

California Department of Developmental Services
Disability Advisory Committee (DAC)

Teleconference Meeting Minutes
Wednesday, January 15, 2014
1:30p.m.

Members Attended:

Michael Januse (HQ)	Tami Wasson (FDC)
LaDonna J. Brown (HQ)	Nancy Britton (FDC)
Cindy Nelson (SDC)	

Guest:

Nicole Patterson, OHRA Liaison (HQ)
Alice Lee (OHRAS)

Absent:

Mandy Stewart (LDC)
Diana Hendrickson (SDC)
Kathleen Ozeroff (HQ)
Yash Manchanda (LDC)
Eunice Thacker (HQ)

Michael Januse called the meeting to order at 1:30p.m., and welcomed all members to the meeting.

I. Approval of October 16, 2013 Minutes

The minutes were reviewed and approved unanimously.

II. Old Business

- Review goals established Goals for 2013 and establish Goals for 2014. Goals for 2013 were reviewed and 2014 Goals are still on the table.
- Status of videotaped production of Disability Awareness Month speaker, Laurie Hoirup. (discuss potential to distribute among developmental centers and DAC DC members)

Michael indicated that he would send Norman Lee, ISD an email communication with updated information concerning the production of Hoirup's recorded presentation. The format will be DVD. Developmental Center DAC members inquired if they will be able to receive copies. Michael also expressed that this event was done with success and that about the importance of putting DAC on the map. He would like to discuss with the committee members at least 3 to 5 elements that may better serve our colleagues with disabilities.

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III. New Business

- **Annual State Employee Survey Report (discuss recommendations for improving it for best results)**

Michael said that we don't do public relations around this survey and Nicole was wondering why people do not mark everything on the survey.

Nancy said she took the survey and entered her social security number and submitted it and she did not get any response back. Nicole informed her that if you've already completed the survey within 4 years, you won't get any response back.

Michael said we need to know what we're going to do with the information. We don't want to force people to expose their information if they don't want to. An explanation is needed to let people know why the survey information is important, and what it will be used for.

Tami said if a positive spin on the survey is given, the more likely people will be apt to doing it.

Michael said he would like to bring in a marketing/public relations person to do this positive spin on the importance of the survey.

Nicole said the key could be to catch the new employees to take the survey. They would be more valuable than someone taking the survey who has been employed in the same place and the same position for a long stretch of time. Michael said the survey pitch should be around providing us with the resource to fully contribute to help disabled people and non-disabled to do their job better.

- **Suggestions for March Meeting/Action Items**

Michael would like to have a draft of the DAC goals by March's meeting, and they should be agreed upon that they are taking us in the direction that DAC should go. The Power Point Plan will reflect the elements as follows:

- a. Outreach
- b. ADA
- c. Accessibility
- d. How to merge the Leap List and Regular List of Job Classifications

Note: If a considerable amount of ideas are not received, the DAC will reach out to other DACS and see what they are doing. Once responses come in,

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we will continue working on the Power Point Plan. The Power Point Plan is intended to be presented to the New Directorship at DDS/Headquarters.

Nicole asked committee if they wanted a reasonable accommodation presentation and that presenting it by conference phone would be an option. Nancy indicated that she will be in Sacramento in March 11th for Lobby Day. She will be flying up Tuesday and will return to Fairview on Wednesday, March 12th.

- **Training**

Michael informed the committee that DCD's Deputy Director questioned the use of the "10 Commandments" video at a developmental center recently. Instructions apparently were given that if the use of the video were requested that he was to be informed first. He was not aware that it was used and that management had not viewed the film before.

Nicole asked the developmental center DAC members what they would like to receive training in. Nancy Britton expressed that Mental Health would be an excellent training.

Michael asked if the committee is speaking on how to cope with stress and change? Tami said one feels vulnerable at the time. Nancy said that Post Traumatic Stress Disorder (PTSD) is another one that could be brought in as a potential topic. Educate supervisors that it is a disability and they need to handle it.

Michael also said that there is a shift in dynamics at all the developmental centers and if we don't deal with it professionally it will be a problem. Headquarters is impacted as well. Today, it is challenging to come to work, whereas it used to be stability in how we operated.

Nancy shared that when someone has PTSD in their life, it can trigger and exasperate their mental health. It could fester and contribute to violence in the workplace.

Tami said sensitivity training would be very good.

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Michael said that we spend lots of time at the computer and it's good to move around. He is not sure what training tool to use, but it would be a very good idea.

Michael and Nicole suggested that an invitation to out for a speaker to speak on the mental health topic. Tami said it would be hard to get a speaker for a training to happen at the developmental centers.

Michael suggested that the committee look into possible speakers and training modules around these topics. He also said that these topics/elements could be incorporated into the DAC Plan.

It was asked if various facilities would benefit if Headquarters DAC interfaced with them. The group agreed that it would be very beneficial and Michael said that hopefully we can deal with this and help in some small way.

- **Accessibility**

It was brought up how architectural barriers can be removed here at Headquarters to make things more accessible. Nicole said that the facilities need ALL automatic doors (wheelchair accessible).

Michael expressed that some of these things might be difficult to do and does not understand why some of the resident doors were not automated.

LaDonna brought up that Gloria Fong; Headquarters/ISD suggested that construction cones be placed in front of building elevator banks that are out of service as an easy mark for the disabled to see from a distance.

Nicole said that all items posted on the DDS Oasis website should be accessible.

- **Power Point Plan**

LaDonna and Michael will work on the Power Point that has been discussed in previous meetings that will reflect these goals that will be presented to management. The elements decided upon are the following:

1. Outreach
2. ADA
3. Accessibility
4. How to merge the Leap List and Regular List of Job Classifications

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- **December 2013 Candy Gram Fundraiser Report**

LaDonna reported the proceeds received from Candy Gram Sales. Total Proceeds Reported: \$107.57. Follow-up is requested by Michael to research for a bank that will meet the needs for the best bank account under the current circumstances we have. LaDonna has offered to begin research and also two signatories are requested on the account, of which have not been selected.

Michael said he wants to do the fundraiser again this year, but suggested using pre-packaged items that weren't labor intensive. Nancy suggested that the committee find a candy/fundraiser supporter where a discount on chocolate candy varieties can be obtained, e.g. World's Finest Chocolate Bars.

Michael thanked everyone involved in getting the candy grams prepared and delivered. Nicole said that doing the activities/fundraisers such as this can be good as teambuilding and getting to know each other.

Next Meeting March 19, 2014 at 1:30p.m.

Meeting adjourned at 2:00p.m.

Respectfully Submitted:

LaDonna J. Brown
Secretary