

ROUGH DRAFT
GCDE GENERAL MEMBERSHIP MEETING
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By Videoconference

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>> Good morning Lucas.

>> Elaine: Lucas did you get a haircut? It's Elaine.

>> No. It's just naturally curly.

>> Elaine so is mine. It's a pain.

>> Damiana: This is Damiana. Mine too. I feel yeah.

>> Pat Bauccio: I don't know. Mine's so straight I wish I had some curl. Isn't it always the way.

>> Damiana: I always wanted those cute little bobs that goes right under your chin. Never worked for my hair.

>> Elaine: Mine either. This is Elaine.

>> Pat Bauccio: I wanted everybody to hear my dog dying.

>> Elizabeth Gordon: Sounds like somebody's getting combed or something that makes them unhappy. My dog always has quite a dramatic shriek that he does if I'm trying to comb his tail. Nothing is happening to him but he makes sure everybody thinks there is because he thinks it'll get him out of it.

>> Oh, the drama.

>> Pat Bauccio: My dog used to be a service animal and he started that if I left the room or didn't have him next to me. And now it's like somebody's at the door or I just first come home. Those are the noises.

>> Good morning all. This is Kevin. The noise mine makes is be good to me or I'll walk you into a tree. Bark bark. He's got me wrapped around his paw that way.

>> Hi folks. This is Amy. I've got a quick question. Is it acceptable to stay in the meeting but with my camera off because I'm actually at work?

>> Elizabeth Gordon: Absolutely. This is Elizabeth.

>> Pat Bauccio: This is Pat and once we get going Amy we're going to say that we hope that you'll be able to turn on your picture when you're speaking. Other than that for everyone to have their cameras off.

>> This is Amy. Yeah. Thank you Pat. I will do that.

>> Laurie, this is Elaine.

>> I think my days would be complete if I could just have a miniature of you. You are so kind. Maybe I paid extra for the camera to do that. But you're so sweet.

>> Elaine: Well, so are you.

>> Thank you.

>> Pat Bauccio: We have five minutes as people get signed on. These morning conversations are kind of wonderful to say hi.

>> Shelby, this is Elaine. That fall background is beautiful.

>> Oh, thank you. That's courtesy of Google images.

>> Ah perfect.

>> Wouldn't it be nice to walk down that lane right now?

>> Ah have you been to maple park in Olympia? Oh, my gosh I don't think there's a bad season. But something about fall is almost magical, not to sound overly dramatic, which I am.

>> You said maple park?

>> Yeah. By the capitol campus? That's the name of the street.

>> I'll have to make a point to drive by there this weekend.

>> You should. Yeah. .

>> Laurie, I couldn't agree more with Damiana, you are timelessly youthful.

>> It was Elaine but I do agree.

>> I missed the part where Elaine was talking but Damiana you guys were going back and forth. So sorry I misrepresented but I do agree.

>> No. This is Laurie. And you guys are all so sweet. You know, I was thinking I love, love these Zoom meetings where I get to see people's faces and it just warms my heart. You see all these faces that you've been able to collaborate with and do really, really cool stuff with people and it just warms my heart. I'm such an in-person person. And the Zooms have helped me to expand my horizons. But when I get to see these people and again, back at you Shelby. I see you and I'm like oh, my gosh she's grown her hair longer, just wonderful.

>> Hello. This is Cullynn. I agree. It was great to see people in person. I also will hopefully have my camera on soon but I'm transitioning from work right now so that's why I don't have that on.

>> This is Kevin for staff. Didn't we have an issue with bandwidth if we all had our cameras on or something like that?

>> Pat Bauccio: This is Pat. Yes. We're going to ask that during the meeting which starts in about 30 seconds, that we only turn our cameras on when we're speaking.

>> Pat Bauccio: Let's do it. Good morning, everybody. I am so glad that so many were able to make it to this meeting and I just wish my panels were more numerous so I do really turn everybody buttons on and see everyone just for a brief moment this morning. I'm just going to at this

point call the meeting to order and ask for an approval of the May 13th, general membership meetings.

>> Patti: So moved.

>> Kevin: This is Kevin. I'll second that.

>> Pat Bauccio: Patti has moved it and Kevin has seconded that. All in favor.

Numerous replies.

>> Pat Bauccio: Any opposed?

No reply.

>> Pat Bauccio: Any abstentions?

No response

>> Pat Bauccio: Motion carries and our general membership meeting minutes of May 13th have been approved.

Do we have an approval of the agenda? Or anything else we need to be considerate of?

>> Patti: This is Patti. I move that we sent agenda.

>> Laurie: And this is Laurie and I second it.

>> Pat Bauccio: All in favor.

Numerous responses

>> Pat Bauccio: Any opposition?

No response

>> Pat Bauccio: The agenda stands as it is. Elizabeth will you confirm the roll call of the members present.

>> Elizabeth Gordon: Yes. On my screen I see Laurie Schindler. I see Lucas. I see Cullynn. I see Kevin. I see Damiana. I see Amy Cloud. I see Bill Kinyon. I see Patti. I see Marsha. I see Nathan. I see Candace. I see Clarence. I see Warren. And I see Larry. And I see a phone number there but I don't know if that is a member. I'm right now just calling roll call of the people who are appointed members. And I see that we have quite a few of our associate members here too. For silty see, Shelby. I see Kimberly. I see for staff I see Ryan, Elizabeth, Elaine, and Emily and I'm just looking to see if I've missed anybody. And of course -- oh, Beck from WASILC. I do see a phone number. I don't know who that person is. If you would like to introduce yourself, the person on the phone, you may. Otherwise that's what I'm seeing on my screen so that everyone knows who's present in the room.

>> Pat Bauccio: And this is Pat. I'm not sure that you called my name.

>> Elizabeth Gordon: Oh, sorry. You had been speaking and yes. I see Patricia Bauccio. And I see our wonderful interpreters and our CART captioner.

>> Pat Bauccio: Is the person on the telephone able to let us know who that is? Hearing none, we will assume that they will --

>> Hi. This is Doug Burke halter from the client assistance program and I'm joining by phone today.

>> Elizabeth Gordon: Awesome. Thank you so much.

>> Pat Bauccio: Welcome. Does everyone have what they need to participate in today? I'm hearing nothing so please say your name prior

to speaking. This is Pat Bauccio. So everyone can follow the conversation and respect the interpreters and the cart. Please take turns to raise your hand or if you're unable to use that command, just let us know you would like to speak and wait to be called on. Note, we will be having a brief period of public comment at the end of the agenda and would ask folks to please hold their comments in that time. In the meantime, please send a message in the chat to our host, which is Emily. And you would like to make a comment so that we can call on you at the appropriate time. Housekeeping rules to keep in mind you should have all received a tips for Zoom. If you're using CART services there will be a link in the chat to connect a second device. If you are experiencing technical difficulties, please email staff and their email address is GCDE at ESD.wa.gov. And that's GCDE@ESD.wa.gov. Video should be turned on when you're speaking only to make the bandwidth more accessible. And the meeting more interactive by being able to see you. If you're not comfortable with that or if your device has a technical limitation, that's okay. Otherwise please plan to have your video turned on when you speak and off to save bandwidth and make it easier for interpreters and using -- those using ASL when you're not speaking. We're using the raised hand feature in the Zoom as the primary method for -- to signal that you have to make a comment. To raise your hand, you can use the Emoji in the reactions icon or you can use star nine to raise and lower your hand if you're calling by phone. Physically wave your hand on the screen to be called on. But if you only briefly raise your hand we may miss the signal. Mute your device when you're not speaking to avoid disruptive background noises. Only unmute when you're called upon to speak. The Zoom host will mute your microphone if necessary. To unmute, clicking the appropriate Zoom button in the bottom left of your screen, pressing star six if you are calling by phone or by holding the space bar on your

keyboard while speaking will unmute temporarily. Chat is to be used for messaging the Zoom host about housekeeping or technical issues only. Please do not use the chat for general comments or ask questions during the meeting unless otherwise specified during the specific section that we would be letting you know. Remember to state your name before you speak. Any questions in that regard? Hearing none he'll give you my report. This is Pat Bauccio again. And on September 28th, Elaine sent a message asking for nominations for the membership at large. And I'm uncertain that you knew what members at large was. So I'm going to explain that if you don't mind because I don't believe we got any nominations. And nominations can be self nominations. The members at large take part in the coordinating committee with the chairs of the subcommittees and the chair of the GCDE and vice chair of the GCDE and the staff. The members at large are a very important part of the GCDE in the fact that they bring to us a view that isn't that of the chairs. It gives us a view of the general membership. And you represent the full general membership for the coordinating committee. So what we're going to do is we're going to discuss if there's any other questions about that members at large in the coordinating committee. Coordinating committee helps to make plans for the general membership. They make plans for the direction of the GCDE and stay involved in order to keep all the chairs of the subcommittees in the knowledge base of others. Damiana I see your hand.

>> Damiana: Hey Pat, this is Damiana. Are you sure that email went out? Because I don't remember seeing it.

>> Elizabeth Gordon: This is Elizabeth. And the email came out from Elaine on the 28th of September.

>> Damiana: Yeah. I'm curious if you got no nominations, I wonder if it got mucked up somewhere.

>> Elizabeth Gordon: Oh, weird.

>> Pat Bauccio: Well, either way, what we're going to do is we're going to have you make nominations in the chat box. Let me read this real carefully. And then we're going to conduct a vote via survey monkey with those informations that we have on nominations. Of course in between getting the nominations, we'll verify -- unless you self nominate we'll verify that you're interested in that portion of the work of GCDE. So is there any other questions about that? And can we -- let me tell you the individuals that are on the steering committee, the coordinating committee already because it would not help to nominate them because they will be on it as chairs of the subcommittees. And those are Candace, Laurie, Damiana, Warren, Megan, Kristin and myself and Yvonne. So those individuals there's no need to nominate them because they are already considered part of the coordinating committee, along with the staff. Okay. So get those nominations in through the meeting and Kevin please.

>> Kevin: Thanks I just thought here quick math. About a third of us are already serving in that capacity. Just want to point that out. A lot of kind soles here so just want to thank the people who are already serving.

>> Pat Bauccio: Thanks Kevin. And in fact, we have I think in the manual that we'll have up to three individuals. And one of those is the legislative work group which is not yet a subcommittee so there will not be three additional unless I -- the coordinating committee will vote on these. Well, actually the general membership votes on these after we get the nomination but we will have those in place prior to the new chair position coming because I will be going off the committee on December 31st. However, I do want to let you know that it's never happened before but the new chair does have the option of renaming chairs of the subcommittee. Okay? So speaking of the chair nomination, we have submitted an individual forward to the boards and commission in order to replace my position. And we can't speak of who that might or might not

have been until the boards and commissions makes their final selection. We are uncertain as to their timeline, but we will keep you advised as things come -- progress in that tech way. I would imagine that note would come through me if it's before December 31st or through Elizabeth afterwards. And the coordinating committee that meets in December will be choosing an acting chair for while I'm gone if that selection is not made. All the more reason to become part of the coordinating committee okay. So I'm hoping to see some nominations for the members at large. The chair nomination I covered. I did want to say that -- I'm sorry. Cullynn, you had your hand up.

>> Cullynn: Hello. This is Cullynn speaking. My question is how many people are you looking for since a third are already serving in this capacity?

>> Pat Bauccio: Yeah. The chairs are already serving. We're looking for two.

>> Cullynn: Okay. Thank you. I'm sorry if you already said that. I appreciate the repeat.

>> Pat Bauccio: That's okay. That's okay. And the chairs are part of the coordinating committee, but they're vice chairs would serve in their capacity if they're not one of the members at large. They would serve if the chair is not able to make the coordinating committee meeting. I do want to say that the subcommittee chairs, we have Kristin for Leg work group and Bill will be leveraging the committee also. Clarence.

>> Clarence: Thanks Pat. I just wanted to ask a question. I think Emily already answered it for me but I just wanted to make sure if anybody else was thinking this way. My question is this: Do people or members that are -- that have reached their serving capacity on GCDE, do they get it the opportunity to join the coordinating committee as a members at large.

>> Pat Bauccio: No. Members at large are served from the members within the GCDE. So the chair emeritus, which would be me, I can stay involved as -- with any of the subcommittees, et cetera, as can anyone else. I think I retain a voting capacity. The three chair emerituses that I know of are Chris Carnell and -- oh, my gosh -- and I practiced in this morning.

>> Elaine: Dan Eberle. And Mandeep.

>> Pat Bauccio: So all the other chairs of the past have passed on. So it's Mandeep, Chris Carnell and soon to be I will join that rank. But all the other members of the coordinating committee still remain on the committee itself and/or the staff board members at large. Okay? Yvonne is going to be the chair for next year for the award ceremony. We really appreciate Janet coming forth and putting the effort until we brought you all forward to become more involved and take leadership positions in the GCDE. That's been -- sorry I'm having -- that's been my plan through my whole tenure as chair is to work on succession planning. It's very important to me that we have great direction and strong leadership and the enthusiasm built within you all so that we can carry on the work of GCDE. There will be new leaders maybe with new direction. Maybe you'll all choose a different path for how GCDE approaches its tasks that are named out in the executive order. But it also starts with you all. It starts with your enthusiasm, your willingness to work and your enjoyment of it. It's really imperative that you really enjoy this sort of work and are compelled to be part of the advocacy. So I want to thank you for showing those signs of leadership as we've moved on. I really am happy with our group of GCDE members. And Megan will be working and you'll hear later that she's working on getting replacements for the members that are going off the committee. With that, I'm at 10:26 and that leaves us a little early for the executive director's report. Is there any questions about

the succession planning, about your energy within the GCDE. We have a few minutes to address some of that if we have some questions or interest to talk about that area? Kevin.

>> Kevin: Thanks Pat. Would you go over once again -- I missed some of it I guess of what Megan is going to do for us?

>> Pat Bauccio: Megan is chair of the membership subcommittee. And the membership subcommittee will have a report of such saying what -- where their process is within getting us new members for the GCDE. I don't want to go into that detail since it'll either be on a slide or Megan will say something. Amy?

>> Amy: Thank you Pat. This is Amy. I wanted to circle back to something you opened up with because I've been checking to see if I got an email from GCDE on September 28th and I did not. So I'm one of those people who was a little mystified by your first topic and didn't come up to speed as quickly as I would have liked on what you needed. So I apologize for that. But I wanted to let you know that that email did not come through.

>> Pat Bauccio: Okay. Thank you. So is everybody able to put something in the chat if you want to nominate someone or self nominate for being on the coordination committee? Is there any other questions about what the role of the coordination committee is? Cullynn.

>> Cullynn: This is Cullynn speaking again. Could you estimate how many hours per week the folks on the coordinating committee are spending in because I think that's something that folks thinking about their bandwidth might be considering?

>> Pat Bauccio: The coordinating committee meet approximately a month before, maybe six weeks, before the general membership meeting and the people on the coordinating committee thus far have come together for a day, maybe four to six hours of meeting in order to make the plans for the

next general membership meeting. And discuss any direction changes that are going on with the GCDE and that sort of thing. Damiana would you like to add anything to that or Warren?

>> Damiana: Sure. The coordinating committee really it's not a weekly committee. It's kind of a --

>> Pat Bauccio: Quarterly I'd say.

>> Damiana: Yeah. It's not even like -- it's like trimester. So basically if you're looking at general membership meeting the amount of time you spend in a year for general membership meeting would you double it. There are potentially emails that could go back and forth. If we did try to do something large like totally reimagine GCDE I could see that coordinating committee might have some extra work than what we've had, you know, recently in the past. But again we're not talking about a weekly responsibility.

>> Pat Bauccio: And I see Elizabeth's hand but I still want Warren to speak if he has something to share. Elizabeth? You?

>> Elizabeth Gordon: Yeah. This is Elizabeth. I just wanted to share that I really think that this is -- that the reason we have members at large is that it relate allows us to have depth of conversation. I see the coordinating committee as our leadership team. We have all of our chairs there. And part of the reason we have members at large is we want to make sure that it's not -- we're not just always hearing from the leadership, that there's also a voice from our membership. And so I just wanted to share that out with folks to -- from my perspective. I think it's a really great role. The thing I would say is I think this is a really great group that we look at when we think about membership opportunities for new members but people have the right to say gosh I don't have the bandwidth for that too.

>> Pat Bauccio: I think you do really represent the full general membership and add that to the full coordinating committee which is the subcommittee chairs. Elaine I see your hand up.

>> Yeah. This is Elaine and I'm sorry to everyone. I'm not sure what happened with that email. But I can send it again. And also Pat did you say vice chairs are not eligible to be --

>> Pat Bauccio: No. I said vice chairs -- vice chairs are -- do show up if the chairs are unable to go to the coordinating committee. They typically assign their vice chair to attend that committee. Vice chairs are able to be nominated or self nominate.

>> Elaine: Would it be helpful.

>> Pat Bauccio: There's no reason to nominate a chair because they're already members the coordinating committee.

>> Elaine: Okay. I just wanted to clarify about vice chair. Would it be helpful if everyone -- if I e-mailed a list of all the people who are eligible to be nominated as a member at large?

>> Pat Bauccio: If you can do that while we're on the meeting. We'd like to take a survey monkey on Monday for any of the nominees to see if we can fill those positions.

>> Elaine: Sounds good.

>> Pat Bauccio: So the time limit for making either a self nomination or a nomination in the chat if that does not occur and that Elaine's email does get out to you today and it helps you refresh your memory, please get them in by Monday so that someone in the group -- in the staff people can work on the survey monkey in order to get those nominations out for a vote. Okay? So with that, Elizabeth, you're up.

>> Elizabeth Gordon: Awesome. Well, thanks everybody for considering that important role. I know that everybody has business schedules and we so appreciate you thinking about possibly stepping into an additional

role. So thank you for that. I wanted to cover a few things in my executive director's report. In this past quarter, I think people are somewhat aware that I've stepped back from attending some of the day-to-day subcommittee meetings and have been focusing my time more at executive leadership level. For anybody who's not aware of that I've been doing that because my spouse has had some serious health issues and so I've appreciated everybody who's stepped in to help during this time. But I'd like to really help you understand a little bit of the executive level issues that I've been working on so that people are aware. One of the pieces of work that I did some after the end of legislative session each year there's always bills that have come that then need to have work groups to figure out how they're going to get implemented and I sit on quite a few of those types of groups for shorts periods of time or provide a lot of feedback to people around access and inclusion for people with disabilities and one example of that was there was legislation recently passed that requires realtors to get additional training when they're getting licensed on fair housing requirements. And it's a law that's been on the books for a long time. It has some very significant components around expectations for access and inclusion for people with disabilities. And yet realtors were not required to do any training on that. So I worked with Department of Licensing and a lot of different partners on that to make sure that there was some good training in there for access and inclusion for people with disabilities. So that's one of the things I reported on. One of the other big work groups that I've worked on that came out of last legislative session, as you may recall, that the legislative work group and our membership highlighted and selected Senate Bill 5793 as one of our priority pieces of legislation last time. And this is the bill that allows commissions, committees, boards, work groups, to be able to pay people with lived experience for their time sitting on

that board. So part of that was that Bill actually passed, which was good news. The bill had originated with the Attorney General's Office. And it really corrected a piece of the law that doesn't allow agencies to pay people for that type of experience. So now that it's allowed, there's been an implementation group that has been meeting. It was convened by the Office of Equity. And the goal of the group was to make sure that we were bringing people together with -- who had lived experiences, bringing together people from Office of Financial Management, representatives from all the boards and commissions to try to develop guidance. So the last draft of guidance has just come out for review. I know it's being distributed widely. If you would like to see it, I can definitely send it out to the group. But we're at the point now of actually just editing the final document, adding comments for things that we think need to be taken into account, and we would love to see everybody else's input on that as well. So that is work that has been ongoing and will likely wrap up here in the next month or so. And then as everybody is probably aware, I know Carolyn Cole from the Office of Equity came to our meeting a few months ago and talked to us. But Governor Inslee did a couple of executive orders at the beginning of this year. Executive order 2202, which is implementing diversity in state government and then executive order 2204, which is Washington state's implementing Washington state's pro equity antiracism plan and play book. And this was the bill that required state agencies to all engage in pro equity antiracism work. The reason that this is important is that the Office of Equity is convening partners across the state to make sure that we have good representation from all communities in this work. And so even though we could choose to have our own pro equity anti-racism team, what I've been doing is sitting on Employment Security's pro equity antiracism team and will be able to include the work in our work. It's a huge project to put together a pro

equity antiracism plan. If GCDE wants to do our own we could do that in the future. For now I think it's really impactful to make sure that Employment Security includes people with disabilities well in their pro equity antiracism work. That will impact a lot of work. And so I've been working on that team. Additionally, there are a couple of other pro equity antiracism teams that I sit on and one of the pieces in executive order 2204 is that it directs GCDE to rewrite the executive order that sets Washington state up as an employer of choice for people with disabilities. And so that gives us some really good fire power to get the new executive order passed and get those expansions in place. So I want to pause there because I live in this world and I am not sure if this has made sense. So I would love to hear people's thoughts and hear a little bit about this from you. And answer any questions you may have or. . . Yeah Bill. I see your hand up.

>> Bill: First of all I want to thank you so much for your presentation this week on this very issue for, you know, multiple states who are involved. And there's so many of the issues or ideas, thoughts, processes that were raised there, I'm really excited about the idea of getting people together to discuss that in a broader consortium to discuss this issue. If we're going to get a change in executive order it would be wonderful to get enough input together that we really do this the best way. Of course I've been talking for years about the need -- you talked about yesterday -- the need for a single fund, a centralized fund for things like accommodations or individual supported employment so that managers aren't locally making a decision always on a dollar and cents basis. But some of the other ideas and issues that came up like kind of the schedule a hiring process that one of the presenters talked about, you know, to bypass some of the competitive stuff. I'd love to be involved in that discussion. I could bring the union perspective into it and I'm

quite sure I could convince bargaining units to say come on now, buy off on this. But thank you so much again for yesterday. I just was thrilled to hear it.

>> Elizabeth Gordon: Yeah. I think it's -- one of -- there's a few different highlights in this. And one of them is that we want to see every supervisor that is providing supervisory services to people with disabilities within state government. And this -- just to clarify, this particular executive order is focused on internal state employment. It impacts external services in that any time you educate people about inch inclusion, they provide better services. It does require staff to get trained in creating accessible documents, making accessible electronic documents, providing reasonable accommodations and all of that constraints in external services. Kimberly, I see your hand's up.

>> Kimberly: Thank you. I appreciate it. I guess, you know, I heard about this committee and one of the questions that I have is what are they doing to strengthen the disability friendliness of working for a state organization or agency? I find that in a lot of situations white employer might have the best intentions, to hire people with disabilities, the environment is not necessarily the most friendly or it doesn't encourage people who are already currently working there who have disabilities to even disclose because there's still a lot of fear factor in that. So I'm kind of wondering if this group -- that work group did anything having to do with promoting a disability friendly environment.

>> Elizabeth Gordon: Yeah. We tried to include -- and there wasn't a work group per se. So just so people understand this process, there was originally a couple of us who wordsmithed some things together and then we pushed it out to lots of different audiences and asked people for their input. And so this is the result of lots of ongoing conversations. So there wasn't a specific identifiable work group in the way that there

often is in government. But what we really wanted to do was talk about the three -- the different phases of employment. We wanted to talk about recruitment and attracting people with disabilities. We wanted to talk about the hiring process, the interview, the application, the assessment. And then we wanted to talk about the working environment and the environment that needs to exist for people to be promoted. It's not enough to just hire people with disabilities. We need to be able to have people with disabilities in leadership positions and if they are people with disabilities in leadership positions, they should feel comfortable to say they have a disability. So I think we really wanted to make sure that all of those pieces were there. And one of the things that I've been really surprised about in working for the state and having been in private sector is just how many of our systems internally are not accessible. We need to address that. It's the law and we need to get people chained and produce materials that are accessible for people with disabilities. We should have our documents. We should have our websites, all of those things need to be completely accessible for our employees as well as the public. Clarence. I see your hand.

>> Clarence: Thanks Elizabeth. If people on this call wanted to get more involved in that, how would they reach out to the people to get involved?

>> Elizabeth Gordon: Great question. I asked Emily to upload into our documents for today the most recent draft of the executive order. I would love to hear people's thoughts on that. If you would like for a small group of us to get together and talk about it, I would be happy to convene a meeting so that we can talk about other ideas. So just let me know what you think. I'd be happy to do it either way. Whatever works best.

Patti, I see your hand is up.

>> Patti: I'm trying to unmute. Can you hear me?

>> Elizabeth Gordon: Yes. We can hear you. We can't see you but we can hear you. You're good to go.

>> Patti: Still doing . . . As well -- I have brought this up in prior meetings. It is as a state employee, we're really missing the ball on disability awareness. EDFI, which I've been a part of for ages and ages and ages, does a lot of talking that centers mostly around race and culture and disability tends to get lost. And as many times as I bring it up, I find that people still ignore it to the point where I had a neurotypical explain to me what it was like to be autistic. And I'm an autistic person. And reject an article that I had written on EDI and autism awareness. This is what we face. This was within DSHS. We have a lot of compassion towards our clients but we ignore the needs of our employees. And I think that that's so sad because we could be doing so much more. We could be offering employment opportunities to so many more. But people come in and they leave because they don't feel valued and the governor is not -- I don't think the governor's aware of this because he wants to be an employer of choice for people with disabilities. But his departments are not honoring or accommodating properly those people that come in with disabilities. So I would love to participate in more discussion on this.

>> Elizabeth Gordon: Yeah, Pat. I realize you're on because probably I'm running over time here. But let me make two more comments and then I see two hands. I wanted to also mention that one of the things this executive order requires is that every state agency needs to include as part of their pro equity antiracism plan goals for access and belonging for people with disabilities. It requires disability to be part of the equity equation. And so it's really to address exactly what you are talking about Patti so that there's not 52 different plans for ow we're going to get equity, that there is one plan. It includes people with disabilities.

It includes people -- it includes antiracist goals. And we need to have one vision of being able to create belonging for our employees. And so that's exactly the goal with that. And it gives the Office of Equity the ability to have some power to enforce and make sure that there's accountability around those goals. I saw several hands. I don't know if we have time, Pat, but I'll let you make the call on what we do next.

>> Pat Bauccio: This is Pat. Elizabeth, you're next up after the break so I'm going to leave it up to you. Because you have an hour after the break.

>> Elizabeth Gordon: I do. What am I doing after the break? Let me pull it up.

>> Pat Bauccio: Legislative priority panel.

>> Elizabeth Gordon: Oh, yeah. No. We need to -- that's our guests. All right. Perfect. Well what we'll do is put a pin in this discussion. If you have individual comments, please let me know. It sounds like there might be some excitement around having another conversation around this. And so maybe we can schedule some time off this meeting so that we're able to do that.

>> Pat Bauccio: Thank you all for your participation. Can we be back promptly at 11 o'clock. That gives ah seven minute break. Our panel discussion will start then and I don't want to you miss a thing. Thank you.

(Break)

>> Pat Bauccio: I don't know if you all can tell but I'm going by my phone and sometimes that's a minute off. I don't know how that can happen but . . .

>> Elizabeth Gordon: Yeah. My computer does that. It'll be six minutes off like once a month or something. And then it catches up. I don't really know what the deal is.

>> Pat Bauccio: Well, it's Liz it's 11 o'clock and Elizabeth I would like you to make introductions.

>> Elizabeth Gordon: Excellent. I want to say that each year we try to get a sense of what is our -- are some of the important issues that are happening with our partner organizations. And so we've invited four representatives to join us today. And so let me see here. And one of those representatives is Mark Leeper. Earnest Covington. I see Courtney Williams here. And we have one other person who will be joining us later. She had actually a last minute meeting with a legislator so will be joining us later. So what I would like to do is go in a round Robin fashion. Thank you all for joining us here today. I am going to just ask our first question and ask you to do a little bit of introduction of yourself in that question and we'll go from there. So first of all, can you tell us a little bit about your organization. What is your focus? And then if you'd introduce yourself as part of that answer. Let's start with Courtney.

>> Courtney: Good morning everybody. Thank you so much for having me. I'm going to get my reminder to slow down as I speak. I am Courtney Williams. I am the executive director of the community employment alliance. The community employment alliance is a Washington state membership association comprised of employment service providers who serve individuals with disabilities in the workforce within supported employment in Washington state. We make up roughly 72 percent of DDA's over all provider network in the state and we do things like work on system inefficiencies. Our system is a really great system when it comes to representing individuals with disabilities but we also recognize there's always work to do so we make sure that when legislation gets passed we work on the implementation and make sure it's truly working and reflective of individuals with disabilities in the workforce. Then we also work on

legislative advocacy. I'll talk a little bit more later about what we're working on but high level we are pursuing a sustainability rate increase.

>> Elizabeth Gordon: Awesome. Earnest welcome to GCDE. Can we go to you next?

>> Earnest: Yes. Hello. I am Earnest Covington the third. My name sign is the E. I'm the director of the Office of the Deaf and Hard of Hearing. ODDH provides services for all deaf, hard of hearing, deafblind, deaf plus and late deaf inched individuals. We focus on the needs in the state of Washington. There's many programs. We have an array of programs. There's tech support equipment that folks are able to use. There's community service -- we provide services, human services such as we work with regional service centers in the state, all over the state of Washington. There's seven in total. And we serve those community members. We also provide consultation. We provide training and for any community that has any training need regarding access or rights or any disability questions on the job support, that type of thing, we provide those services statewide. There's such an array of different services. We provide services for sign language interpreter. We have a contract that we administer. And we have contracts with various interpreters that provide services throughout the state, whether it's Medicaid related, let's see. What else? Also we -- we provide information and referral services such as if an individual needs information of where they can get hearing an assistant device then we refer those or provide the appropriate information so the knowledge is out there. Also we have tech support. There's for deaf and information systems and we also provide information regarding data and statistics and that type of data that people need to find out just what's happening around the state. We have the statistical information. The services that we provide, interpreter services. There's just a wide a way of services that we provide in our office. My focus at

this time is there's two things. One is focusing on communication access, which means that we need to improve the -- enhance the communication access. It's very important regarding what's happening in the world, news, meetings that are occurring, any type of state emergency announcements. I know recently there were fires, wildfires in Washington state. And so we want to alert individuals. If they need to evacuate, they need that communication to find out what they need to do to be able to be safe. So I do want to encourage just an enhancement in those services. I want to be able to have all forms of communication so none of that information is absent. And also there's team ASL interpreters for example, hearing interpreters are working with deaf interpreters. There are certified deaf interpreters working with certified sign language interpreters so the message is conveyed effectively so the important information isn't missed around the state. Also we focus on there's interpreter rates -- I know sometimes there's interpreters issues that come up with state agencies, not only ODHH but other state agencies in Washington state. If they need an interpreter on an emergency notice, we want to just increase that pool of interpreters so that we have adequate coverage for the programs that are offered within Washington state. We need to really focus on the needs and the gaps whether it's Medicaid or if it's community needs, community based interpreting needs. So those are some of the issues that we're focusing on at this time and thank you for your time.

>> Elizabeth Gordon: Thank you. Mark, over to you.

>> Mark: Well, thank you very much. My name is Mark Leeper. I'm executive director of Disability Action Center and our new program up in Spokane called Index, inland northwest disability experience. And it's great to be here. I've always had great respect for the Governor's Committee and the things that they do and the people that have been

involved. So it's great to be here. I'm one of five centers for independent living currently in the state in the centers for independent living. Non-profits run by folks with disabilities cross disability and providing an array of independent living services. We've kind of been -- I've been around for a long time and so disability action center has been around for a long time as well. We've always served into southeastern Idaho and the Spokane project is a new one. The center for independent living that was there was losing funding and we stepped in and we're working to rebuild and build a new program. We're part of a network as I said of centers and then also the Washington state independent living council. These are all entities that are developed and as part of title seven of the rehabilitation act, workforce innovations and opportunities act, and we work collaboratively, collectively on things that are kind of on behalf of everybody. And it's kind of the -- I love hearing about the things happening with the office from Earnest. Earnest talked about. And because there are so many things that we as various individual groups do that the rest of us kind of bring together and I'm always interested in saying -- seeing how we can support each other better than we maybe have in the past. So that's always an interest of saying how can we do better when there's something happening and we help advocate and so on and so forth. One of the programs that we operate that's kind of an interesting one with some history with the Governor's Committee is we have a project called blue path through Disability Action Center and blue-path.org is an online registry of business and their set related to the Americans with Disabilities Act so accessibility in terms of mobility, sensory disability accessibility. With medical offices, hotels, motels and restaurants. We actually have representation from 19 states I think on that program. We've been busy with Alaska here recently. It's all free to business. So far we're manage to go support it and I'm not sure how much longer that

will be without getting some funding somewhere. But we're just moving it over to a new platform. So it's going to be more robust and so on. We're kind of excited about that. That's been really cool to see Alaska getting excited about it and getting more business on and looking at recreation access where we're looking at some trail access, parts to add to that. So -- and one of the biggest things that we do and of course that relates to it is accessibility is across the board and communities, how do we make stronger communities, how do we include everybody. Whatever their background, whatever the intersection, communities are stronger when they include all of us and we're all a part of it. So that's our overarching theme we like to look at. In terms of legislative stuff we'll talk about that later but that's obviously a big impact area. And often on the east side of the state we're not quite as involved. And we're lucky I see on this call to have Kimberly Mack from disability empowerment center. And I know she has been pretty active in some things on the west side. That's a little bit about us. We are just really tickled to be a part and help out where we can.

>> Elizabeth Gordon: Awesome. Thank you. So can you tell us a little bit about some wins and challenges over the last year for legislative things or pieces that you would like to share with this group and maybe we'll start with Earnest this time.

>> Earnest: Yes. Sure. First of all I'd like to thank you for inviting me to be a part of this panel today. First off I can't really address -- just recently four months ago I joined ODHHS as the executive director and so I'm in the process right now where I'm working with aging and long-term support administration as part of the Department of social and health services. So at this time I think if there's anything related to legislation, I am adhering to the recommendation of ALISA. So I don't have any legislative issues right at this time. I'm just a recent

director with ODHHS and I know that access in interpreting services is a priority. And so I don't have anything to add at this time regarding legislation. But I bet in the next year or two I definitely will.

>> Elizabeth Gordon: Absolutely. Mark, how about you?

>> Mark: Well, I checked with our Spokane staff to kind of talk a little bit about what we've been doing. Stayed wide I think some of our wins have just been I think the whole network has been really successful with developing relationships. I'm a firm believer in things start from relationships. We're all in this together. I always call it my red green approach if anybody watches P BS. We're all in this together. So we I think have been really pleased with the response from various groups as the independent living council and the centers for independent living have gotten more connected with each other and more connected with other folk. That's been a huge win I think just those development of those relationships. We have some really dynamic active center directors. We have a new director at the State Independent Living Council who's very dedicated in following in the footsteps of Kim Connor, who did a tremendous job for us. And I feel lucky enough to have been a part of that. That was a huge win back then of just getting some good people involved. We -- we've had some successes locally in terms of showing parents some alternatives to guardianships. Sometimes there's that perception that guardianship is the way to go. And folks don't know of other issues. So we've been kind of working on that and paying attention to those issues and trying to educate parents and about options. And then in transitioning folks still out of institutions which is a horrendous challenge. That's a huge win. Obviously the challenge is housing. It's horrendous and I know it's probably worse -- it's more extensive I know on the west side than it is on the east side but Spokane has certainly been trying to catch up. So throughout that area has been difficult we still

struggle of course with public transportation issues. But within that again we have some small providers that have stepped forward and Spokane partnerships with a small provider that has helped with some of the rural connections at least south of Spokane. We're hoping to work on others north. Let's see. I guess the biggest win we've had as far as we're concerned is getting that Spokane center. We got approval for funding at the beginning of last October, very late approval as many things were happening very late due to this thing called the pandemic I think. And so we were slow getting up and running. There have been a lot of changes as you all know in terms of wage structures and various things that have made starting things up a challenge. But we have a great team right now and so we're really excited in terms of connecting. Oh, I should say the one other thing that's really kind of cool is there's this thing called veteran directed care with the V A that allows individuals that need assistance to stay in their home to qualify and become their own employer, entirely independent, and employ a spouse or other family member, whomever they like with -- and actually pay them decent wages. At this point I believe up to 20 but we'll be looking at greater than \$20 an hour. We're really excited. We have a number of veterans from the Spokane area, eastern Washington, that we're working with now. And we're seeing a growth of that program that's giving some veterans some very real opportunity to manage and be in control of their own lives with the people they want to have in their lives so that's kind of exciting.

>> Elizabeth Gordon: Awesome. Thank you. Courtney, how about you?

>> Courtney: Elizabeth, thank you so much. I lot of timing of when you have this meeting every year because it puts things at a pause and truly puts things into perspective. While we're in the interim of 2022 legislative session. Still you get a little bit nervous and this energy isn't always positive. But this reminds me to stay positive and state

course. Earn eggs and mark, thank you for sharing your information. I've wrote down some valuable notes. To share a little bit about where the community employment alliances wins and opportunity for growth. We had an incredible session last year. So the community employment alliance, as you recall, and if not I'm happy to share again, we are comprised of employment service providers who represent individuals receiving employment supported services in the state of Washington. We really pride ourselves on quality of services. And that's always been a really challenge especially as we're facing a capacity issue in real time we're at about 67 percent of providers in the state of Washington are really concerned about taking on any more and expanding. That's a crisis when it comes to employment. And what we see as infrastructure in Washington state. We learned a lot during the pandemic on the value of supported employment I think just because who was domed essential workers? It's the folks that were supporting. So we're really proud about that and we want to continue to grow. Something that we pushed last year and through an interesting turn of events and legislative session always throws some curve balls as I'm learning aunts never know what's going to happen. We had got a Bill that had both of our priorities on the Bill. So we had a provider rate increase and then we also had statewide go to work on the same Bill. The bill was progressing really well. It had by partisan support which is always great and we had some strong sponsors because that's another thing that's really critical when getting a Bill passed. And pro tip. When you have a bill that you know will have a hefty fiscal note, you want to make sure your strong sponsors are in either the Senate ways and means committee or the house appropriations committee. If they are championing it more power to you. The Bill was doing great but in the final the rate increase got removed from the Bill. So instead of the rate increase DDA was directed by the legislature to essentially have a rate

study that would be due to the legislature by October 2022. So picture DDA having in February being told you have a rate study to do, a comprehensive one, and you need to report that back to us in a few months. God speed. So that was what DDA was tasked with. We felt it was really critical that we be represented on that study committee. Thankfully our partnership with them a loud that and they invited us to the table and they also invited counties. I think a challenge we often see in our system is all the moving pieces don't always work well with one another because we don't always know what one another does and the roles and responsibilities can be very blurred and when you have everyone in the same room doing and understanding and explaining and hearing the same thing, it really helps to get clarity from all levels. And within that rate study, it was a lot of work for everybody. And I want to just give a special shout out to Dr. Man coups owe who was the head of the study. When we learned is that we don't all know what goes into supported employment. We don't all know the value of supported employment. We don't all know how supported employment is paid. And that's something we've really had to work with our community on understanding because our community is comprised of folks who have been severely under funded for way too long. And so when we say, "Hey, we need an hourly rate of 101 dollars, that makes eyeballs explode. That sounds like a lot but what really is going into that hourly rate? And we're happy to say that that rate study which we've provided to GCDE will educate everybody on all the moving pieces of what supported employment is. So fun fact, an average supported employment client gets about 12 hours of supported employment a month while working roughly 20 hours a week. So if you think about it, 101 dollars doesn't go far when we come to -- it doesn't cover transportation. It doesn't cover required staff training, accreditations so forth and so forth. So we're really happen that I this rate study can

be our tool when educating the legislature and our community because we also want there to set a tone for community who has really been underfunded on how they can soak an equitable rate increase. We want to be supportive of everybody who needs to get paid fairly and we're happy to be the point of contact for that. Because we did have to go through it. And we want to save other folks from blood, sweat and tears. So please please reach out if you ever need support. The other exciting thing I think is our -- and maybe it was because of the pandemic, I don't know. I haven't been here long enough to know, but I think what our community is really doing well and I say community and I'm not just speaking to employment providers here but I'm speaking to a community, they're talking better than they have ever done before. And I see it through -- we've got really exciting new leadership within DDC and that's really thinking about how to move forward with north star in a way that's truly inclusive. We got wonderful leadership at the Arc of Washington and also a lot of wonderful resources at the C A C, the Community Action coalition, which I hope you all attend because I think if we're starting to show up in the same place, we'll be able to avoid duplication and have more consistent communications, which I think is also critical within this community. And the other part is we have a state that I think is starting to realize how we really need to invest properly in disabilities and what the value of disabilities is when we talk about employment, it's really hard to get folks to understand what employment is and what the value is but it's like anybody else. I love what I do and I also can support my quality of life. My husband. And it's the same for anybody else. Really helping to change the narrative of what supported employment is for individuals with disabilities is something that we're finally feeling reinforced by our communities. We've got a lot of work to do but we're really excited to do it and I think it's progressing really nicely.

>> Elizabeth Gordon: Excellent. So I'm going to want to allow a little bit of time for our members to jump in with some questions so I'm going to roll these last two questions in together. So looking ahead to the next legislative session, what is on your radar and then we'd love to hear a little bit about how does your group identify your legislative priorities. People may not be aware that GCDE has a relatively new legislative group and we identified some priorities last year. But we're still learning and growing so we would love to hear from you about how you identify your priorities. So Mark, how but you kick us off.

>> Mark: Sure. Thank you. Well, it's nice to hear you have a new group because we're kind of in the same boat I think. Independent living in Washington state has kind of been beginning as I mentioned to really develop some stronger relationships. And I've always felt like any cross disability organization that covers the state and so on should be in a position to kind of look at issues like legislative priorities and kind of be in connection with other groups. And I'm not sure that we have historically done as well as we hope to do. So part of what we do we just -- we have a state plan for independent living that every state has to have. It has to do with planning for state and federal monies that come to the state that in Washington goes out to each of the federally funded centers for independent living and then some help supporting the state independent living council as well. So for that state plan that also describes the IL network across the state, we just did a big survey that's been going out around the state to gather information and find out what are the priorities that people with disabilities and friends and family members and other providers are seeing? So things surprisingly rise to the top like public transportation, what a concept. Housing. So that's kind of what we're doing to gather that information from folks out in the communities. And I think we're really working to develop that

process for how do we establish, how do we put a specific goal in the state plan that we might work on for three years and then tie that into legislation. And I just don't -- I think we've connected with other groups at legislative days and so on and we have issues of that arisen. We've worked with Disability Rights Washington and looked at some of their priorities as issues have arisen. And that's kind of what we've responded to. Homelessness and the incidence of disability among those that are homeless is a huge issue. And so we tend to look at the issue specific and then either try to -- we're looking at is there legislation happening? Are there other folks looking at that? And how can we partner? But again I think for each of our organization, each member organization, each C IL, does kind of their own analysis of that and it's based on their individual work plans. But then that statewide plan I think is something that we're really working on trying to come together. What is the highest priority? And it's kind of based on that grass roots what's happening out there and then what can we have an impact on. We've had a project statewide on emergency management and making sure that people with disabilities are involved in the planning and implementation of emergency plans and education for first responders and so on. And that continues under Jim house at the State Independent Living Council. So that's kind of where we're getting our feedback. I'm interested with what the Governor's Committee from my personal perspective. I have not done as good a job as I want to do. I live in Washington. We serve both Idaho and Washington. But I really don't feel like we've been as plugged in on the Washington side. Idaho has some history with disability legislation that's extremely impress of from a statewide level. We just haven't gotten that plugged in. So I'm excited to hear more about how we can build too.

>> Elizabeth Gordon: Awesome. Courtney, how about you?

>> Courtney: So one more time, Elizabeth, your question is identify the legislative priorities and then what's on our radar?

>> Elizabeth Gordon: Yeah. What's on your radar for next session and how does your group identify what's most important?

>> Courtney: Yeah. I think process is really important so I'm thankful that CEA is comprised of several folks that have been doing this for a very long time including a wonderful lobbyist. So we're very well-informed. I think that something that is really critical is every year understand the timeline of what the year to come is going to be comprised of and divide it into months. The disability community has a lot going on and so does legislators. And the interims, while they seem long, it feels for me they get shorter and shorter. So that might be what happens in reality. They seem nonexistent. So understanding your timeline. From there communicating to whomever the body is that's supporting your legislative pursuits. So for us, it is the CEA members. So within our bylaws, the way that we proceed with legislative priorities and identify our legislative priorities is we set forth membership a survey and feedback on what's important to them this coming year for us to support while educating because not everyone is always heavily involved like we want them to be due to various reasons, but educating them on kind of what's happened in the years past. So from there we give them roughly a month to fill out that legislative priority assessment. I work with our legislative committee co-chairs on disseminating that, getting some qualitative and quantitative data. We present it to the legislative committee where we get very clear on the things that we are going to be moving forward with, something that we learned. And again things you learn all the time based off of what's happened in sessions past, especially based off last year I'll tell you a mistake so that maybe you guys can learn from us. CEA pursued as you know two legislative

priorities. We pursued statewide school to work and we pursued that rate increase. Statewide school to work passed. We are so excited and honored. And it's such a great opportunity. Only seven counties had it. Now all counties will have an opportunity to embrace this wonderful opportunity. And then our rate increase got removed so what we were left with is more work for a same rate that we're already not able to sustain. And so that's something we learned. So this legislative session, while it might seem self-serving, if hopefully my education on why clears that matter up, we are only pursuing this rate increase and it's for sustainability. We cannot do more. We need to remain this quality provider network and we simply cannot if we continue. And so learning these things and making sure our memberships understand these things in the community is something we really try to get good B and so communication is critical. Once we get our legislative priorities identified, we get data. We work with our state partners. Luckily we have this wonderful tool the rate study that you all have access to that we can reference. We formulate a one-pager. We're finally getting really good about having a one-pager and not a two-pager one pager. Making sure we're able to communicate our issues. What's on our radar? We care about the disability community so while care about rates we also really care about caseload forecasting. And we're hearing really wonderful things when it comes down to it on the understanding and the support from legislators. So those are things we're moving forward with and supporting our community with.

>> Elizabeth Gordon: Awesome. Earnest. Same question. What is on your radar for this next legislative session even though you're brand new? And how do you determine priorities?

>> Earnest: I think there are two issues. First communication equity is very important. We want the legislature to know and understand a

statewide open captioning for movie theaters, for television, for all access, all public places. I think that Seattle set that up for public places and there's other areas that need to as well. So there's support groups that are encouraging the use of state laws to affect Allstate wide open captions for any individual so they have that accessibility, they have equal access to the information. And so we're working on that legislation. We'd like that for movie theaters, all place of public accommodation. Also we're trying to work with the legislature -- we want to improve communication equity. If the legislature has a hearing, we want to make sure that interpreters are provided, that there is CART services provided, that there's an F M loop system that's required, anything that allows communication equity. So when a person arrives at the hearing, that all communication access is established. And so we don't want to take away. We want to make sure that there's communication equity and that individuals have -- it's very important for deaf, deafblind, different community members to have equal access. We've been behind so we want to close that gap. I do agree with this strongly. Also we're trying to encourage the legislature to pass what I would call or improve or enhance that communication equity that I've been mentioning. We want to be able to enforce and make sure and ensure that no matter who arrives, we want to have that communication accessibility available. And not putting a person in a position where they have to sit and wait for that to be set up but we want to have it -- good practices, best practices for the long-term in place so a person can arrive and have access immediately. That's a best practice that we are suggesting and working on. Also I mentioned previously just that there's a shortage of interpreters and we've talked about we want to discuss with the legislature to have more funds for interpreter training programs in this state. I know in the Seattle area they used to have an interpreter

training program. It was a very good program, had a good reputation in the community. And there are many interpreters that have graduated from that institution that are highly qualified. But they closed the program. And so the pool of interpreters is dwindling so which means that we need to have more trained qualified certified interpreters in our state. Many are leaving the field. And so -- and I know that there's young interpreters. We don't have enough to meet the need, the dough manned. We don't have enough interpreters. We don't have the supply to meet the demand. And so that's another -- there's many interpreters that have experienced many years of providing services and that are retiring. But now we need to bring up another generation of interpreters. So I know if we could have an interpreter team for the state that contracts, we have to find out, you know, just if there's 30 or 40 interpreters that are working for the state, we need highly qualified interpreters that we can match with the appropriate situation. So I know that there's different interests, different knowledge base and, you know, there's DVR, there's H C S. There's so much different state agencies that require that level of interpreter. And I know that there's -- I think it's been a struggle and it's been frustrating and I don't mean to be critical but it has been frustrating for many people. There'll be new interpreters and then they need to go through the training process that takes a lot of time and attention. You know, and at an interpreting assignment at a state agency that would be new to them you can't really give them all the information that would be required. And so I know sometimes there's interpreter teams that have a supervisor or a director or a coordinator or whoever it might be. But we need to make sure and ensure that the interpreters are going to meet the needs of the community and that they're readily available and even on a 24/7 basis instead of having to put deaf community members in a position where they have to sit and wait. It's been a struggle. And I

think if the legislature could develop some sort of an interpreter unit or if the Office of Deaf and Hard of Hearing could expand their positions where they could have full-time interpreters, maybe, you know, and for specialized areas such as deafblind interpreting. I know I've got 17 staff at ODHHS and I know that I would like to increase our staff to 30 members. And so we could provide those direct services that are needed. We could provide the access. Also they would have the skills and compensation that was comparable to good wages. And also, you know, also I -- regarding interpreters or communication access, it applies to all areas of life throughout the state. There's so many different -- H C S -- there's so many different state agencies and people live in facilities. And I want to make sure that there is communication access readily available instead of having to put a person in a position of sitting and waiting for an interpreter to arrive when it's critical. So there's medical appointments. I mean actually it's such is a big issue. The communication issue is so huge. We need to find resolution to increase the pool of interpreters or to have deaf community support. If we could have case management. I would just -- I would like to see opportunities provided for communication access readily available and remove those barriers that are out there. Because there is -- there are very many barriers. So if the legislature could work with us on improving that, making sure there's quality interpreters that are readily available. It's a crisis. I feel like we're facing a crisis at this time. There aren't enough interpreters. I know that's a huge issue and we need to find resolution in order to get rid of this crisis that we're dealing with. Thank you.

>> Elizabeth Gordon: Absolutely. So we probably have time to take a couple of questions. Oh, actually Anna, I see that you are here. So would you have a moment introduce yourself? What we've been doing is

we've gone through the questions that I sent. But I wondered if you could give a brief overview of who you represent and some of your priorities, maybe some wins this last session. If you could jump in, that would be awesome.

>> Anna: Sure. So I'm Anna Nepomuceno. I am the director of public policy for NAMI Washington. The nags Hal alliance on mental illness. It's the nation's largest grass roots advocacy organization. Our mission is to support everyone who's affected by behavioral health conditions through a multi prong approach of legislative advocacy. It's a three tiered organization. So we have our national office. We ever our state office and then we've got our regional affiliate. So here in Washington state we have 20 affiliates. As well as our state office. So we work together with the affiliates to raise awareness and reduce a stigma on mental health as well as provide educational programs and support for families and individuals affected by mental illness. So we often peer led education courses, support groups, youth programs and also we advocate and this is where my role comes in where I lead the grass roots efforts and also the policy research and while we advocate for bills during the legislative session. So did you want me to go over our legislative priorities? Is that part of the question?

>> Elizabeth Gordon: That would be amazing. We've been going around and folks have been sharing and we were about to open it up to questions. But if you could share, that would be awesome.

>> Anna: For the next legislative session we're looking at there's some legislation around including social emotional behavioral and mental health skills in the definition of basic education. So, you know, one of the questions it asks is what's one of the challenges we have regarding mental health. And part of that is there's not enough of a focus on preventative care. And including social emotional behavioral health in our basic

definition, in our definition of basic education for K 12 would help in that preventative care for youth. As of right now suicide is the leading cause of death -- is the second leading cause of death in the state of Washington for young people 10 to 24 years of age and COVID has just made that worse. And so this is a bill that we are -- that's on our legislative priority list that we will be advocating strongly for. Another one too is creating a new prescribing psychologist credential. There was a similar Bill that was introduced last session that didn't move. And so from my understanding there will be a bill that is very similar to the one from last year. And this basically creates a credential for prescribing psychologist us. This increases access to medication. Because right now there's a shortage of prescribers. And especially if you're a patient on Medicaid. There are barely any F any, psychiatrists that accept Medicaid. Oftentimes when you're a Medicaid recipient you're referred to a nurse practitioner and even then that's limited. So we really need to increase the amount of people that can be prescribers. And then of course there's going to be some more legislation regarding the 988 crisis response system. Any legislation towards that is definitely something that we'll be championing. Finally also Medicaid parity for behavioral healthcare workers. Last year we did have a win of a seven percent increase in the rates but it's not enough. And right now we have a behavioral healthcare worker shortage. I know we have a shortage of a lot of different workers. Especially if we're going to flesh out our behavioral health system and our crisis response we need to have more qualified people to address these issues. If we're going to incentivize people to take this care path we really need to pay them more. So those are our legislative priorities.

>> Elizabeth Gordon: Thank you so much. So I'd like to open it up now to our attendees for some questions. Patti, I see your hand is up.

>> Patti: Hi. First of all Anna it's really great to see you. Anna and I have been friends for many, many years. Congratulation on your appointment. This question is for Earnest. I'm a union member and we have union represented interpreters for foreign language. And I'm wondering if this is something that we could work with for ASL interpreters as well. Because that would give them the opportunity for that living wage that you're talking about. Have you considered working with the union on that?

>> Earnest: Yeah. That's -- we've been considering that because of course with the union, it's inclusive. We don't feel that we need to set that up with the union, you know, like the interpreters through -- it would be the same as the interpreters working through the state. But we want the interpreters to feel as a state employee that it's equal and fair because right now our interpreters are all contract and they're all under their own agency that they work for, which is nice for us as far as setting things up so that those interpreters from different groups and agencies, they can join that union. So so long like what the interest level is for the interpreters and in the community and also having our own benefits in the union and it is something to consider. But I yes. Thank you for bringing that up. That is a really great idea. Right now we hadn't yet started that discussion or thinking about it and how that would look. But yes, it is's great feedback. Thank you.

>> Patti: Just kind of a quick follow-up. Labor and Industries interpreters just got done with a union certification. I think it's something they have to certify department by department. The thing that's good about that is the inclusivity, the wages, the fact that there is no disparity within those ranks. And it's also a way for people that have been working under contract to make sure that they get a minimum number of

hours, that they have benefits, that they have the same rights and responsibilities of other employees. So thank you very very much.

>> Earnest: Yes. Absolutely. Different interpreters have their own rights. There's all kinds of wages that vary. Yes. Good interpreters cost different, you know, but having a standard as far as what the training is and stuff, it is a hot topic right now for interpreters and how the cost rates compare to interpreters who owes a V I, a video interpreter or compared to in-person, what are the cost differences. Most interpreters are confused by that. Should it be the same pay or should a V I interpreter be less than in-person. So there's a lot that needs to be talked about. And standardized as far as the interpreters and what the difference is between V I and in-person. So yeah. Those are good things. Thank you so much for your feedback.

>> Elizabeth Gordon: Awesome. I see Larry has his hand up.

>> Larry: Thank you. This is Larry.

>> Struggle with his light. Just a second.

>> Larry: Thank you Earnest so much for being here with us. One time I -- I was at Washington state association for the deaf, WA S D is that acronym -- and talking about access for closed captioning in movies and such. So it's more -- it's pretty strict, you know, as far as that is concerned. We've been working and encouraging TV production to use closed captioning. And it just -- it really sucks. It's a really poor communication method. And I haven't been happy with that for many, many years. But with Bill -- K I N N O -- Kinyon filing with Human Rights through Congress, it's -- just takes so much time and there's so much to have to go through and there's so many backlogging and things that has to happen. So we really need to focus on TV production. Last year, two years ago, the new law said that all businesses and services must have closed captioning on default. That was a requirement. And so I think

that at WASD we're not doing a good enough job following through, you know, with different discussions and stuff so . . .

>> Earnest: Yes. Thank you Larry. I do want to comment I appreciate so much those consideration you have. I don't think we have enough access for captioning as far as TV and movies. We want all of it to have it for anything public, any public places. There's an interesting group called hearing loss agency. And that's a big issue like you said. So I think we need to go through legislation instead of trying to go individually to places. I think we need to set up -- what's the -- WAC. I think that means that the law has to set up policies and rules in terms of that and enforce all of -- enforce that, making sure that there is captioning on everything. And so I'm happy that -- to work with WA S D and talk about that. Yes. That would be great to work that out. And Larry says that's called effective communication. Right? And that's key. It's -- and that's a big deal.

And Earnest says yeah. I totally agree. It's very effective to have effective communication. Like you said WA S D we can all get together and kind of talk about what legislation could set up, what bills -- what that would look like and what the captioning rules would look like.

>> Larry says keep in touch.

>> Earnest says will do.

>> Elizabeth Gordon: Awesome. I see Pat has come on so I'm guessing we're nearing the end here. We have five minutes. Six minutes. We have time for one more question. Does somebody have a question for one of our panelists? Damiana. And Clarence.

>> Damiana: Hi. This is Damiana. I actually don't have so much of a question as appreciation. Well first of all it's so great to so you Mark. I haven't seen you in forever. But Anna at NAMI. I'm just so grateful

for the emotional wellness education that you are proposing for schools. It amaze me how mental health is one of the few places where there isn't preventative care. I think we saw that a lot during COVID where people really did need some support but the system was so backed up that unless were you in cry -- I there was nothing to be done. So I just am really appreciative of that and any support that we can help provide you, I would -- I'm going to speak for the committee for just a second and say I think that that's really important for us to do.

>> Elizabeth Gordon: Absolutely. And then I saw Clarence.

>> Clarence:

>> Elizabeth Gordon: And then I see Pat too. Go for it Clarence.

>> Clarence: Thanks Elizabeth. So my question was actually for all of our panelists here. But if we don't have enough time, then I'll direct it to whoever feels that they can communicate it in about a five-minute period here. My question was how's your guys's organizations branching out and partnering with other teams that might hold the same or closely aligned goals as you. And are you guys using some kind of advertisement like newsletters or what not to improve your communication in your communities and what are you guys doing quarterly to make sure that you guys are branching out with as many groups and organizations out there before the legislative sessions? And trying to pull you guys's ideas as well as goals aligned to one another. Thank you.

>> Elizabeth Gordon: Who would like to jump in on that?

>> Anna: I can answer that question and I can just talk real quickly and give Earnest some time as well. So for NAMI Washington, we actually work with a coalition of different organizations, including Disability Rights Washington and, you know, we look at our common legislative goals and we support each other's bills and so ever since stepped on in July, I've been meeting with different stakeholders in different organization and allies

to talk about all of our legislative priorities and how we can support each other during the session.

>> Elizabeth Gordon: And then Earnest. And then Courtney.

>> Earnest: Yes. Thank you for that question. We at ODHH tend to work a lot with AL TSA and -- with AL TSA -- interpreter is getting clarification -- and DSHS. And we have a communication team that we have set up and we use E first to try to use communication access, which means that when we're doing a blog or something, any important information, any important -- we use a CI, a certified interpreter, that is also on screen and will voiceover with the person. So that means there's like one, two, or three people. That means there's an interpreter that's voicing. There's also closed captioning and then there's also a interpreter for deafblind access. So that's one way we've been trying to improve our publications and what we send out for people. And then that way they know what's going on with ODHH and with legislation and all of that. So we're trying to have -- developed that process now for having equal access. So thank you.

>> Courtney: We do something similar with Anna and Earnest in terms of power mapping so really knowing your relationships but also knowing perhaps who may be out much alliance with you and who you really need to work with on educating so that there's no surprises when it comes to legislative testimony and you can be really prepared that way. Something we're really excited about so we're starting with Lewis County. We're work on hopefully helping communities and counties own legislative forums. So only certain counties have legislative forums. They're notorious for being on the I-5 corridor. What we see is that there are 39 counties in Washington state. 33 are rural. When it comes down to it, the disability community is often told hey go figure your problems out and then get back to us and let us know. That's a huge and tall order and obviously not

fair for a disability community to constantly do when legislators are asking us to do that. Our hope is that with going to each county and working with each county and again this is not specific to employment. We're just trying to work with everybody, get to know local counties' champions. Schools, self advocates, providers, anybody who really makes up that disability community. Get them in the room and working together on identifying legislative priorities that they can educate their commissioners on, their school boards on and their local elected, that's critical. We talk about legislative session and only the state electeds. It's really huge to start going local so we're starting there this time around. We're going to be working on that. Please come with us. We would love more support on this.

>> Pat Bauccio: This is Pat. I want to thank all the panelists. But I know Elizabeth is going to do that. But I did have my hand up and I want to -- you can close. Just like 20 seconds. The intersection between mental health and physical disabilities is atrocious. And not now because we don't have time but I really want to know what's being done in that regard more seriously, Anna, so I hope you can talk us to in the future about that. Elizabeth, back to you.

>> Elizabeth Gordon: I just was going to thank our panelists for being here today. This has been a really rich discussion. There's never enough time to dig in as deeply as we would like to. But I just so appreciate everyone being here today. And please as you -- things come to your radar that you are interested in, consider us an ally, make sure that we're included. We'll push it out to our group. We are so passionate about being cross disability advocates and working alongside our partners. So please don't hesitate to reach out if we can help in any way. Clarence, I see your hand is up.

>> Clarence: Thanks Elizabeth. I just wanted to thank the panelists for being here today. But I would also like to know -- my answer for -- or an answer from Mark off line or whatever. You can send that to my email address or send it to Emily on our chat. But yeah. I would love to hear from you as well, Mark. But thanks everyone else for answering my question.

>> Okay. Thanks so much everyone. Thank you.

>> Pat Bauccio: Thank you all. And in respect to our interpreters and everyone else for their lunch period, we have 28 minutes. And I hope to see you back promptly at -- promptly promptly at 12:30.

>> Elizabeth Gordon: Awesome. Thank you everyone.

>> Damiana: This is Damiana. When we were -- before lunch during the panel, we had I think 35 people and I could see all of them on my screen. I think the most is maybe -- it might be 35 or 40. But then the pictures get really small.

>> Kevin: This is Kevin. I'm back. Just to warn you in case you're talking about me. I'll go back to my corner.

>> Pat Bauccio: People's hands get raised they come up forward for me. It is 12:30.

>> Elizabeth Gordon: I have a hand up, Pat, in the room.

>> Kimberly: This is Kimberly or I guess anybody who's having issues. In the top of your Zoom window, is there a little waffle looking thing that says view?

>> Pat Bauccio: I did that and it said I can go to -- it says switch camera.

>> Kimberly: Did you switch to gallery view?

>> Pat Bauccio: I have it on gallery. Yeah. And it only shows 12.

Let's get back and I can figure out my stuff. All right. So it is 12:30 and we have the subcommittee updates. And is this where we were going to

run the power point? That's the word I'm looking for. So will Emily be the one that does that our, Elizabeth?

>> Elizabeth Gordon: Emily, are you able to shower the PowerPoint? Or would you like me to do that?

>> Elizabeth Gordon: If you're speaking Emily we cannot hear you. I'm going to go ahead and share the PowerPoint. Give me a moment to find it.

>> Pat Bauccio: I actually have it. I just don't know how to share it. Okay. Full screen please. Oops. There we go. Here comes our accomplishments and subcommittee future plans. Can you all hear me as I speak?

>> Yes.

>> Pat Bauccio: Accessible communities accomplishments. They awarded two grants in the spring funding psych cycle. They created new procedures for reviewing and approving grant proposals. They're reviewing three project proposals. Earlier this week they had the individuals that proposed make a presentation and the proposal vote will be November 16th. There's a new review procedures and timeline implemented for the fall cycle as they refine the method of granting the grants. And they've developed procedures for allocating funds to accessible communities for reasonable accommodations so that the funds are more equitable and do not take away from grant opportunities. Currently Warren is the chair of the accessible communities. And that is an additional change. Anything to add, Warren?

>> Warren: This is Warren. No. Thanks Pat. Just a quick comment. The point of the review procedure is Megan had started a lot of this -- Megan and Clarence had started a lot of this and I've continued. The idea is just to get further away from simply voting on the proposals at one meeting and to have a process where we really dig into the proposals and ask questions ahead of the vote so that we're able to properly compare the proposals and really assess the impact of the proposals is sufficient for

us to allocate funding. At the moment we haven't had a lot of pressure on funding because we haven't had a lot of proposals. But assume we went back to the pre pandemic situation where we have 10 or 15 proposals at once, then there's going to definitely be a need to be able to compare them and figure out where we would have the greatest impact by allocating our scarce resources.

>> Amy: This is Amy. We're planning an all county ACAC meeting which is accessible communities advisory committees. We currently have 14 out of 39 counties with ACACs. So I just -- we're looking at December 7th for that meeting. And I see Kevin's hand up.

>> Kevin: Thank you. I've not looked yet. It's new news to me. But do we have a permanent place that goes on our website for citizens to see the ACAC and get excited about the programs out there and so on and so forth? Thanks. That was my question.

>> Elaine: This is Elaine. Warren, do you want answer that about the website or do you want me to?

>> Warren: Go ahead.

>> Elaine: Yeah, Kevin. We did have an outside facing website but we've decided to close that and now we're doing a web page on the GCDE website. So that's currently under development. But that is something we will add, past projects and, you know, projects that are being funded. So we'll know for this round on November 16th when we have the vote. So does that answer your question?

>> Pat Bauccio: Can we have next slide please?

>> Kevin: Yeah. You answered the question. Thank you so much. I know that's important for people out in the field like me. It's not that Kevin said it it's really official. So thanks.

>> Elaine: We hope Mason County will start an ACAC.

>> Kevin: Yeah. We've been along the process. The process is still continuing.

>> Pat Bauccio: Could we have the next slide? The awards. The awards accomplishments are many this year in the fact that they were able to successfully have the awards ceremony in person this past week. GCDE received four sponsorships totaling 7,500 for GCDE Governor's employee awards event and received 16 awards submission and 8 award recipients were selected for this year governor employer of the year. There were 69 registrations for the October 21st Governor's employer awards in the Hilton embassy Suites in Lynnwood. That was the first time there. Currently it's Yvonne Bussler-White and Matt Nash who are going to be chair and vice chair respectively. And I wanted to know if you had anything you wanted to Sherry Yvonne or Matt? And we have two minutes remaining on this slide. Any questions? Next slide please. The community outreach accomplishments for this year, we have the subcommittee members followed up on two different commitment statements with two different key authors and received updates from them. And the end results are progressively slow. GCDE community outreach team changed the location from Silverdale, which will happen in December, to the Port Orchard because Silverdale is an unincorporated area and does not have a government in place so it's hard to get local officials to come when there aren't any. The team believes that Port Orchard has a wide variety of diversity so they will explore that more in more depth. The current progress is the team is working on hosting that community town hall meeting and leadership action breakfast. And that'll be on the 8th and 9th of December. And Damiana, do you have anything or Laurie for adding to this slide?

>> Damiana: Sure. Thanks Pat. So the commitment statements that are mentioned are from our Colville outreach that took place this last April.

That event was completely virtual. We will be trying something a little bit different in Port Orchard that I'm really excited about. We will still be holding our town hall virtually for a couple reasons. First because that large -- potentially large gathering of people we do worry about people with lower immune systems and things like that. And we also believe that the virtual component has more opportunity for some people who might not be able to get to a brick and mortar location. We are, however, doing our leadership breakfast, which is now a breakfast again instead of our leadership action planning, in person. So I'm very excited for that. For most of the people on our community outreach team, this will be their first time with an in-person event since we haven't done one since February of 2020. So we're really looking forward to that and to learning about the issues in Port Orchard and Kitsap County. And we're really grateful to all of our subcommittee but in particular Marsha cutting who has been doing a lot of groundwork for us because she lives locally in that area.

>> Pat Bauccio: Thank you, Damiana. Next slide please. The legislative work group and the accomplish minutes. Bill has been working to continued support with the Nothing About Us Without Us Bill along with the work group. Appointed new legislative work group lead, which is Kristin as Bill steps down and increased the partnerships with other organizations during the legislative session. As you heard with our cohorts in the earlier panel discussion, I think that's going to be where our next growth may go within the GCDE. Kristin or Bill, do you have anything further to add to this?

>> Bill: Yeah. Your comment, Pat, is quite correct. The real growth here going forward is going to focus heavily on close networking with relationships with organizations like those that presented to and others so that the disability community becomes a united voice around legislation

of common concern with common positions on those things. As we grow in that area, our voice will become much stronger and more impactful. We're also working with our individual members in legislative advocacy in their own districts and already identifying what we believe will be some upcoming Bill priorities for the next session.

>> Pat Bauccio: Thank you Bill. Kristin, do you have anything to add?

>> Hi Pat. It's Kristin. I don't have anything additional to add beyond what Bill said but I did want to say to Bill on this call, we've done it before in the smaller group with our legislative work group, but I wanted to thank Bill so much for his leadership and really getting the strong foundation that this work group has. I'm so glad again. As I said on our smaller meeting that you will not be disappearing entirely because that would just be a tragedy for me not to be able to lean on you a bit and learn from your wisdom. So thank you so much again.

>> Pat Bauccio: Next slide please. So creating the communication vehicle for regular contact with partners. We just went in more depth with that. Long-range and strategic planning for the group and promoting training for advocates. Thank you Bill for carrying those on. Next slide please. Membership committee accomplishments. We appointed Megan Mason Todd as the new chair for the membership subcommittee. They selected six GCDE members to serve on the membership selection committee. They worked with ESD communications team to publicize GCDE membership and the chairman positions. They received 17 applications interested in GCDE membership, successfully recommended a candidate for the GCDE chairperson. They're currently reviewing applications and will interview final finalists for the GCDE membership positions. Did you join us, Megan? Megan had been ill and uncertain if she could join us. Megan? Is there any questions in regards to membership committee?

>> Kevin: Thanks for all this. Where does this fit in or how does the process work, has to go before the boards and commissions group. So you folk recommend to them and they make the final declaration or just how does that work?

>> Pat Bauccio: Yes. The governor has the final say as to who the new members will be and any change in the way that we may submit, they have every right to make a different suggestion to the governor and the governor has every right to make the appointment or not make the appointment. So we do our due diligence and we have reasonings behind our selections, whether it be the location in the state to make sure we cover as many areas of the state that we can or a balance of -- in the handbook it tells you -- or that we're supposed to have a certain number of individuals with disabilities, certain number that are support individuals, of individuals with disabilities, et cetera. So we make those recommendations and then it goes forward and we never know until it comes back from the Governor's office.

>> Kevin: Patti, this is Kevin again. Just a followup. Hopefully we'll continue with our equity accomplishments to have a good representative team. I hope that will still be considered. I'm sure it is. Thanks.

>> Pat Bauccio: Yes, it is. Thank you. Any other questions? Next slide please.

>> Clarence: Patti, this is Clarence. Sorry. I had a question.

>> Pat Bauccio: I can't see hands so thank you.

>> Clarence: No worries. My question was how does the committee -- the membership committee, how does that correlate with the already established members that are up for their term like first term or whatever? How does it correlate with that group? Do they also have a say in re-offering like, you know, a second term to a current member? Or does that just go

right directly to the Governor's office and then they make the determination?

>> Pat Bauccio: Every individual that is already on for their first three years needs to fill out an abbreviated application. It's the part from the boards and commissions I believe that they have to put in again. And for that reason they finish that portion, et cetera. The boards and commissions puts them -- I'm not -- I don't know how they make their selections. But yes, they are part of the group that we would resubmit.

>> Kevin: Patti, this is Kevin. I wonder if you might ask staff to send us that form for those of us who might want to continue and so on I'm one of them.

>> Pat Bauccio: You're not off this year, are you?

>> Kevin: Yes, ma'am.

>> Pat Bauccio: Oh. Yes. Elaine, could you make sure that you send -- submit that? Because there is one -- they sent out a letter. I know I saw it. But it said you don't need to fill out the application. Just go on boards and commissions if I remember. Elaine, could you clarify? And can you get that to Kevin?

>> Elaine: Yes. I sure are. Sorry if I missed you Kevin. I sent that out quite awhile ago so . . .

>> Pat Bauccio: Yeah. I saw it quite awhile ago.

>> Kevin: Conceivably I missed it quite awhile ago. So thank you.

>> Pat Bauccio: Okay. I do remember you saying that you wanted to be included so it must have gone out somewhere in that time frame. But getting the paperwork done may have fallen through the cracks. So thank you very much.

>> Warren: This is Warren. I can add a couple comments if you'd like on what we've seen in the past.

>> Pat Bauccio: I would like that since Megan is not here. And Warren used to be the chair of this subcommittee.

>> Warren: Yeah. So in the past, responding both to Clarence's and Kevin's question, you know, the boards and commissions obviously is typically send out a notice to people saying they need to reapply but they don't do that until fairly late in the year, I think December in the past. I'm not sure that there's a limitation on how early you can reapply but you definitely need to fill out boards and commissions application. The membership committee in the past has not gone through and done any interviewing or anything else with regard to reappointments. I think the only reason that we would recommend against a reappointment would be if the person has had trouble participating in GCDE activities. And I think that would be preceded by, you know, a conversation with the chair or the membership chair before we would make a recommendation against. But the process itself is fairly automatic in terms of reappointments. I think, Pat, at least what we've seen in the past is that boards and commissions automatically reappointments people unless they've heard something either from GCDE itself or if the person has become a felon in the meantime or something like that. But I think it would be very unusual they wouldn't reappoint somebody. But it's definitely necessary to fill out that boards and commissions application.

>> Kevin: This is Kevin so you'd be looking at my background? Goodness gracious? I'm scared.

>> Pat Bauccio: Always such good humor. Yeah. I hesitated to say that because our boards and commissions have changed in the last couple three years. But yes. Warren's right for the history. And in regards to contributions and participation, that is exactly right. It starts with the -- for just regular membership, as long as we're on the membership committee, that if participation is lacking, then first we ask all the

staff and the coordinating committee in case one of us are missing participation that the other one knows of. And then we ask the individual if we're missing something. And either ask them to give us a plan to improve their participation and/or ask them to give consideration to a resignation. So that's.

>> Elizabeth Gordon: So sorry, finish up, Pat. I just wanted you to know you have a hand up in the room. Patti.

>> Pat Bauccio: Okay. Patti.

>> Patti: Yeah. I didn't get a pointed to a three-year term. My term was only two years. I must have been filling somebody's, you know, partial term. And I haven't gotten any letters ongoing forward or what to do or what the link is or anything else. So I'm a little nervous. I actually had asked Emily earlier.

>> Pat Bauccio: Okay.

>> Patti: What to do. This is the first time I'm hearing that we have to go online and reapply.

>> Elizabeth Gordon: So this is Elizabeth. I want to out of respect for time suggest that maybe we figure out how we can have a deeper discussion with people who need that so that we can have opportunities for the other committees to be able to share their accomplishments.

>> Pat Bauccio: Correct.

>> Elizabeth Gordon: Thank you. I think what we need to do probably is have Elaine reach out specifically to everybody whose term is up and make sure that we're on point with that. And we can add that as a next step and then we can get do our next committee. I'm so sorry.

>> Pat Bauccio: Correct.

>> Elaine: This is Elaine and I will do that.

>> Pat Bauccio: So next slide. And I think this is the last one. And we have successfully row relaunched the youth leadership program in person.

They determined the date and location for the 2023 event which is the last Sunday in July up until the fourth I think of August. I was looking at it last night. Currently working on accessible marketing video and that we'll advertise for the YLF program. They facilitated a leadership program for 14 students this year at the YLF and they established a youth work group for planning purpose for the future YLFs. The YLF subcommittee is currently working on keeping this year's delegates engaged so they have a robust applicant pool for peer counselors for 2023 YLF and I was talking to someone that wanted to be a peer last evening. So I would like Candace to say anything. And this is our last slide, is it not? Yes.

>> Candace: Hi Pat. Thank you for giving that brief summary. I don't have much to add. I just wanted to underscore that we are really working diligently to keep the delegate engaged in 2023 so we are working through the process of making our communications more accessible so that everyone gets the benefit of being able to reengage. That's one of the really Cory guess you would say kind of core foundations that we're building on is making sure that each year we're not starting from ground zero or from scratch. We really want to build on that participation, particularly the student participation, so that we have a richness in the program where student participants are really our marketing tool. They're the ones that are going out in their communities and amongst their friends and they're promoting the program. So I just wanted to highlight those two -- those things. Thank you.

>> Pat Bauccio: I guess one of the other things I wanted to ask, Candace, is typically the applications go out around Christmastime so individuals can plan their summer around this event. Is that going to happen again this year?

>> Candace: That is certainly the goal. We found that to be pretty effective in recruiting and getting, you know, enough delegates to

participate in the program. We want to start early and often. So that is our goal again this year is to get the application into the hands of the DVR coordinators around the state and to those student partnerships that we've built. Yes.

>> Pat Bauccio: And Candace, I'd like each individual member in the Governor's Committee to see if they can have one youth that they could recommend and get an application for for the 2023 Youth Leadership Forum. What is the criteria for those youth and will you make sure that you get an application out to each our members so that they can have a goal of getting one individual that they know or have a relationship with through a foundation up for an applicant?

>> Candace: Yes. We will definitely make sure that each subcommittee member is in position of the 2023 application as soon as it's available. And one of the main qualifications. There's several. There's an age qualification. But the biggest qualifier is that they have to be involved with the DVR transition coordinator and program. DVR, the division of vocational rehab is our funder and that's how we pay for the program. So that component for an applicant is pretty critical. I think they also have to be in high school. Between the ages of 16 to 21.

>> Elaine: Up to age 22. This is Elaine. They can either be a high school junior or senior or be enrolled in a transition program that could be through a college.

>> Candace: Thank you Elaine for that clarification.

>> Elaine: I see Kevin's hand up when you're done Candace.

>> Kevin: Thanks Candace for successful this year as well. I just wonder you mentioned the video a few times. What is the length and why is that coming together and lastly who's going to be the editor? Are you going to have somebody else look at this? Videos tend to grow into something

they're not supposed to do. I just wondered the target audience and who's going to prove it for you.

>> Candace: And hopefully I can answer your question because I only heard a part of it. But it's a video that actually was drafted -- I drafted it I started as the photographer and videographer for the event so I had a tremendous amount of pictures and video. So I took my first run of show, if you will, and the now with the help of Elaine, Elizabeth and Emily, the staff at we're making the video more accessible. And we're going through a through iterations and a few steps to do so. And I think that maybe Elaine, did you have something to say, Elaine or Pat?

>> Pat Bauccio: Yeah. This is Pat. We have another panel in 10 minutes. I'd like everybody to have nine minutes of break. So can we take the rest of this at the end of the meeting?

>> Candace: Sure.

>> Pat Bauccio: Put a pin in it. Thank you. Everybody be back in about 8 and a half minutes.

(Break)

>> Pat Bauccio: About 30 seconds going, guys, gals, individuals.

>> I'm at an out of state conference. Hi everyone. This is Tania. Patricia what you said made me think of something I heard today at the conference which is guy, gals and non-binary pals.

>> Pat Bauccio: That's good. Guys, gals and non-binary pals. It is now 1:10 so I'll write it down after our panel. And with that I'm going to have Elizabeth do the introductions.

>> Elizabeth Gordon: Awesome. Well for our next part of your meeting we're going to have a panel. One of the things our members have talked about several times is that we don't interact much around youth issues. And so we thought we would bring a few experts into the room to talk about some of the work that's being done for youth with disabilities in

Washington state and learn a little bit more. And so we've invited four people here. What I'm going to do is ask you to tell us a little bit about your organization and also introduce yourself as part of that. So how about if we start with Tania.

>> Tania: Good afternoon everyone. I am -- I have the honor of joining you today from Chicago, Illinois. I've been here at a conference around positive behavioral interventions and supports. It's been a good few days of learning. My name is Tania may and I have the honor of serving as the assistant superintendent of special education at OSPI. A little bit about my background, I have worked in special education for over 25 years. I've worked at kind of all levels of the school systems. I've worked at non-public schools and agencies. And in terms of a little bit about the multiple hats that we all wear, I also have a 14 year old who is autistic. So that's a little bit about me. I work at an organization called the Office of Superintendent of Public Instruction or OSPI. And we are the state educational agency so we work to support students from preschool all the way through age 22. And my team really digs into special education. We do monitoring, oversight, a lot of funding and just technical assistance and support.

>> Elizabeth Gordon: Awesome. How about if we jump over to rod.

>> Rod: Sure. I'm Rod Duncan. I am from the Developmental Disabilities Administration. And we support individuals over the course of the full life span from birth to death with a variety of services. I personally am the community inclusion and transition program manager out of central office. With a focus on connecting students to employment before leaving school and then this last year we've -- were given permission from the legislature to expand our community inclusion program. And so I took that on. In addition to transition services, you know, this past year. And I've been with DDA for 42 years now starting at -- in the employment

program at Fircrest school and then ran the solo program and then I went to field services and then I've been specifically employment focused since 2013.

>> Elizabeth Gordon: Awesome. Sam, how about you go next?

>> Sam: I have to learn how to unmute myself I guess. Good afternoon everybody. Thank you so much for the opportunity to be here. I am Sam Blazina. I am with the educational service district 105 covering yack marks kit it is a parts of Klickitat counties. A little bit about the ESD is I have just recently on boarded -- I'll bring up here and tell you a little bit about it, we are one of nine in the state of Washington. We carry out duties of a liaison, activities between the school districts. We work very closely with OSPI, Tania may. And we offer a variety of programs. So we implement managed programs and cooperatives with the schools. We help schools save money while providing access to services. So such as the ones that they may not be able to have or in programs that are developed based on the needs of our school districts. I recently onboarded with ESD, about three months now. Yay, anniversary. And I am their transition program manager. I'm really really excited. Those of you that have known me have known that I've been in the field of transition for about 26 years. I also wear another hat as Tania does. I am a parent of a young adult with an intellectual and developmental disability. He's 24 years old. He exited the school system three years ago. So I have had the pleasure to walk in the field, to be part of a very large community supporting youth with disabilities in a lot of different ways. So just a quick about my background. I come from a public health background. Shifted once William became a part of my life and I shifted into education and became an advocate. I've worked full secondary education, ran a transition program at Central Washington University, transitioned on to the governor's office. I became the senior

education ombuds covering mostly about half the state, eastern central Washington. And then I had the pleasure of joining DVR for two years as their regional transition consultant where it was wonderful to really understand the division in a different way with different lenses. And now I'm here so I'm running a program within ESD that I could talk about at some point. Thank you.

>> Elizabeth Gordon: Great. And last but not least Melinda.

>> Melinda: Hi everybody. My name is Melinda Bocci and I'm with DVR. I'm so excited to be here because I actually had two terms on this committee and I loved being a part of it so it's great to see some familiar faces. While I'm currently with DVR I've been here just about four months and a few days here. As far as a little history of me before I dive into DVR, I come from county work where I was at Snohomish County for 15 years and prior to that I was at an employment agency where I started as a job coach boots on the ground, became manager director and then I moved on to the county and now I'm at the state so I really feel like my trail is pretty thorough and I'm excited about it. I have a lot of transition experience under my belt and I love seeing students succeed. I am a certified benefits planner it's still valid as I am at DVR even though I'm not doing it anymore. Definitely worked with loads of families and helping them understand Social Security and Medicaid and how everything plays together and making sure that all those things are not barriers to employment. So employment runs through my veins and I'm just really excited to be here in this new role. And then a little bit about DVR. It's a statewide resource assisting people with disabilities with all aspects of employment and jobs. And specifically for youth, these are my -- I'm going to look at notes a lot just because that's how I am only four months at DVR but we specifically work with youth with disabilities and that's ages 14 to 24, in their 24th year, so that bigger transition

picture. And then we also work with students who are in pre-employment transition services and that's ages 14 to 21. And they're in special ed, have a 504 or a documented disability. So the biggest thing is we're helping students with that whole employment piece as they exit out of the school system and transition into an adult world looking to help make sure people are employed. So that's the transition focus of DVR. So thank you for having me. I'm excited to be here especially with this panel who has been helping me along this whole time. So thank you.

>> Elizabeth Gordon: Awesome. So what are the biggest successes that you've seen for youth in the past year? Oh, we will kick this over, Sam, how about you kick us off?

>> Sam: Within the program that I'm managing with ESD I can't speak of it because we've just launched and we're still in the process of getting it going with the school districts. So hopefully I'll have an opportunity to talk about that today because I'm really excited about it. One of the things that I have appreciated in this past year that has been very difficult with schools and when I was working on the DVR end of things is that the whole world of virtual I think has been amazingly enough has been actually something that has been positive for some of our students and students that I've worked with the families that I know because a lot of our students have really become more included in the virtual world as opposed to before, even in activities. Working with IL centers, working, you know, in different programs. When I was with DVR, I oversaw the contracts for the pre-employment transition services, as Melinda mentioned. When I came on board here on our central Washington region, we had about a dozen students that were being served by Pre-ETS and we were able to double -- those numbers went up to about five to 600 by the time I left DVR. That was a cooperative. That was a collaboration partnership with the school districts in really bringing DVR into those school districts.

So that is a success. You know, those numbers alone and we know when a student is engaging with any state agency and networking with their communities, they will have an opportunity to be more successful in their future. So to me that was a success.

>> Elizabeth Gordon: Absolutely. Melinda, do you want to go next?

>> Melinda: Yes, you know, kind of along the same line as that. One of the biggest things that DVR has seen is that just reopening and getting back out there and working with students, that has been a huge thing for us. Getting into schools, having potentially meetings in person for those who are comfortable with that. And it's just so important to the work of DVR just making those connections in the community. Also along the same lines of just helping to create path again after the pandemic and help kind of pick up those pieces as everybody went in lock down and everybody's kind of slowing coming out so being able to offer that path to employment for folks who are now ready to get back do it. Also we're identifying gaps that we need to address in all of this as people have come back. What are different things happening between when students are in different parts of their education world, you know, how can we identify gaps where DVR can jump in and help out with the employment piece specifically and with Pre-ETS. Also we have seen an increase in how many students we've been serving and we do think it is because of Pre-ETS and some of the numbers that we've been able to look at. Also just increasing how many students who we're serving who are youth. We have seen an increase between 2020 and 2021. So those are the things that we are completely celebrating and we're hoping that we'll thin continue on that same track of getting out there, getting our people on a path after the pandemic and making those connections in the community. We're excited to be doing that.

>> Elizabeth Gordon: Awesome. Rod, how about you?

>> Rod: Yeah. For DDA we have the statewide transition collaborative and so we have some really strong partnerships with DVR and the schools. Two years ago we started our what we call our job foundation project, which is bringing employment providers into schools and connecting students early, you know, with the goals that students will have jobs before they leave school. And so through that -- those efforts, that is really growing. And it's growing like wildfire. We started out with only 20 counties participating in our -- it's a pilot project but we started out with only 20 counties raising their hands saying they wanted to participate in this project. And now we're up to about 28, you know. 28 to 32 actually in terms of in various stages of wanting to get on board. You know, there's -- everybody wants to be on board. It's super exciting to see. So some counties don't have students yet. So they're future planning in terms of building the infrastructure and partnerships with the players that are needed to make it successful. And so that's really moving, you know, really well. And then Melinda didn't list it out specifically but this last legislative session, we were -- the Department was directed to create school to work across the entire state, you know, which is a program that we DDA has participated in for a number of years but with only seven counties because it was really driven by mileage to support that project. And it's now been -- we've been directed by the legislature to create that program across the state that no student should be left behind. All students should have access to that program. I'm working closely with Melinda to really put that together so that we keep selling a transition service. We don't talk about job foundations. Not school to work. It's transition services. It's a project. And even OSPI they're developing the data share agreement so that we're going to be connecting with students the minute -- it's a three-year product. We started that last year of school. It's like no, no, no. It's going a three-year

project. First year is about connect to the student. Second year job foundation. Third year you're getting job development and you're leaving school with a job, with a full secure adult team around you and the school just quietly dropped off, your team is here and moving forward.

>> Melinda: And Rod's getting ahead of me.

>> Elizabeth Gordon: Awesome. Tania.

>> Tania: Well, it's hard to know what to add onto everyone. A lot of what my partners today shared were some of the things that were front of mind for me. I can only message Emily directly, but I'm going to put in the chat there's a link to the transition collaborative summit of reports. So Rod mentioned that. And, you know, when we were working toward substitute Senate Bill 5790 you can see the same themes from that original -- the recommendations of that report through the final Bill. And that's really exciting because it was such a community lift. I'm sure many who are on the call today signed up in support of that Bill. I know that there were hundreds of people willing to testify in support. And so just some of the key themes that came out of that were really working to be informed by data. What do we know about our students, what they need, and what do the data show when they have the right supports like school to work. Excited to be working directly with Melinda. She comes on and helps to ramp this up. I've been working with Rod now for so many years, and same with Sam. So it's just an honor to be here with these partners. I learn from them every day. And I feel like something that I try to celebrate is that I do all I can to be a champion of transition. And specifically employment. Because I think often -- I look back to what I knew when I was a teacher, even a high school and transition teacher, and I had gaps, that it took me a long time to close those and to really understand. And I'm still learning all the time. And I also, from the other side, when I talk with these partners who are on with me today, I

can understand how it's so hard sometimes to get into the school system. So anything I can do to stand as a bridge and to help breakdown barriers both ways I feel like it's such an honor to be part of this work. A bridge.

>> Elizabeth Gordon: Awesome. So now can you talk about some of the biggest challenges you're facing? And we'll start with Rod this time.

>> Rod: Yeah. I think the biggest challenge that we are experiencing in the system is workforce shortage out there to provide level of support that we want. You know, for, you know, not only transition services but just the employment and community inclusion field in general. It's disheartening and concerning when clients have to accept jobs for less hours than what they want because there just aren't staff to be able to support them at the level they want to be. And in worst case sometimes having to reduce their schedule because there just wasn't the staff there and available to support them at the level they need and want. And that's a significant challenge to our services right now.

>> Elizabeth Gordon: Excellent. Melinda, how about you?

>> Melinda: Yeah. For the challenges, it's the big thing is just increasing the knowledge and access to DVR services, that's a huge one and just making sure that postsecondary training is an option for students who need more education knowing what their options are with voc. rehab services and then just making sure that people understand what's Pre-ETS. What's job foundation? What's school to work? What's all these different pieces under that transition umbrella is going to be a huge one. Then along the lines of that supporting schools and all the transition teachers and paras and all the staff who are helping the students move along and making sure they understand what services are available. Going back to Tania and Rod both talked about 5790 and I had it a little bit later on but I do want to jump in here because with 5790 -- and I will get into

this a little bit more of what this Senate Bill is -- the challenges are going out into the counties and making systems work that are already existing and helping them play together for the goodness of students exiting with a job. So it's exciting and a success but it's loss a challenge and also a legislative thing that I'm working on. Spans everything that I'm doing to work closely with the partners that are here today on the panel. With that just kind of figuring out what transition looks like for the state and really connecting throughout the whole state, getting to the rural areas, you know, trying to figure out what it looks like. So that has become a challenge getting the conversation going so we can all have an understanding of what people expect transition is. And then taking that step back and make sure people have the resources, they understand when and where and roles and what people can do. And people coming together to help one another. So it's exciting and wonderful, a challenge, a success. It's kind of all over the board which makes my job really fun to be able to do this work and really try to figure out a statewide puzzle to really help students in that last year of transition.

>> Elizabeth Gordon: Awesome. How but Tania?

>> Tania: Challenges. Well, we know that there are many. Transition and graduation. I'll just be transparent with this group because I know you all understand. That's what keeps me up at night when I think about the work that we do. I think a lot about how inclusion and transition, they really need to be life long activities. It's not about you're this age now and now suddenly this is something that we have to worry about. When I think about inclusion, Washington really has been on a journey. In 2018 we ranked 44th in terms students with disabilities accessing general education. We're making progress but there are also some growing pains and not everyone is experiencing the same rate of change and the same opportunity. So I think about how if students are going to be segregated

all through their education, how do we then expect them to be ready to move into competitive integrated employment? There's a disconnect there. Same with when we think about transition programs. We've long been trying to move away from that word. It should really be about services and it shouldn't be only for a certain category of students. Any student with a disability should have access to transition services if it would benefit them. And so I just -- I think about the sense of learning and belonging. Right? I will know we've gotten there when I know that every student and family in our school knows that they are needed and loved and that the community needs them because they learn as much from them as they do teach them. So that's my hope.

>> Elizabeth Gordon: Awesome. Sam, what about you?

>> Sam: Deep breath. Thank you Tania. I'd like to echo what my partners here, all three Melinda, Rod and ton yeah. You know, it is very difficult indeed. We have a disconnect. So coming from like a broader state perspective into more of a regional, I like to kind of address a little bit more regionally the chapel Eng having been part of the bigger picture of you statement and really now my focus and my priority is our region ESD 105. And I know I've been very vocal about this as of late. We are often overlooked for a lot. We do not have millage money in a couple of our counties. We do not have school to work program. We do not have a lot of resources. What brought me to ESD 105 has been a series of long conversations with my partners and colleagues about what do we need to do to improve the services for our students. Just to give you an idea right now in the graduating year of '22, '23, '24 there are 101 students with intellectual and developmental disabilities that will be exiting the school system. Of the 101, only 39 are on DD waivers. So we have a lot of work to do. So these are the conversations that we're trying and hoping with my colleagues at ESD to have with the state, to have with our

local community partners to support that. And so that's why we're creating the program that we're calling link that came to me at 2:35 in the morning about four weeks ago. And I came back to my partners and I said link. Why link? Link because we link everything. Like Tania said it's not about a program. It's about really connect all the pieces and be a liaison and maybe a model to other community partners. Because we're not going to be able to serve all of the students that need to be served right now. We know that. If stands for learning inclusion network and knowledge. It's designed to meet the needs of students embark on their independence to school. Students with intellectual disabilities and developmental disabilities 18 to 21 to integrate in their communities and choosing their pathway into adulthood. I will tell you being a mom of a 24 year old who currently is sitting on my couch even with a 26 years of knowledge in this field, it breaks my heart and I grieve every day and I'm thinking where have I gone wrong? I have accessed everything I completely could have accessed. And he's still sitting here. So there is work to do?

>> And so that's what I'm hoping here. I'm hoping that link is going to be a little thing but it's hopefully it'll grow. And the hopefully we will get support that we're looking for to get this to grow. Anyways so that's the challenge that I see. We need to serve each and every one of these students. Each one of them they are a life, a live individual who is impacted by us. We're making a lot of decisions that they're impacted by. So we really need to coordinate it better and not be siloed.

>> Elizabeth Gordon: All right. So looking ahead to the upcoming legislative session, which is coming faster than it seemed like it should, what's on the horizon? What's on your radar? What do you think we should have on our radar? Melinda, kick us off.

>> Melinda: Sure. Now even though you're asking about upcoming legislation, this is which are really wanted to dive into the Senate Bill 5790 because it's going to be a continuation for us as far as the work that's going to come around it. Just a little bit of Tania talked about this and so did Rod. This is the Senate Bill that came through and everybody waited to see who would get it and DVR got money and saying go forward and go get jobs for students making it an option for students across the state and get everybody employed not just like Rod said the school to work counties that have things in place and they're doing it. What's going on with the rest of the state. So that's the 32 other states and really working on all of those pieces. And what's been wonderful and just keeping this on our radar legislatively just watching it as it's going to continue and why it's going to continue to be a priority and we'll be reporting back and I hope you have us back to talk about what's come of it. But really just talking about like what Sam was even talking about, getting out there, seeing what we're all doing and how we can help each other. What's been wonderful about all the conversations I've had and it's been fantastic. I've been reaching out to people in parts of the state I didn't even know how to pronounce names of the cities they're from and just really getting out there and getting what's going on in rural counties, what's going on with the tribes and anything going on. And then realizing that yeah, there are some pretty kind of negative trends going out there. People aren't getting connected. People aren't talking. People get confused by roles and when and where to do things. But what's wonderful is that things are happening. There are lots of incredible -- there's a lot of incredible work being done and finding those and kind of making it all so together to make sure that everybody can move forward together. And so with 5790, my biggest role as I see is like I said, it's just bringing all these systems together. And I really

am looking at schools, DDA, DVR, employment agencies and counties and how everybody's doing this incredible stuff but do they know what everybody is doing around them. I've talked several times with Sam and heard what she's doing out there. Does everybody know that there's this incredible thing happening out there with ESD 105. Let's spread that and really using the state's best practices or whatever you want to call it and moving forward to help other parts that may or may not have access to those or be thinking about that and just kind of joining it all. It's an incredible time to be a part of all of this because it is time that students are thought of, everybody. And you know one thing with 5790 and one of thigh hopes and even though it really focuses on that last year of transition, so 2021 and the students have to be part of DDA and have intellectual developmental disability, but my hope is as all this collaboration and conversation starts to happen, we have the numbers from DDA. We know the numbers of 2023 grads, 2024 grads. We can get that kind of information. But that's DDA. So who else? Like Tania said all of transition, who are we missing? Who's out there that could apply for DDA or this over here. And my hope is as all of these conversations start to really happen and meetings start to get going of what we all do, more students will come out of the woodwork of who can access and we'll find students and the numbers and data that come to us as far as numbers and students coming through will increase because we'll find more students through all of those efforts and I think that is going to be incredible to see just as people are getting employed and see those numbers increased. That's my biggest hope. And the then with that there's different pieces to it. The collaboration with OSPI and the data sharing that will happen. And then also creating a statewide transition council that can oversee and just kind of watch different pieces of what's going on in the state to make sure there's everything -- there's an equitable approach to

transition and bringing a lot of things to places that normally hadn't had them in their areas before.

>> Elizabeth Gordon: Awesome. Tania. How about you?

>> Tania: Well, there's been in past years some conversation around the fact that special education funding in Washington state has a cap. So school districts receive funds for every student. Right? They have an allocation that's a basic education. And that includes our students with disabilities. And then students who are served in special education if they have an individualized education program or IEP, the district receives a multiplier for that student, an extra A funds to support the programming. And districts have a federal obligation to find and certificate of every student with a disability in their system. So there's a gap there. They need to find and serve however many there are. But they only receive funding for up to 13.5 percent of their population. So our state superintendent asked me to start to run some numbers and look at what would happen if we removed the cap? Well, what I found is of districts actually are over spending 400 million dollars a year for special education. They're already doing that. They spend -- to serve students they spend 400 million dollars more annually than they receive. That's both federal and state funds. Removing the cap would increase money to districts in the amount of 65 million so it's not going to close that gap. We are in such an incredible time in Washington because we have so much support just across the board. Our advocacy community, our students and families, our schools and then also our leadership. So the superintendent said let's do it. So I'm putting in the chat now we have a request to the legislature to fully fund special education and we are really trying to think about transition as life long. Not only are we asking to remove that cap. We are requesting an increase in the multiplier from Pre-K all the way to age 21. And there are supports built

into that for our schools including continued funding for the inclusion are you practices project. And the way that I frame this is this is less an increase to special education and more just closing that gap. Right? It's already funds that are being spent. And districts are having to use local funds. So Sam gave us an example. She has counties that aren't able to use funds differently. At least in the school district sometimes that's funds that aren't available for enrichment, transportation, sports and for mental health supports as well. So if we have state funding to cover the basic cost of special education, that frees up those local funds for a whole host of activities that are going to benefit all students and the entire community.

>> Elizabeth Gordon: Thank you. Sam, what about you?

>> Sam: Thank you ton yeah. You stole my thunder. No. This is awesome. It's really good. Well, I think I again would like to echo everything Tania said but maybe I would like to also add one of the things that I have realized as being part of the sort of the pig bigger picture over the years and conversations with folks across the state is we talk a lot about individualized for students but I don't think we can really individualize a systemic support for a student if we don't individualize systemic needs for geographical areas. And we miss that all the time. We miss it. And I know Melinda and I have talked about this. We're not the I-5 corridor. No. Yakima and Kittitas County are not eastern Washington. Eastern Washington is Spokane. If you have somebody involved from Spokane, they are not representing central Washington. So I don't know how really -- how to really address that other than saying let's look at when we're thinking about statewide issues, right, there is a piece over here. But when we're really thinking about impact to individual students with a documented disability, that not only are with ID or DD, we need to look at regionally what are the struggles, what are the barriers, what are the

things that we need for them to be able to access? I was humbled when I worked as an R T C and I made a goal of look at the report card and looking at data from DVR and look at a bunch of data and reach out to school districts like Melinda had mentioned that you can't even spell and pronounce that I had no idea existed within our region. While you're here. I've never seen DVR here. How do you work to do a work base learning in the community and all they have is one convenience store and a bar? Which one do you put them in there? And then transportation, we don't have the infrastructure of transportation. That is the reason why my son is sitting at home. We were able to find employment but he can't get to work because we don't have a transportation system that will come out to the county where we live. So I have to put a hold on that and I have to rethink. And I know I'm not unique because I am part of a very, very large network of parents. Kittitas County parent network is huge. I've been a part of that. I know the coordinate certificate here. I see her name. And we hear from parents all the time. And we grief. I will tell you that I thought I was ready, when I left high school and William had his last IEP meeting and I cried all the way to my car and I didn't know why because I knew I was losing a group of people that have helped me for so many years and now I have to deal with all those different pieces that they don't communicate he willing like that. They don't sit around the table and say, "Hey we are your next IEP team. We're going to make this work for you. Not going to make you have to triage it and figure it out. We're going to close the door here and open doors there. I know I get excited. Those of you who know me, that's me being transparent. That's what we need to do Elizabeth is we need to look at individualized areas, what they need and try to Taylor it to those areas a little bit more.

>> Elizabeth Gordon: Awesome. Rod, how about from your perspective?

>> Rod: Well, a couple things?

>> I want to respond to Sam's comment. The greatest thing about what we do is that it is individualized. The worst thing about what we do is it's individualized. Because it is really challenging. The ex sight thing is we all I think agree on that common goal that we're all trying to achieve for all students. When I talk to my people that I manage and work with, I call myself a traffic conductor on an 8 lane freeway. It is going to have to be different across the state and as long as we're all on that same path headed in the same direction, I'm going to guard the exit ramp tops make sure we aren't giving up. We're going to stay on this path. We're going to continue down in one of the lanes to get there. And we're not going to lose sight of what we're trying to achieve for that individual. Because it is going to be different regardless of where you are, whether you're in Wahkiakum or whether you're in Seattle proper. We are trying to build that team around that individual and really focus on that person's tenderness to try to get there. Specifically to your question around legislative needs, we were directed -- DDA was directed to do a rate study for employment and community inclusion services which we did in fact do and completed and that's been posted and forwarded on. We are hopeful that that will be supported in this next legislative session. It will be critical to help address the workforce shortage that I had mentioned earlier. We're not going to be able to do this if we don't have the staff to make it happen. I mean we -- I think you're hearing pretty loudly worry all committed to making it happen. But we absolutely have to have the resources to make it happen.

>> Elizabeth Gordon: All right. Well we have a few minutes here. I'd like to open it up to our members to see if anybody has any questions for this panel. Damiana I see your hand's up.

>> Damiana: Hi. So I've heard you mention workforce shortages and I know that that is with your staff that would be working with participants. But what I'm curious about is we know we have a workforce shortage across the state in all levels of employment. Is that workforce shortage opening up opportunities for your students? Or is it limiting them as far as employment for the students themselves?

>> Rod: Absolutely. That's most ironic position we're in right now. We are in the best opportunities ever in terms of getting jobs for individuals. Like I said earlier we're turning them down and/or only partially accessing them because we don't have the job coaches and the availability of the employment providers to support those students. So it's a really unfortunately ironic position that we're in right now.

>> Melinda: Just to also address that question too, thank you for that question. Even in moving forward with the Senate Bill 5790, you know, as we continue to work with these communities across the state and bring students out that may not have been seen before, what is that going to do with capacity of the employment agencies, DVR, DDA, the schools. We're thinking about that as part of our conversation because I like how Rod said it's ironic. We're creating these opportunities but then the job coaches, we know a lot of the employment agencies are struggling with even hiring and then keeping staff and then also in talking to so many counties they're talking about all of my teachers are new or we don't have all the teachers in place or all the DDA case managers are new. So even though we've seen this huge piece and I keep going back, it was August 2022 where I was looking at the unemployment rate of 3.7 for Washington state. That's incredible so people aren't looking for jobs but here we are making these employment opportunities. We're creating the next -- we'll fill those gaps of the ones that need capacity. So hopefully all of our efforts will fill the gaps that we're seeing right now.

>> Elizabeth Gordon: Awesome.

>> Rod: And the one positive thing that I think we have is that employers are stepping up also more than ever to provide the natural supports, you know, because they need people, you know, and so it really is hopeful.

>> Sam: If I may add to what Rod just said, I think that's very important. I think employers lack the awareness of really what it looks like to employ someone with a disability. I'm just going to be frank. Right? I began meeting with employers in Yakima area and I already have started a list much employers that are like yes. I'm ready. Bring him. So there's one business owner that I just met with this last year. Part of our program is that we are going to rotate students through a variety of different sectors and employments. We're creating this list of employer friendly that are like welcoming. Yes we can do that. I think it's just matter of taking that time and going in and talking and having that collaboration with them. So I think it's doable but it's going to take time to do that, to get that to where it needs to be.

>> Elizabeth Gordon: Thank you. Clarence, I see you have a question.

>> Clarence: Yes. Thanks Elizabeth and thanks everyone that came to give us more information on your organizations and groups. My question to all of you is it seems that GCDE needs to reach out more to you guys and partner with you guys better and get our message out there to the schools, the districts, the community and the parents. So I have two questions for you. How can we as individuals or even GCDE committee reach out to you guys and serve you guys better as partners. And then the second question is how do we cord Nate and partner better between our organizations and get our message out there as a big collective voice instead of a whole bunch of little voices?

>> Elizabeth Gordon: Who would like to jump in?

>> Tania: I could start and then I would welcome the panelists to join in as well. Thank you for that question, Clarence. I think one opportunity could be through the transition collaborative. I know that we have members on the collaborative who are also on this committee. I being one of them and can support with regular updates or cross teaming, cross needing. That would be welcome. I'm going to put in the chat as well that we have and you coming statewide opportunity where we're going to be listening to partners in transition across the state around this transition council. How should that look? How do we co define that together in a way that we make sure we have the complete spectrum of voices. I'll put that in there and would welcome any and all to join us.

>> Sam: He'd like to add to that. We and some partners in our region here are putting together the first of its kind annual symposium in Yakima. We're going to bring panelists, bring state, different panelists to come in. Maybe if this membership would like to attend I can send information. But it'll be a lot of representation of our area. And we're calling it the before during and after what transition looks like. So there will be an opportunity for the members to meet community, to hear what's happening too. So it'll be -- I'm really really excited about that. I think that's a venue that perhaps could be utilized.

>> Rod: I guess for me what I would roll I like to -- the connection is I want to hear it all. I mean if you're hearing stories and you're hearing concerns bring them to us. We don't know what we don't know. I say all the time I want to own my words. I'm not going to make justifications for them. I'm not going to rational eyes them. I want to hear what the problems are so we can address them. Most frustrating part of my job is being in meetings and hearing the frustrations. I'm like this is the first I've heard of it. We could have addressed it had we known about it.

>> Melinda: And to echo the same thing with what Rod just said as all of these efforts are going forward, who are we missing? Who needs to be part of the conversation? Who should we be talking to that we haven't talked to yet? That's a big one. DVR looking at the horizon of what we're doing with youth with disabilities, we're trying to expand the transition programs so people have a better understanding of what DVR means and what that means to be a student and what services are available. Spreading that out to the communities too. Also as we improve our processes from referrals and everything from around those things, just making sure as partners within the whole state making sure people know what the process are to spread different resources and stuff to students. I don't know if that's an easy answer for Clarence but, you know, definitely just sharing like what Rod was saying. I think that's the big one. I think you'll see this more and more. I've been in this field for 20 plus years and this is the first time in my profession that I've seen such incredible energy around a statewide effort of systematic efforts coming together. And really I've been in this field a long time and I just -- it's a very exciting time and I think you're going to see a lot more of this collaboration. I think just keep talking and sharing and staying connected. I know it's an easy thing to say but I think that that energy is here after so long. Yeah. Go ahead Rod.

>> Rod: You stole my thunder. This is the first time in my 42 years that we have that commitment from all the partners to move in the same direction and want to partner. And it's hard to get that message all the way down to the line level, you know. We are getting some push back a bit. Well, they've never done it. Why would I work with them? They've always been a challenge. They're just too hard to work with. Like that's old news. Let go of it. We are all here committed, going to make it happen. And that's the strongest commitment I've seen in my 42 years.

>> Melinda: And to add to that I'm sorry Clarence real quick that's the thing too, getting that message out there. In talking to so many people across the state I've heard a lot of negative. Oh, you know we tried this. I don't want to do it again. Say, "Hey just so you know there are a lot of systems working on this together and trying to put that positive spin so people know a lot of things are shaking and happening right now. Sorry to interrupt you Clarence.

>> Clarence: Elizabeth I don't mean to take up more time but I have a small follow-up on this. Should we be reaching out to you guys like on a quarterly basis, monthly basis or something like that to find out if your direction has changed or something that is more necessary, needs to be out there immediately or something like that? Should we be contacting you guys like a monthly basis, quarterly base or right before the legislature or what's your guys's stand on that? ?

>> Tania: I would just say that we are in a little bit of a period of transition to use that word for the transition collaborative. As Melinda comes on board she also has a colleague who's coming on board. And as we think about how we're going to work together to implement 5790. So I wonder if as a first step right now if the committee would like to have this as a standing item just briefly, I'd be happy to as I move on to the council here, to give updates. I'll work with my partners of course who are on this panel now and share standing updates that might help inform some next decisions and maybe what additional information the committee would like to have.

>> Pat Bauccio: I'd like to interject that we have about 8 minutes. And we have Lucas on the committee. We have chem -- Dan Eberle who is a chair emeritus. Kimberly and Brandy having their hands up.

>> Elizabeth Gordon: Lucas, what is your question?

>> Lucas: Okay. So I'm wondering if the panel has ever addressed the issue of transportation like. So for like in the city of Rochester, many years ago, back in 2008, we had Intercity Transit. But due to the funding and initiative that failed back then they cut services. So I'm wondering what the committee is doing specifically to help those individuals that live in that type of are you a yeah or like Centralia or Napavine to help address the issue of transportation and getting them to work.

>> Elizabeth Gordon: Are you asking Lucas what GCDE is doing?

>> Lucas: No. The panel.

>> Elizabeth Gordon: Oh, sorry.

>> Rod: I can speak right now. It is a -- one of the major barriers and we're well aware of that. Melinda and I just came back from the national supported employment leadership network annual meeting in Alexandria earlier this month and we are hearing other states coming up with creative ways to address transportation issues. And so we are working with our partners nationally to figure out what are other states doing, how they helping within their waiver programs to provide or to help with transportation issues. It's at the seed because we haven't historically gotten much support in moving in that direction but now that we so that other states have been more successful than we have we're going to get on their coat tails. How did you make it happen? Because obviously that need is definitely there.

>> Sam: Lucas this is Sam. I'll speak for our area here. It is an ongoing issue and there has been a lot of conversations and a lot of small efforts met with resistance to provide access to transportation and so I'm with you on that. Unfortunately I can't tell you that I see the light at the end of the tunnel at this juncture. I think there's a lot of work that needs to be done and better understanding of what those limitations are. So folks that have the potential to help us will be on board as

opposed to bringing up barriers of us creating transportation opportunities.

>> Tania: I would share similar feedback. It has not been -- it was not a standalone recommendation that was in for example the transition collaborative report. Certainly comes up often in terms of a need. And from the school system perspective, I can share things that local communities have tried to do. We do get requests sometimes from transition services to purchase like a van for example. So some communities have tried to work within that. I don't know that that's a wide scale solution so it does feel a little bit piecemeal when there's staff opportunity and it makes sense to do that in a local community.

>> Melinda: It's definitely as I'm reaching out to all the counties, especially the rural ones, it wills's the top of the list too. So I echo everybody what they're saying. It's definitely a need. It's promising to know that things are happening in other states and they're making it happen, especially states that are kind of similar to us as far as size and rural and accessibility. So it's going to be a continued conversation. It's going to be a continued barrier until it's addressed of course but trying to figure that out when I'm out talking with counties that's one of the first things that comes up so we'll keep plugging away and I'm sure somebody will come up with the easy button. Right?

>> Elizabeth Gordon: That would be awesome. Brandy.

>> Brandy: Hi everyone. Brandy Monts with the Washington state Developmental Disability Council. I want to say thank you folks so much. I continue to watch this program and I'm so excited and I think about five years from today what type of difference we'll have in our state for students exiting the school system. I'm so excited to know and believe that that's going to be a really big impact so thank you for your work. I wanted to say I was looking at the roster for this group and it's my first

meeting so I don't pretend to know a whole bunch about this group but there's a lot of different counties represented in the membership in this group and that would be one suggestion I think. We've talked a lot about counties and also just local communities and like Rod said it's going to take a special recipe for each it community that doesn't have a lot happening right no based on what resources the community has, what resources it doesn't. So if you live in a community where students are not getting the support they need to find employment after they exit, I would highly encourage you to talk with your county and connect with these folks. Because it's a very customized kind of approach to helping each community get what they need to build what they need. So thank you again for your work.

>> Elizabeth Gordon: Kimberly.

>> Kimberly: Yes. I guess part of me -- well, no, not part of me -- I would really like to applaud the work that's being done and the partnerships that are being established to get this type of programming off and running. However, the one piece that I continue to I guess not hear is potentially the role of IL centers. We have a very robust network of IL centers in Washington state and I don't feel as if we've been part of that discussion as a resource. And we are federally mandated to provide transition services to youth young adults. I know there's not a whole heck of a lot of time but I just want to highly encourage that there's some exploration done with the partnership network and especially working with IL centers in Washington state. We're all on the same page and we all have the same desires to see these youth and young adults become successful. But I think it's an under utilized and unexplored resource that you have direct access to to collaborate with.

>> Kim: Thank you, Kimberly. I have an IL background. I used to be a benefit planner. We're very connected with them and they are a part of

our transition network, our I T N, our central Washington I T N. They will be a part of our link program bringing all of these agencies in to make sure the students are maximizing all of their access and resources so thank you because IL centers are awesome and we truly utilize them here.

>> Pat Bauccio: And closing remarks from Dan Eberle had a question. His hand can't go up as I mentioned and then Elizabeth if you'll do closing remarks.

>> Dan: Yeah. I'm kind of throwing this out and I do have a question. My 30 plus years in higher education, my frustrations not being able to work with DVR and/or ticket to work when that was in play. We had to go out of our way to work with students with disabilities to find employment because they weren't getting the resources they needed. And IEPs did not include transition plans to higher education, specifically to vocational schools where you get a year, year and a half of training and you get a livable wage in a short period of time without major student loans and no big cost to any agencies or PEL grants that fund them. So I'm really concerned. Back in the day when I worked with Doug Gill at OSPI, he agreed a lot about that. Higher ed needs to be part of this picture. You know, even if you're working with your ESD offices local, I don't understand why I couldn't refer a student with disabilities to DVR. I had all the documentation. I had everything in place. Alls they had to do was to buy in, help out. The training's almost complete but help for employment. And I don't understand why. They always said that you're serving the most severely disabled and the they can't take anybody with an L P or an orthopedic condition which a lot of ours are L & I DVR type students. I'm just throwing that tout. And I would like to offer my expertise and to a panel or whatever to help make some changes to this transition from K 12 to higher ed to employment.

>> PAT BAUCCIO: Thank you Dan. I actually graduated from a technical school. Elizabeth, will you have your final remarks and we're going to have to cut break a little short.

>> Elizabeth Gordon: You betcha. I just want to thank our panelists for being here today. Obviously we're just scratching the surface of everybody's passion around this issue. I'm just so thankful that you were able to come today and share your thoughts and as you're looking towards the legislative session and things are on your mind, make us aware of that. Consider us a partner in the work. We are here and we would love to support your work rolling forward. So thank you so much.

>> Tania: Thank you for the opportunity and I really look forward to getting to know everyone and being part of the committee. It's exciting. This is my first meeting so I'm really happy to be here.

>> Melinda: Echo that. Thank you so much.

>> Pat Bauccio: Mess you Melinda.

>> Melinda: It's so great to see you.

>> Pat Bauccio: All right. So with that, thank you all and I want you all to be back in your seats for our 2:20 start of recognition of outgoing members. So be there or be square. See you in about 8 minutes. Seven minutes now.

>> Rod: Thanks everyone.

>> Elizabeth Gordon: Thank you so much.

(Break)

>> Pat Bauccio: Okay. So it's 2:20 and we're going to get back to our meeting. Warren, are you there?

>> Warren?

>>

>> Pat Bauccio: There's Warren and you're on mute still. Warren's going to lead the recognition of outgoing members. And Warren is one of the co vice chairs of the GCDE committee at this time. Warren, it's on you.

We can't hear you Warren

>> Damiana: Warren, you're muted. Will you make the motion with your hand towards your ear.

>> Pat Bauccio: Warren, you're muted. I'm calling him.

It doesn't look like he's got any audio.

We can't hear you Warren.

Warren, we cannot hear you.

>> He might have to log off and back on.

>> Warren: I can't hear. But I'm not muted. I'm not sure what's going on. It's bizarre. I may have to log out and log back in.

>> Pat Bauccio: That was the recommendation. Thank you.

>> Bill: Great minds think alike.

>> Pat Bauccio: Warren will be right back with us.

>> Damiana: Anyone know any good jokes? Appropriately good jokes?

>> Elizabeth Gordon: I was just going to say that's dangerous territory.

>> I got one.

>> Warren: Okay. I think I'm back.

>> Pat Bauccio: Oh, and I wanted to hear the joke.

>> Warren: I couldn't hear Pat and you couldn't hear me so I'm not sure what was going on there. During the break I was texting with Elaine kidding around about my WiFi going down suddenly because I was next on the

agenda and I think Elaine did something tell path. So anyway if you can hear me now, we wanted to recognize people that are going to be leaving GCDE at the end of the year. And so we have three people that we know in addition to Pat who will be leaving GCDE. And those are Bill Kinyon, layer Gorton and Reggie. Reggie is not with us today so I'll spend most of my time commenting on Bill and Larry. And as I understand it, Emily has already mailed each you a physical acknowledgment of your time with GCDE. And if you haven't received it, you will receive it shortly. So we wanted to just virtually acknowledge you given that we aren't all in a room together and you can't walk to the front of the room and be handed something and praised by the chair and by other people. So I'll start with Bill. And Bill is leaving Gat the end of the year after completing his second term, meaning that he's been with us for six years.

>> Pat Bauccio: Pardon me.

>> While you're being recognized, will you please turn on your video. Thank you.

>> Warren: And so I was saying Bill and I have overlapped for five years and so I've gotten to know Bill pretty well. We've been on a lot of the same subcommittees and been involved in a lot of activities jointly. As Kristin said earlier Bill has spent much of his time on the legislative work group and getting that going and that's the thing he probably deserves the biggest thanks for from GCDE. Bill's also been an active member of community outreach and I brief he's going to be one of the team members at the Port Orchard community outreach event in December so that'll be sort of his final had your ah in GCDE and then he'll be an informal member going forward. Since Pat volunteered me for this doubt I can't give up the opportunity to give Bill a little bit of a hard time. And so my experience with Bill over these years has been that let's just say he's an active user of the raised hand feature. Bill always has

something to say about pretty much every topic. In my experience Bill's comments come with a lot of passion and a lot of thought, which is great. And Bill has as we all know a lot of experience with the disability community. And so his comments always reflect that as well. So a long waive saying Bill that we'll miss you as a member of GCDE and we hope that you'll remain an informal part of the committee, which I understand that you will based on Kristin's comments earlier. And with that, I'll turn to the next person, which is layer Gorton. Larry has been with us for just -- for three years but has decided not to seek a second term. I've also gotten to know Larry pretty well both on community outreach and on the A C, accessible community subcommittee. Couple things that I think Larry -- apart from participating very actively in committee meetings and always being there for things, I think two things that stand out in my mind that Larry has brought to the various activities and subcommittees, one is obviously being a representative of the deaf community and always reminding us of how the various things that we talk about and the grants that we look at or the community outreach events that we consider, how they relate to the deaf community. And so I think that's been one of Larry's key contributions. The other is I think frequently reminding us of the perspective from the eastern part of the state given that we tend to be more focused on the west within our locations and given the membership of the overall committee. So I've appreciated the fact that Larry frequently speaks up on behalf Spokane or on behalf of the eastern part of the state as do some other people but Larry's pretty forthright about it. So I think those are the two very important things that Larry has always brought to the committee and we'll miss his perspective going forward. Reggie George is not with us, but I think Reggie -- it's worth mentioning that he has always been an active participant in many regards. He was recently at the in-person YLF meeting that finally happened after a

couple of years. He's going to be part of the Port Orchard community outreach team I believe as well. And Reggie has never been shy about voicing his thoughts on things that I can remember in particular are in particular election related issues and how the lack of access for people with low vision or who are blind is important -- an important thing to remember. And I think Reggie has always used his expertise with technical issues to make comments about a variety of things as we've talked about hybrid meetings or various other things. So we appreciate his comments and contributions as well. So with that, I don't know Pat if it's safe or appropriate to let Bill and Larry say something. But I'll sort of assume that it is and we'll start with Bill and give him like one minute to speak.

>> Bill: First of all for Damiana, I know where your office is so sorry. You're not getting off quite that easily. It's been one of the greatest honors of my life to serve on GCDE particularly the last year with the legislative efforts that we've begun. I've met some of the best people, worked side by side with them, done some of the most meaningful work in my entire life. And one of the reasons I'm staying on informally as a volunteer on the legislative work group is my district senator is the Senate majority leader and so I think that's going to be a strategic leverage for me to use. Thank you so much for the great honor. I thank the governor for appointing me and I'll be around.

>> Elaine: Bill, this is Elaine. Did you receive a plaque?

>> Bill: Yes. So my buddy Mike that works right across from me at WorkSource Spokane got a certificate for completing something and he's like all excited I got a certificate. I go yeah. Look what I got. It's beautiful and very meaningful.

>> Elaine. Good. Pat, did you receive something in the mail?

>> Pat Bauccio: Yes, I did.

>> Elaine: Okay. Wonderful.

>> Pat Bauccio: And layer is going to say anything?

>> Larry: Yes. I would like to thank everyone. I feel very good and I've enjoyed working with each of you. I know it's very difficult to how do I stay for a deaf attorney get involved. But I will say anyway thank you so much. There were many accommodations that made it possible for me to be involved. And also I learned a tremendous amount. And I do need to continue on as an advocate. But at the same time maybe you never know, you know, I'm 75 so I've passed the age of now I can call myself old. I might be one of the oldest GCDE members. But I'll let that -- that's not going to stop me. I'm going to find other opportunities. And I am very grateful that I was appointed and let me continue on with the opportunities to provide advice or just as a deaf person in the community. And thank you so thank you once again. And have a great day and, you know, the Governor's Committee on Disability Issues and Employment is going to remain in my heart and I'm going to continue to make the life of disabled people better in any way possible. Thank you.

>> Pat Bauccio: Thank you Larry. Thank you. Thank you Bill. I'm so glad that advocacy remains in each of your hearts because as we know, the more we can build our advocacy group the better. And your stronger personalities are welcomed and needed in the advocacy arena. I think Larry, you are older than me, and I think I was the oldest on the committee. So with that, I kind of want to say a few reflections as we get closer to the end.

>> Elizabeth Gordon: I have my hand up.

>> Pat Bauccio: No. It's your name that's up.

>> Elizabeth Gordon: Oh, well it could be my name too. Whatever. So I wanted to jump in and add that there's one additional person who's going off the committee this year, and I wanted to take a moment to recognize

you, Pat. You were the first person I met once I got the job with GCDE. And so I'm going to start here because this was how I met you. I hadn't even started my job yet. I was still trying to wrap up my old job and you were like we have to get together. And so we had coffee. And what struck me about you and has remained something that I admire about you is your passion and your heart for the work that we do here. You have been on probably every committee we have. You've been a chair or vice chair of many committees. You have impacted hundreds of youth and I don't know if you all know this about Pat but she follows the YLF youth after they leave and she knows what's happened to those folks. And she remains connected to them. And you have a legacy here. You helped me understand GCDE's values are commitments, our history and our culture. And I am so excited that you will be our chair emeritus and will continue to be connected to us. But I really want you to know, Pat, that you have been such an amazing asset to us, not only as a member but to me personally as I've been growing into this position. I wouldn't be in the -- the leader that I am at this point without your input and your mentorship. And so I really appreciate you. And, you know, you're not going to get away very easily. So now you can have your reflections. But I did not want you to feel that we had missed you. I just wanted to personally recognize you because you're amazing and I'm looking forward to many, many more years of working alongside you and your advocacy.

>> Pat Bauccio: Thank you so much. Thank you. Thank you. Thank you so much. It takes the words out of my mouth. And my tiers in my eyes. The subcommittees have meant a lot to me. I have been on each of them at some point. And I have chaired several and some that are no longer part of the GCDE. We had an advocacy awareness and -- let's Z awareness, advocacy and something. And we put that to rest. We had a legislative core group that has -- had gone away and now it's back in absolute strength. And to see

all these evolutions, the community outreach had a totally different outlook or presentation steel. And it's moved toward a more interactive and commitment based style. And that's meant a lot I think to the country -- I mean totally to the country because we can spread these words, little seeds, when I talk to individuals in Missouri about their governor's committee and they take some of our little seeds ever input, I give them names of who to call because I don't know as much detail as someone like Damiana might know about our community outreach or Elizabeth is the wealth of knowledge in so many areas. You've taught me a lot too, Elizabeth. All of these little pieces that pull us together for advocacy. But the biggest part in -- and I was named the chair during COVID although I acted as chair for the few months before then after Mandeep left. We've not been able to get together. And I am really big on get-togethers. I like hugs and I like to recognize individuals that don't want hugs. And I try to get at least a slap on the back to each one of them or just an acknowledgment of their existence. And I appreciate all of you and I want succession planning has been my passion for these last two years. I wanted each of you to develop the passion and the excitement about this GCDE that I developed. Dan Eberle was the chairperson on my first meeting with the GCDE and the general membership. I think it was his last year as chair. I wasn't on the membership yet but I took the day off an intake down to Olympia. And I think Julie petty was nominate that had year and was appointed. And Dan inspired me. Julie recognized the professionalism that was in each one of the group as I do. The one thing I want you all to know is you have the power. You have the power to take the GCDE to the next level. We see it moving with the legislative core group -- work group and we see it going with the passion that the people have developed in the Youth Leadership Forum this past year when it was in person. We see it developing when the awards ceremony was in person. I get that

virtual got the job done. But you see it the passion come out. And you're going to see the passion with the community outreach under the leadership of Damiana. Bill's going to be there. I'll be there. I'm not sure if Laurie is going to make it. But you'll see that growth. And the more you can participate, the more you can be involved, the better the committee's going to be. It's on you. It's on you to make this what you want it to be. But the staff doesn't do it by themselves. It's us. It's our job. And keep the passion, not as an applicant but as the passionate contributor to these processes and projects. So with that, I want to -- we don't have a whole lot of time other than to wrap up I think. I can't even find mine now.

>> Elaine: I have a comment. Sorry to interrupt.

>> Pat Bauccio: Who wants to comment?

>> Elaine: Time for public comment. This is Elaine.

>> Pat Bauccio: No. We're not there yet Elaine.

>> Elaine: Oh, you said this is the last thing we're doing.

>> Pat Bauccio: Before the public comment. I want to do the wrap up and talk about the next steps and then we'll have public comments at the end. Okay. So I've elicited Emily in case I miss any of these follow on actions. She and I have been trying to capture them. But anyone at the end can say any if Emily and I have missed them. Elaine's going to get out to the members that are continuing for reappointment the information that they need to do in order to get that processed. So that's going to go out this week. The nominations for members at large, those are due and there will be a survey monkey this week for tallying the individuals that are on the referral list or the nomination list that if you see your name on the nomination list, tell everyone that you do or don't or I'm not sure if someone's going to call them to make sure -- email them to make sure that they want to be on that list to be a participant. In regards to

Clarence, I think she got you -- Emily got you in contact with the individual. You wanted some further information regarding from one of the panelists and I think that's taken care of already. Kevin, had some questions about YLF as did Cullynn that did not get answered. I hope you'll send those to both Candace and myself and Elaine. So Candace -- Kristin I think -- I don't think -- Kristin is the subcommittee chairperson. Elaine is the staff person. And just copy me so I can make sure it gets followed on. That would be great Cullynn and Kevin. I know Kevin's was about the video. The applications are for each and every one of you in the committee or visiting, emeritus chairs, take the applications that are going to come out from Candace. She said that they'd be out by December for Youth Leadership Forum and try each one of you to get a nomination for a candidate for Youth Leadership Forum this year for 2023. The application will have the dates of when it's going to be. Emily now I'm going to pause to see if I've missed anything.

>> Emily: I think you had covered everything that was on my mind unless Elizabeth or Elaine or anyone has anything else that we missed.

>> Elizabeth Gordon: This is Elizabeth and no. I don't have anything that you've missed.

>> Pat Bauccio: I've been informed that no one in the -- we asked that anybody had public comment that wanted to comment would put something in the -- in the text but I don't think we have anybody yet. But I'm going to read this. And if anyone does have something, if you would then address that.

>> Elizabeth Gordon: Yeah. People could just raise their hand now or let us know.

>> Pat Bauccio: Correct. So let me read -- it's a script so pardon me while I read. Let me say a few words before we begin the public testimony portion of our meeting. The GCDE truly appreciates comments from the

public and we thank you for coming today. We value your input and will listen carefully to everyone who comes before us. However, please note that the GCDE members may not always respond directly to the public comments. We may follow up with questions to make sure we understand the testimony. But typically we do not consider any action at this time. If we think future action may be needed, we will ask staff to follow up to conduct any necessary research and to report back to GCDE about possible actions at the future. With that, I would like to open this for public comment.

>> Elaine: This is Elaine. Marsha, did you have someone who was going to make a public comment?

>> Marsha: Shoot. I'm trying to get this thing to open and it's not working. There we go. I had people that had expressed things to me that they were concerned about. And I had actually not realized that we had public comment at the end of the meeting. So once I reviewed the agenda as we were starting the meeting and picked up on that, I tried to get ahold of them and say, "Hey, here's an opportunity for. Unfortunately none of them were free to do that at this time so I will try and give them more advance notice next time. I'm sorry.

>> Pat Bauccio: Thank you Marsha.

>> Elizabeth Gordon: This is Elizabeth. They could also submit a written public comment that we could read into the record next time. That's an option as well.

>> Marsha: Thanks. That's really good to know. Thank you.

>> Pat Bauccio: And Kevin, you have a check markup but not a hand raised. I see Damiana.

>> Kevin: Thanks for telling me that. I have no idea what that means. I think maybe you checked me off or something. Okay. I'm not off yet. There we go. Thanks.

>> Damiana: Thank you. In lieu of non-member public comment, I would like to just take a quick minute to appreciate the people who are leaving the committee. Obviously you Pat but I was thinking in the moment of all three of the other members who happen to be from central and eastern Washington. So I know I still have Matt and Yvonne but I'm feeling a little lonely over here so I hope that the membership committee got some really wonderful applications from eastern and central Washington and a special thank you out to Bill, who has been sort of my mentor here in Spokane in GCDE, not officially, but I've just roll appreciated the really appreciated the opportunity to work with my folks over on the Boone docks side of the mountains and I hope that all of you will still be sharing your expertise and knowledge and I may have to change my office address so Bill doesn't show up all the time but he might be welcome to show up occasionally.

>> Bill: We'll see about that.

>> Pat Bauccio: Does anyone else have comments or interests anything that they might want to share? We have I think -- I'm trying to get my clock -- we have just a few minutes more of interpreters if somebody has something they want to communicate. It's a good time. Patti.

>> Patti: I just wanted to let everybody know that it is by 66th birthday today. And I am very happy to be spending that with all of you wonderful people.

>> Pat Bauccio: Happy birthday. And Kevin, you have your hand up. Happy happy birthday, Patti. I see Patti -- I see Kevin and I see Cullynn. Kevin, your hand's up.

>> Kevin: I was talking but nobody heard me. I'm sorry. Transportation has been a subject throughout today. And I could guarantee you that transportation is one thing that touches every person with a disability. But I wanted to know it's so prevalent out there if we need a working

committee or how can we add some attention to that. There is a C T A northwest and they have staff so we have a staff person charged with different things. There's an organization with C T A community transportation association of America believe it or not which is a nationalities organization that has deep pockets. So either or how I just wanted to put transportation out there on everyone's radar because it touches all of us. That's all. Thanks.

>> Pat Bauccio: That's consistently on the community outreach plans as concerns in the community so I think it is something that we recognize as a statewide concern for transportation for employment, for education, for social needs, each them. So thank you Kevin. Cullynn, you've had your hand up a couple times and we've not heard from you. Please share with us any of your thoughts.

>> Cullynn: I think I like Kevin's better as a note to end on. I think for me I just more wanted to say that there was a lot of talk about kind of multi-media with YLF and other things and I know that's something we've been doing with the accessible communities and that's something I would like to see more. I know that people engage with multi media. I know that's more of a marketing branding thing. I certainly like multi-media and that's something I would like to engage in more.

>> Pat Bauccio: Thank you. And I hope Candace heard that and will be in touch with you so that you can give input and say I heard her say that she's working with the staff also so I hope everyone took note of Cullynn's interest. Has anybody else got closing remarks?

>> Elizabeth Gordon: This is Elizabeth and I just wanted to say thank you to both Larry and to Bill for all of your work with us. And Bill for stepping into the brave space of leaping into the legislative work group. It's been a little messy as we've been figuring it out and you've been really a trooper through all of that and just so appreciate you and look

forward to working with you in the future. And Larry, looking forward to reaching out to you in the future as well. So thank you both.

>> Pat Bauccio: Having said that, I want to thank all the new chairs of the subcommittees. That is a brave space and that's what it's all about when we talk about succession planning is getting you all to -- ready to take those positions. And if you need any help, I hope you'll reach out to the staff and the other more seasoned members of the committee so that they can give any assistance or insight that they have. And I'm not going anywhere too far. I'm going to look because Emily just sent something through. Amy wanted to express her gratitude for the individuals and the panelists. So if any of the panelists are still here, Amy expressed great gratitude for the panelist he is. Thank you. With that, I think we're done until January for that regard. But don't forget your subcommittee activities and your passion. Bye now.

(Meeting concluded.)