

SRC Business and Employment Opportunity (BEO) Committee

10-14-21 Agenda and minutes

In attendance: Bill Allen, Sara Wiles, Joe Belil, Christine Tosti, Ellie Starr, Naomi Goldberg, Inez Canada, Olympia Stroud.

1. Introductions: members introduced selves to Christine Tosti, who attended her first BEO committee meeting
 - a. Agenda time of 2 hr is a max time for Zoom/scheduling. Today we have 90 minutes slated. (Ellie S agreed to serve as timekeeper for agenda)
 - b. Calendar invites beginning in February reflect a scheduling miscommunication by LaMaster – verified that going forward, meetings would continue to be scheduled at 1 PM, same Thursdays, every other month.

2. State Plan annual report: review and comments
 - a. Summarized:
 - i. Increase # Disabilities working in Commonwealth – DEAC identified, Bill Allen participates and willing to serve to connect these committees.
 - ii. SRC Materials visibility and accessibility – Communications Director hired. Branding consultant retained, Communications Director our contact for work on this recommendation over next year.
 - iii. MRC did not adopt this committee’s self-employment recommendation last year, but this year has expressed an interest in working together to better understand the needs, data trends, best practices and partners
 - b. No comments/questions from committee members about annual report submission

3. Work Plan - BEO priorities for upcoming year
 - a. Increase # with Disabilities working in Commonwealth
 - i. DEAC still forming an understanding of it’s relationships and tasks relative to increasing hiring parity – “still in it’s infancy”
 - ii. Point to remember – we can ask for updates and we can give feedback. (BEO Committee operates within an advisory capacity).
 - iii. Advocate for a clearer idea of the requirements of any available job’s behavioral expectations/requirements to better enable job matching to qualified candidates
 - iv. Make openings more visible: Ask Diversity officers to do outreach to various providers
 - v. Bring DEAC in to present to this committee
 - vi. Need to make it more permissible to disclose
 - vii. Identify various gatekeeping measures that keep people out (CORI hx, drug testing, licensed and insured to drive, etc). Confirm that they do not unfairly discriminate, and seek flexibility where possible (point raised to remember: this

committee's work refers only to the cross-section of people with disabilities in the employment space.)

- viii. Important to define an "order of operations for action within this committee: Advocate vs Advise vs. Create a solution e.g. a guide to understanding where/how to apply for state jobs
 - ix. Recommend a collaborative interagency hiring event/job fair for people with disabilities
 - b. SRC Materials visibility and accessibility
 - i. Should be a priority for all of us. Orienting/attending to the parameters of SRC's role as an advisory body as important for members as the general public
 - ii. Research what other states use and revise/build upon it
 - iii. Discussion - work with Colleen to elevate Annual Report in coming year vs meeting this deadline. Inez and Joe B tasked with assisting Colleen to work edits into this year's annual report within a short timeline. Committee should focus efforts on planning for broader improvements to future materials, including the annual report.
 - iv. Clarify language of recommendation: Focus on SRC materials vs more expansive review and advisory role regarding public facing materials to employers and MRC customers
 - c. Self-employment needs, data trends, best practices and partners
 - i. Consider "tapping into" the knowledge base of people with disabilities who have successfully started their own businesses:
 - 1. to inform resource materials for counselors
 - 2. to enable/facilitate a network of direct/peer support for people interested in a similar pathway to employment
4. Summary actions and Future Agenda items:
- a. Meeting notes will be sent to committee members so that a draft of the work plan can continue between meetings.
 - b. An opportunity to work feedback into a draft plan will be available for committee member participation between now and the scheduled December meeting