration signals in gloves, seat, and behind legs to tell driver how to maneuver)

[www.NAGDU.org](http://www.NAGDU.org) (National Association of Guide Dog Users)

[www.SixDots.org](http://www.SixDots.org) (based on six dots used in Braille alphabet)