

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

Meeting Minutes
Wednesday, May 16, 2012
10:30 a.m.

Members Attended

Diana Hendrickson (via telephone)

Michael Januse

Yash Manchanda (via telephone)

Peggy Peter

Members Absent:

Dianne Robbins

Peggy Peter called the meeting to order at 10:35 a.m.

I. Approval of Minutes

Minutes from April 2012 meeting were read and approved.

II. SDAC Report

Michael Januse attended the last SDAC meeting held on April 24, 2012. Here is a summary of his report.

A presentation a full-scale overview was given regarding the states LEAP process. Videos were shown outlining the standard state hiring process as well as the LEAP process. Some aspects of reasonable accommodation were discussed. In addition there was a presentation regarding how to make the State web sites regarding employment more accessible to a wide range of individuals from a broad cross section of the disability community. A user\ test group is being sought to help evaluate the effectiveness of various access changes to web sites.

III. Old Business

A. FAST training

Yash Manchanda attended FAST training April 23 and 24, 2012 and had sent a short summary to the members. He will send summary of each module discussed during two days. He will also send a complete copy of handout to Ms. Peter for review and circulation. Yash mentioned two future FAST trainings (Alameda on May 30 and 31 and San Diego June 26 and 27.)

IV. New Business

A. Yash talked about permission from author of "Disability Attitude Survey" to let us use it if we want. A discussion was held about the subject. At headquarters something similar is already taking place. It was decided to table the survey issue for a later meeting.

B. Yash also talked about a brochure on "Think Before You Speak" published by "Community Interface Services" of Carlsbad California. The committee is going to have a table at annual ADA picnic in Sacramento on July 25th and committee members thought that it will be good idea to have these brochures on our table to hand out to those who visit. Yash will contact the organization to get 50 to 70 copies of the brochure and sent to Peggy Peter.

V. Adjournment

Meeting was adjourned at 11:15 a.m.

Next Meeting: June 20, 2012 at 10:30 a.m. in Room TBD

STATEWIDE disABILITY ADVISORY COUNCIL
QUARTERLY MEETING ~ SUMMARY
December 7, 2011

State Personnel Board (SPB) Updates

1. In November 2011, SPB conducted an outreach tour with groups including Asian Resources; Society for the Blind; and, Resources for Independent Living to share information about CA State Civil Service hiring processes and the LEAP program. These groups have not previously partnered with SPB.
2. In November 2011, SPB met with representatives of 13 State departments that have an “adjusted” disability parity rate due to safety-designated classifications. The meeting was to discuss eliminating the “adjusted” parity rate. Another meeting is scheduled for mid-December 2011 to further discuss the matter with the President of Association of CA State Employees with Disabilities.
3. SPB Exams Section is working to re-launch five (5) LEAP exams for five (5) previously available positions: Accounting Trainee, Key Data Operator, Assistant Information Systems Analyst, Environmental Scientist, and Staff Counsel.
4. All State agencies now are required to post all exam bulletins and vacancies on VPOS.

October 2011 National Disability Employment Awareness Month (NDEAM) Symposium Recap

1. Low attendance at symposium due to lack of state employee awareness and time required to be away from office. SDAC members suggested sending a “Solid Gold Letter” to all state department directors and EEO officers, as well as statewide departmental DAC members, to ensure greater awareness of and encourage participation in future NDEAM events.
2. Issue of concern occurred at NDEAM involving an individual in a wheelchair not being permitted to sit in the auditorium aisle or near the stage. Individual was angry about incident. SDAC will look into the matter further to prevent future incidents.

DAC Mentor Program

1. Being established by SDAC as Part of the California Model Employer Initiative (CMEI). Purpose it to (1) connect employees with managers who have same disability(ies) to obtain info re: continuing to grow and promote

during their employment; and (2) demonstrate to disabled employees that they are wanted, welcome, and have support in their desire for career growth and advancement.

2. SDAC members currently working on incorporating the DAC Mentor Program into the SDAC bylaws and suggested that each departmental DAC vote to include the mentoring program into their respective bylaws.
3. SPB is currently researching the number of staff hours that would be needed for this program, and will have the time budget results ready by February 2012.

Guest: Speech to Speech (STS), Dr. Robert Segalman, PhD.

1. Dr. Segalman invented a telephone relay system for individuals with speech disabilities, and/or who use Augmentive and Alternative Communication (AAC) devices.
2. There are no charges for the service in addition to regular home phone service charges.
3. Works by calling 711 and asking for STS. Caller will reach a communications assistant who has specialized training in listening skills and understands ACC devices used by people who have problems speaking loudly or clearly.
4. The assistant works to ensure the listener pays attention to what is being communicated or repeats what the caller said.
5. All calls are confidential and there is no censorship.
6. Callers can use the service 24 hours per day, 7 days a week, as long as they choose. Conversations have no time limit.
7. Ten (10) years ago, Mr. Segalman received a letter from physicist Dr. Steven Hawkins expressing his support for STS.
8. Donations can be made to STS through the annual California State Employee Charitable Campaign.

SDAC Subcommittees

1. 2012 NDEAM
 - SDAC is recruiting 10 to 15 volunteers to work on the 2012 symposium planned for October 25, 2012.
 - SDAC officers will prepare an explanatory summary of the event so volunteers will clearly understand their tasks and plan time budgets.
2. 2012 Disability Summit
 - Planned for June 2012.
 - Department of Public Health wants to collaborate with SDAC to plan summit.

DAC Mentoring Program (cont.)

- Apple and HP representatives will be onsite to demonstrate equipment currently available for individuals with disabilities.
3. New Partnership with SDAC
- The California Civil Rights Council (CCRC) wants to form an alliance with the SDAC so that SDAC and CRCC members attend one another's meetings. Initial plans are to schedule SDAC meetings during even-numbered months, and CRCC meetings during odd-numbered months.
 - CRCC meetings will be held at the CalEPA on 10th and I Streets, Sacramento