



STATE OF WASHINGTON

GOVERNOR'S COMMITTEE ON DISABILITY ISSUES AND EMPLOYMENT

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General Membership Minutes

Friday, November 17, 2023

10 a.m. to 11 a.m.

Minutes:

10:00 to 10:05 a.m. **Welcome, Roll Call, and Housekeeping – Elizabeth Gordon, GCDE Executive Director** (5 mins)

- Meeting called to order by Elizabeth Gordon at 10:02am. Welcomed all after waiting for folks to join (checking quorum – 12 members present out of 23, at quorum, live vote allowable).
- Present: Emily Heike, CART provider, Elaine Stefanowicz, Lucas Doelman, Clarence Eskridge, Leslie Purser, Yvonne Bussler White, Kevin Frankeberger, Megan Mason-Todd, Autumn Harris, Matt Nash, Unknown user (Brit's Otter Pilot) Brit Knuckles,, Elizabeth Gordon, Larry Watkinson, Amy Cloud, Marsha Cutting, Phyllis Campano (clarification on Associates). Kristin DiBiase. Darya Farivar. Daniel Ledgett, Brandi Monts.
- Excused: Damiana Harper, Steve Lewis, Dave Carl, Warren Weissman, Nathan Hoston, Terry Redmon, Jen Bean, Ryan Bondroff.
- Housekeeping items reviewed – stay on mute, state name, raise hands (Elizabeth facilitating on behalf of Damiana). Thanks for joining, note about different format (no strategic planning due to Damiana's absence). Packed agenda, pulling it up.

10:05 to 10:15 a.m. **Member at Large – Nomination Process and next steps – Elizabeth Gordon, GCDE Executive Director** (10 mins)

- Elizabeth reported that MAL are appointed to Coordinating Committee (subcommittee chairs, staff, GCDE Chair and Vice-Chair – steering committee, visioning, input on policy etc., plans GM meetings). 2 positions appt. annually (not subcommittee chairs, extra support and perspective). Seeking nominations to fill roles. Nomination form in the packet/invite. Nominate anyone who would be a good fit, including yourself, will reach out to ensure commitment can be filled (attending meetings monthly or every other month depending). Putting out to the group. Clarification. Taken from GM to sit on CC (not just anyone who isn't currently a member – taken from current membership, maybe not in a leadership role now, opportunity to get a window for a leadership role on GCDE by sitting on CC). **Follow up email to be sent with list of those eligible (not subcommittee chairs). Will include end date for nominations. 2 weeks from today. Moving forward after that (Chair will appoint from list of suggested nominations).** Associates cannot

serve. Operations manual does not say. Intention is to build member leadership skills; Associates can serve on subcommittees to help with projects. Thank you. Can people be re-nominated? Are we looking to replace the chairs and vice-chairs? No, MAL are 2 positions who are not already chairs (broadening). Thank you. **Kevin may not have bandwidth (can be removed from list).** GCDE Chair also appoints subcommittee chairs and then the subcommittee chair/GCDE chair appoints subcommittee vice chairs? Clarification. CC doesn't affect who are chairs, it is the leadership council within GCDE, thanks for the clarification about chairs outside of NMO. Clarification about terms. Terms are 1-year long – calendar (MALs not subcommittee chairs or vice-chairs). **Clear communication to communicate who are MAL and ensure folks know** more than just initially. Folks can be reappointed. Sometimes workgroup folks participate too. Thank you for the questions and clarification to ensure understanding.

10:15 to 10:25 a.m. **Logo Workgroup Discussion and Voting – Cullyn Foxlee, GCDE member (10 mins)**

- Discussion about work on logo subcommittee. Cullyn reported that they can share their screen, or staff can if needed (folks have permission, Cullyn will share). Shared logos on screen (visible) were included in the materials sent in advance and to staff, alt text available within the PDF. Will describe as we go through. Feedback on triangle version with intersectionality of disability and folks going up the ramp (simplified, took out confusion, made clearer). Person on wheelchair waving (added something to the wheel that is simple) – added GCDE (will be small, symbols not doable). Details hard to capture with more symbols (would need to check copyright, unless universal, and use in poster size compared to logo size). Pausing for comment. Can we read the alt text or describe? Yes (text in PDF in materials). Do we need a description (pause). Amy's hand. Fantastic work appreciated (adjustments based on feedback at the last meeting). Amy likes the middle version with bolder letters (down to wordsmithing). **Making arm and cane thinner, opening up C** (suggestion – likes it). May need to do custom font, specifically designed, thicker and thinner. Verdana and Arial best for those with low vision (**recuse from voting, per Kevin, appreciates transcript**). **Important to have clear transcription – please provide feedback as needed** (clear as possible, important component – not strong suit for those who don't need it as far as which details are included). Marsha and Lucas. Marsha likes the middle as well, agrees with Amy's feedback. Wheelchair users are better on that one. Cane is not the same as lettering, likes the color. Bottom ones are nice too (without eyes might be better, depending). Round glasses on right (more inclusive – described two legs vs one leg visible, different from standard profile or universal sign). Glasses might not work as well (not obvious at smaller size). Lucas likes first row 2nd one to the right, the last letter looks like an A with a cane for someone who wears glasses on upper row (maybe change instead of keeping). Likes second row, 2nd one to the right. Most people are leaning towards the second row, may eliminate first row, makes sense. Current or old hands from Kevin and Marsha (old). **Any dissenting opinions on focusing on second row? Hearing none. Are we ready to vote? If so, can we make a motion? Amy so moves, with the caveat that the comments be incorporated. Yvonne seconds the motion.** Any further discussion? Comment from Cullyn (Marsha next). If people like the bottom row, letters can be moved to be in a circle, motion to focus on second row – will see where we land. Marsha is in favor of one right due to color (cane visible – could be darkened on other). Daniel and Kristin. Daniel is concerned about the bottom row (may not translate well to smaller print). Are we locked with the font type on the second row? Low vision folks might confuse the C with an O due

to spacing (**will be corrected, noted**). Larry too. Then Lucas. Kristin likes the color one too (is there going to be a situation where we need black and white for different uses)? We may need both anyway. Color contrast might be an issue for low vision folks (consider contrast). WCAG 2.0 AA suggestions for color contrast (meet requirements looking at palette and sample with individuals – HCD – ask rather than speculate, have secondary in black and white for those purposes with contrast separation – don’t necessarily convert into grayscale – suggestions to address). Applause for Larry (seconds comments – Kevin). Will make sure that it’s visually clear – observation about needing both versions to have on hand is correct, needs enough clarity to work with both. **Will darken black and white version**. Not a lot of color difference in color version (blue and green, not a lot of contrast, fine for folks with color blindness). **Will check contrast about negative space**. Seems OK. Hands lowered. **Motion to vote in the middle row**. Any further discussion? Hearing none. **Motion to adopt the two-middle logos as the GCDE logos, understanding that we will incorporate the changes mentioned during the call. All in favor (aye). Any opposed? 1 abstention from Kevin, any others? Clarence**. Compliments to Cullyn from Larry at DOL, this is his area of expertise, not easy to receive input, artistic thing, special skill in receiving feedback and knowledge of contrast. Hats off. Thank you. Enjoys the process and feedback from varying perspectives, **can include descriptions online and in printed versions**, ensure that’s included (email discussion OK). **Can send it over to Larry to review and provide feedback**. Thank you. **Will send an updated version to Elizabeth to share**. Thank you again Cullyn, Elizabeth is excited to have a logo, has wanted one since she started – excited that we were able to get to this stage with everyone’s feedback, thanks to all who worked on it and got us here.

10:25 to 10:35 a.m. **Executive Director Report – Elizabeth Gordon, GCDE Executive Director** (10 mins)

- Elizabeth shared that it was included in the packet. Discussing things upcoming (not recapping report entirely). Can discuss further as needed. GCDE participating in PPR with Governor on 12/6 focused on disability issues and employment (speaking for 6 minutes directly to Governor, great panel discussion, hopes everyone will join us in-person or online – on TVW). Great opportunity, first time for Elizabeth, is excited and looking forward to it. Another thing – attended the first day of NCD meeting virtually (RI), presentation on newest report – asset limits, impacts of SSI, relegate folks into poverty – exciting that they’re taking it on, issue heard from members and public, will continue to be involved (**will send report after**). Any questions or further discussion? Was marriage penalty discussed (yes, a couple people testified about income, impacts on religious beliefs and relationship. Heart wrenching testimony). Amy and Lucas. More about PPR? (Taking notes, didn’t capture everything, what it is and our slot etc.). PPRs are hosted by RW, way that gov. keeps track of system and how it’s working in focused areas, 1 per month (different aspects, pediatric mental health services and supports, etc.). Sent agenda for different topics at start of year. ED was past chair of GCDE, aware of us, reached out to us on this agenda topic to participate in the planning of this one. Long time (longest slot). Other groups have 4 people with that slot, lots of airtime, and are interesting when attending (wholistic view of system). 90 minutes not long enough to discuss all of the issues, starts a conversation, great ways to catalyst specific things (EO passage in state govt. will be highlighted to move forward, etc.) Lucas and Marsha. Concurr with Amy (hybrid? In-person, online?) Any role as members? Televised, zoom link on website, in person at Helen Sommers – want folks to show up – show that we care about

the issue. More discussions forthcoming hopefully. Other focused discussions, important topic. It is on the capitol campus, across the street from the WWII memorial, new bldg., across from capitol, bad at directions (NW corner of 11th and Capitol Way). Can we send a reminder via email? Went to listserv yesterday, **can send a follow up after the meeting**. Date and time – December 6th (not 5th) - checking calendar. 10am. Will send it out, may have to arrive earlier (Elizabeth).

10:35 to 10:45 a.m. **Awards Event Recap – Yvonne Bussler-White, Subcommittee Chair** (10 mins)

- Yvonne didn't get back on to report after having technical difficulties and disconnecting.

10:45 to 10:55 a.m. **Community Outreach Event Recap – Marsha Cutting, Subcommittee Chair** (10 mins)

- Marsha reported first (Yvonne having technical difficulties). Met in Clark Co., Vancouver specifically, tried a new way of doing the event – involved connecting with local PWD in planning the event. May not have been as efficient as doing it ourselves, but the results seemed better. Hopes of doing it that way was that when it was concluded, we'd leave behind the basis for forming an ACAC in Clark Co. (doesn't have one). Definitely ID'd leadership in the community, definite interest in doing that, hopefully the ACAC committee can move in and work with them at that point (not CO's direction). Hybrid for the first time (issues relating to conference room being in use, ran right up against us, no prep time at all – Emily and others got it to work). Participation was pretty evenly divided for both types. Heard many things, many disheartening, even with insurance can't get treatment for their children who need it – shortage of providers, many are deciding not to take insurances, what about those without insurance? Highlighted. LAP meeting, 4 topics, transportation, ACAC, Medicaid reimbursement rates discrepancy (Clark Co. – 4th fastest growing metro area – may need to check notes on that) counted as rural. People part of D/Hoh community (lack of reading written English, impacts on access to voting, anything to add)? Hand from Lucas. Works for ODHH. Has a staff member who worked on this project years ago under Sam Reid at SOS (Kim Wyman too). Worked closely with that office (Kim was auditor). Would be the expert in terms of D/Hoh (works at ODHH, telework, POC). Name? Peck (Steven or Steve). Kristin. Thank you and compliment to Marsha and team for the event, one of the folks who is a colleague on NAUWU group attended event, said that they really appreciated that we came to speak with them and organized the event (definitely interested in giving comments and suggestions on deaf culture there, appreciated). Nice to hear. Anything else from Elizabeth? Elizabeth was impressed with the planning process. Having community members involved made it a good process, felt like it was a great opportunity for us to meet folks there who would make great members, that was good – thanks for the reminder about insurance issue – will be highlighted at the PPR (happening other places too likely, critical). Is an issue statewide. Clarence was in the Zoom, thought it was well done, hybrid piece. Lots of good info that came out of the session. Would add (minor) or suggest – have more mics and backups. Was definitely an issue (outside of our control; at the time, figure out ahead of time with a checklist – Emily can help). Patti too perhaps for hybrid (Clarence also). To go over with the host for the next meeting. Elizabeth concurs, critical, checklist of our own items for organization – not for scouting (loosely used ADA checklist, both too broad, and not specific enough). Great idea, like that.

10:55 to 11:00 a.m. **Recap/Action Steps – Elizabeth Gordon, GCDE Executive Director** (5 mins)

- Elizabeth recognizing members terms ending, none present, will email. Nathan is finishing out the term, won't be rejoining, new job is quite demanding. Incredible support with YLF (will stay on and help with planning, also helped with CO, be a resource as he can). Appreciated efforts.
- Andy Song finishing first term (not rejoining, starting own business). Involved with CO, most notably, person who set up the tour for YLF folks to go to MS. So helpful, got swag the prior year for the youth as well.
- Last but not least, Warren's terms ending at the end of the year, stepped down as vice chair for now. Been vice chair for a couple of years under different leaders, led membership, led AC, involved in numerous small projects – so appreciate all of his contributions.
- Further announced, new vice-chair for next year, Yvonne Bussler White. Has agreed to take on the role, working with us going forward in visioning, and thinking out flexibility in the future and projects that we can impact quickly. Excited to announce that, appreciate members, 1 minute late – recapping.
- Send mail related to members at large, resend logos and descriptions (alt text), and send out about the PPR event and NCD report. Hearing nothing else. Motion to adjourn. Marsha moves. Seconded by others. All in favor. None opposed. Meeting adjourned at 11:02, thanks everyone, happy thanksgiving – take care and have a great one. Elaine will come up with the MAL list for the email. Any other action items not identified? Hearing none. Staff are here to help. Didn't have time to do Awards report (lots of questions which was great). Decided against 90 minutes, then people had a lot to share. Good meeting, bye all, have a good weekend (wrapping up, bye).

Next meeting to be announced later.