



STATE OF WASHINGTON

## GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND EMPLOYMENT

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### Awards Subcommittee Team Meeting

Thursday, February 1, 2024

12 noon to 1 p.m.

#### Minutes

**1: Welcome, Roll Call and Housekeeping** – Meeting called to order by Yvonne (ill – please help her stay on task) at noon to respect folks time, moving ahead.

Present: Emily, Ryan, Elizabeth, interpreter Abel, Amy, Kevin, Matt (jokes aside - glad he is back), Daniel (dropped off and rejoined later), Janet, Yvonne, Cullyn (apologies for being late, zoom issues), and Clarence (also joined late). Quorum present. No one was missed for now.

Excused: Damiana (conflict). Welcome all, glad we are here. Confirm agenda link (issues signing in, sound/camera check).

**2: Approve January 4<sup>th</sup> meeting minutes (also for wrap up meeting in Oct.)** – any amendments to October wrap-up minutes? Amy moves to approve, Kevin seconds, all in favor. None opposed. Approved. Moving to Jan. 4. (more of a transcript than minutes – robust meeting, kept up with conversation, dialogue, energy/enthusiasm – lots covered, very transparent). Matt and Cullyn speaking simultaneously. Cullyn missed the meeting, reviewed, moved to approve. Kevin seconds. Question from Amy – can you vote on it if you weren't at the meeting to verify accuracy. Answer? Elizabeth looking into it (was raised at last meeting). The only time Elizabeth thinks it would be an issue, is for approval of minutes with decisions made and no quorum (notes to remind us of what happened are OK, but will research more and get back to us). Perhaps someone else should move for simplicity, per Cullyn. Yvonne: Should we move forward? Redoing the approval for the minutes. Amy moves to approve, Kevin seconds. All in favor, none opposed, motion moved/carried.

Before we get into the agenda, Yvonne wanted to follow up on the GCDE GM meeting on Friday. Those who attended the afternoon session, it was very intense, transparent, rewarding – so much wonderful/great discussion about redesigning programs/impact in/for WA. Thanks for attending. The awards subcommittee will be moving fwd. Had enough folks sign up for the group. Cont. discussions on how to operate differently (opinions shared via email after last month, or discussed at that time). Desire to elevate the work being done, how it could be redesigned, or look better, enhanced more for the desired impacts.

Yvonne reached out to partners afterwards. One of the things that came out of the last meeting was to reach out to employer partners – DVR, DSB, DDA (acronyms), about partnering for day-of event for coordination, exposure, marketing, employer contacts, etc. All are excited about partnering. 1 conversation spawned an exciting idea for the group to consider – Carl Peterson at

DSB – great convo w/ Yvonne about some of the work DSB/DVR is doing with WA WDC's (oversee WS offices). Approach has started to come to fruition this year – partnering w/ all for career fairs (1 in King Co. in Sept – opp. to have a career fair w/ Silverdale WS – same area that Lucas (corr.) nominated for a location (conv. Center). **Editor's note: YBW - The Sept and Oct career fairs are not in the same area that Loucas nominated. The Silverdale WS is in Kitsap County which is where Lucas nominated for a location. The Silverdale WS Admin is a leader in his community and is a person with a mobility disability. This follow the impact we discussed about recognizing leaders in employment who may have a disability.** WS admin. wants to partner for a fair. in 1 of the areas, we talked about. DSB/DVR on board to partner in October too, combine the luncheon (poss. incl. GCDE OR - events night/morning before). Super event w/ partners, lifting the work, lot of statewide marketing, kind of fulfills some of the discussion we had about taking the program to the next level. Any feedback on ideas/explanation so far?

Cullyn wanted to say that it was a great explanation, an exciting opportunity for a career fair. Kevin appreciates the explanation as well (concerned about the timeframe – whether we have enough volunteer time to pull that off in 10 mos., would be wonderful, lots of building/action steps/coordinating – 2 -years out?) Wants to discuss the casino on that agenda topic also. We'd all be responsible for our own pieces (we'd handle Awards, career fair would be partners, Outreach would be that subcommittee – still designated roles similar to independent events). Partners would assist w/marketing/OR to local areas (more needed). Amy, then Cullyn. Amy loves that for many reasons, including the fact that by partnering w/ activities for different/overlapping groups, we would attract more people without more work, loves that we could provide so much in 1 place at 1 time, might increase participation (marketing, etc. beneficial). Bigger in-person turnout, intro to a broader audience, more effective. Appreciates workload concern/answer, thinks it's fantastic. Cullyn. Would add – what's the smallest scale that we could achieve in this timeframe? Lots of value in trying, having an attainable goal, then broadening it more later if possible. Yvonne: Fabulous question. Does need to be looked at. Still in talking stages, big picture, thanks for bringing other perspectives. Kevin: Another thing to discuss early on is the amount of event space needed to coordinate (places are booking). Not sure how to answer now, need to home in on that (good point). Yvonne: Is Daniel on, recommended Kitsap center, researched – Daniel dropped off, per Yvonne (she will send the center link out). Cullyn, then Emily. Cullyn: Wonders if 1 way to make a career fair achievable in a limited time, to do it virtually, limit event space, more accessible – wanted to put it out there. Yvonne: We wouldn't be arranging that piece (only Awards). Partners would be doing that (confirmed – wouldn't be on us). Closest ones were SeaTac in Sept. and 1 in October that aligns w/ current dates. Wouldn't be doing GCDE Outreach either, only our event. Cullyn: Thanks for clarification. Yvonne: Loves the idea though, keep talking about it. Emily: Lucas recommended Kitsap center, not Daniel, he's not on today either. Kevin: research on LCC – event space, someone will have to negotiate that (even if we're not doing the job fair part) – if we take the lead, we'd have more work. LCC is near Silverdale, the earlier the better to get that taken care of. The door is open for a field trip (could be arranged). Yvonne: How far? Kevin: 20 mins from Oly, 22 from Silverdale, large conv. facility – folks liked the idea. In Mason County. Ryan – clarifying on KCC. Lucas proposed it.

**3: Awards Event Location/Venue (pushed back from last meeting - homework) – Yvonne:** People did a wonderful job researching, thank you for the hard work. People who suggested event locations, did some research, provided it to Yvonne/Ryan – appreciated. Kevin and Amy to talk about their research. Kevin: LCC Event mgr. is David Elliot (quoted prices, looking at 200 people for luncheon, space). Right now, est. about \$6k. Sent info to folks (correct him if needed). Been around a long time, nice hotel rooms (access), govt. rate TBD. Open to committee to

decide (could visit). Staff have stayed for a past Outreach event (good food, too). That's the round up.

Hand from Daniel, then Amy. Daniel: Question/concern about the casino, last time he was there for an event, the smoking areas – hard to be in most parts of the casino (smoker friendly) – found it hard to even be around as a non-smoker (bad smell/env.) Wanted to express that concern. Kevin addressing it – told new HVAC equipment installed when question was raised, would require a site visit 1<sup>st</sup>.

Amy researched some places in Whatcom Co. (hand from Cullyn). Some didn't meet criteria. Biggest place in Bham off I5 checked off the boxes, Accomms. for size, interest in hosting (no price quote yet – 18<sup>th</sup> date has a 3-day event already, not enough rooms/space on our day). Want to stay in consideration for future events, but is not available for this one, this year. Yvonne: Thanks, too bad, can keep on our radar for future events.

Cullyn. Reiterates Kevin's point about checking accessibility and smoking, also wants to make sure if we have to travel through those areas, be sensitive to respiratory issues (important to address w/ site visits). Yvonne: Valid point. 1 thing we also need to do if we're considering a casino (special rules w/ state funding, will have to explore).

Yvonne explored TCC and Tulalip. Both of those do meet the checklist. TCC appeared to be more wheelchair accessible. Did meet the checklist. Got derailed with suggestions of another project, didn't ask about date availability, dropped the ball. Anyone else who explored venues? Tammy, not here, looked at Seattle Center – maybe she can report next time or follow up via email. Looked @ Meeting room in exhibit hall that can be divided. Waiting for a return call. Shared a link. Ryan: Great ideas, following up on Emily's comment, will follow up w/ Tammy @ next meeting (no updates yet). If she's unable to attend, will make sure to get the info to report on. Kevin is concerned about waiting for the next meeting, thinks we have action steps we can do now, lots to accomplish – hesitant about waiting (Yvonne agrees). She Proposes – CC is tomorrow, some things needing to follow up on from GM, would like to try to connect with CP at DSB, lots of info on venues, take some time to think about – have a brief meeting next Thursday to narrow down what we want to do as a team (partner or not, select a location). Then what we'll ask is to look at the workplan assignments and come prepared to volunteer for one.

Clarence, then Ryan. Clarence: Sorry if already covered, came in late, did we narrow down the location? Vicinity (Olympia, Tacoma, Seattle, etc.) for possible venue search locations? Yvonne: No, we didn't. What occurred during the last we talked, spoken w/ partners about partnering on the event, poss. to partner w/ the WDC, DSB, and DVR on career fair in Oct. in Kitsap Co – they would be resp. for that (us Awards). 1 thing brought forth to consider (more marketing lift, diff. pieces, coord. /partner). Also interest from CO to partner the day before for their event tied to ours (all committees responsible for own parts like standalone). Waiting back from CP @ DSB, checking w/ WDC/WS Admins if still interested before moving fwd. Still in discussion, please consider, come back next Thurs. briefly. Thank you.

Ryan – clarification – another meeting to discuss location next Thursday (no conflicts), proposed, with our decision on location and if we want to partner or not, and sign up for specific workplan assignments on the agenda. Cullyn. Yvonne likes the outline of next tasks for Thurs. – Cullyn: clarify, have signed up prior, or wait until the meeting to sign up? Yvonne: Wait until the meeting to sign up, if you can't attend, can email decision on the workplan (won't know what they look like until we decide on the location – thought). Cullyn: Makes sense, appreciates clarification. Thursday items – review minutes from today, to include the different location options, and have top 2 choices maybe of what we want to see moving fwd., bring to discussion?

Yvonne: Yes, perfect, thanks for summarizing. Cullynn: Clear action items for short turnaround is helpful, thanks. Kevin. Yes, but again, thinking of LCC – needs to do a site visit before choosing a venue – thoughts? What’s the assignment, schedule that, where are we? Cullynn? Thinks we’re trying to narrow it down (audio issues). Narrow down the top choices that will help us figure out where to invest time in doing site visits, to determine the final one. Yvonne: Correct. Any other discussion? Hearing none.

**4: Awards Event Theme** ([pushed back from last meeting](#)) – Tabled for next meeting.

**5: Follow up on Work plan assignments** – [pushed back from last meeting \(pre-work sign ups from GM x6: Kevin, Amy, Lucas, Yvonne, Cullynn, Matt\)](#) – Tabling for next meeting.

*A: Sponsorship Letter Review* – [pushed back from last meeting](#).

*B: Sponsorships update (incl. logos)* – [pushed back from last meeting](#).

*C: Marketing Outreach* - (Editor’s note: where do nominations fit in? Tracker separate?)

*D: Publications* - [pushed back from last meeting](#).

*E: Event Logistics* – (day of sign-ups needed x15: Amy, Kevin, Lucas, Cullynn, Yvonne – as of 1/26 – more later - [pushed back from last meeting](#)).

*F: Judging Panel* - [pushed back from last meeting](#).

*G: Communications (correspondence)* - [pushed back from last meeting](#).

*H; Photo session(s) with the Governor/invite* - [pushed back from last meeting](#).

*I: Travel Reimbursement for Nominators/Nominees and Guest Speaker* - [pushed back from last mtg.](#)

**6: YouTube on "I'm not your inspiration, Thank you very much" by Stella Young**

Link to: [VN 000355 L65 VR410 16x9 2m30s 230505J \(youtube.com\)](https://www.youtube.com/watch?v=VN000355L65VR41016x92m30s230505J) – Yvonne: 1 of the things to do at the beginning, didn’t get a chance to do, Ted talk – link in chat – talks about when recognizing people, not offering inspiration porn. Like how she talks about this. Pertinent to Awards, how/why we recognize people. Would like to take a brief minute to watch this Ted talk (Ryan would have to play it as host). Can Ryan or Emily play it and share (Elizabeth doesn’t have co-host). Ryan is the host, transferring to Emily, received. Hang on (sound). Played video. Please think about the message, with a lens on how our recognition Awards are set up/awarded. The strengths, leadership, achievements [being recognized], and criteria. Thank about content, message sent, impact made towards PWD who’re leaders with strengths, achievements, and impacts in their communities/WA. Any feedback before we close?

Janet – great, wonderful message, has since passed – amazing speaker. Think about this question a lot at her agency when making FB posts. Easy trap to fall into. Great idea to look at wording. When on the judging panel, nominations come in, even from own agency – strong awards nominee, best practices, include comments like – they are great for hiring PWD, etc. How we word the applications, and ceremony announcements – creates awareness for audience, employers, nominees – great message, lens to view through, in marketing, etc.

Yvonne: Absolutely. Going to close with Elizabeth’s statement – wants to see employers promoting people who are leaders with disabilities in their organizations. Closing with that. Food for thought in our work. See you next Thursday at noon. Thanks for your insights. Bye all, have a good day.

**7: Next Action Steps** –

- a. Ryan will schedule a meeting next Thurs. (2/8) at noon and send the calendar invite/link.
- b. Folks to come to the next meeting with the following:
  - a. Decision on whether we want to partner on the career fair or not

- b. Top two location selections to narrow down the search
- c. An idea about which workplan activities (listed in item #5 above) you want to sign up for at the meeting
- c. Folks to continue to think about the message from the video and view our Awards program thought that lens.
- d. Elizabeth will let us know if folks can approve minutes who weren't at the meeting.

*8: Next Meeting date and time will be on March 7th from noon to 1pm.*

YBW: This should read Feb. 8<sup>th</sup> at noon to 1 p.m.