

**Commission on the Status of Persons with Disabilities
Disability Employment Subcommittee
Meeting Minutes**

Date of meeting: Monday, November 18, 2024

Start time: 12:00pm

Location: Virtual Meeting (Zoom)

Members Participating Remotely	
1	Kathy Petkauskos (Chair) – Director, Work Without Limits at UMass Chan Medical School
2	Rachel Stanton – Investor Relations and Communications Graphic Designer, Clean Water Trust
3	Gyasi Burks-Abbott – Self Advocate Faculty, LEND Program, Boston Children's Hospital
4	Oz Mondejar – President, Mucho Gusto Consulting
5	Carl Richardson – ADA Coordinator, Massachusetts State House
Members Not Present	
6	Representative Mathew Muratore – Massachusetts House of Representatives
7	Chris White – CEO & President, Road to Responsibility, Inc
8	Lexi Semanchik – HR Marking and Communications Specialist Walks of Life: Intergenerational Employee Resource Group Chair

Action Items		Person Responsible
1	Transition subcommittee Chairs at January 2025 meeting	Subcommittee members
2	Video outreach: collaborate on outreach to MA Human Resources (HRD), MA Office of Diversity and Equal Opportunity (ODEO), and TRE	Imene, Carl, Rachel
3	Organize a discussion forum with the three organizations featured in the video, targeting small to mid-sized businesses.	Ongoing
4	Invite representatives from MassAbility, EOLWD, and CommCorp to participate in the February or April meeting to serve as a convener and educator in ongoing discussions around the benefits cliff.	Chair/Imene

Agenda

1. Welcome, Roll Call, and Introductions
2. Inspirational Quote provided by Oz Mondejar:

Life shrinks or expands in proportion to one's courage – Anaïs Nin

3. Kathy announced her intention to transition her role as Chair and pass the leadership to another current or future member.

- Proposal: Put this transition to a vote at the January meeting.

4. Employers and Employees Perspectives Video:

- Video Shared:
 - Gyasi shared the video with his LEND fellow.
- Deployment and Outreach Discussion:
 - Current metrics:
 - About 200 views on [Youtube](#).
 - Email engagement: 60% open rate.
 - Proposed actions:
 - Organize a discussion forum with the three organizations featured in the video, targeting small to mid-sized businesses.
 - Oz suggested asking participants in the video to share it within their networks and industries, with one of us attending their events. Follow up with Cristina and internal/external stakeholders.
 - 3–5 appearances at Chambers of Commerce.
 - Content distribution ideas:
 - Provide Commissioners with a blurb and content to share on LinkedIn or Facebook.
 - Send another push to expand outreach.
 - Create a menu of options for Chambers of Commerce, including:
 - Inviting us to events.
 - Featuring “who we are” and “how to get involved” on their websites, social media, or newsletters.
 - Sharing the video through local disability commissions, news outlets, TV, or radio.
 - Potential contributors to share content:
 - MassAbility Commissioner
 - Undersecretary Josh Cutler/ EOLWD
 - Disability:IN
 - State leaders and business leaders via LinkedIn
 - Broader initiatives:
 - Ask state agencies and Chambers of Commerce to include the video as part of their training packages.
 - Suggest incorporating it into HR onboarding materials:
 - Rachel will ask the Treasury (TRE) to share it.

- Carl and Imene to collaborate on outreach to MA Human Resources (HRD) and MA Office of Diversity and Equal Opportunity (ODEO)
- Additional outreach:
 - Chair Garlick and Imene are meeting with Secretary Lauren Jones and ask for outreach help.

5. Proposed FY25 Goals Discussion:

1. Host a Virtual Forum for Small and Mid-Sized Businesses:
 - Leverage the experiences of the three businesses featured in the video project to hold a virtual forum.
 - Purpose: Enable other small and mid-sized businesses to learn from their success stories and best practices.
2. Take a Leadership Role in Benefits Cliff Discussions:
 - Engage with ongoing benefits cliff conversations across multiple levels, including MassAbility, EOLWD, and CommCorp.
 - Action Item: Invite these organizations to the February meeting to serve as a convener and educator.
 - Confirm February or April meeting invitations.