

## **Statewide Rehabilitation Council (SRC) Executive Committee Meeting Minutes**

**April 7<sup>th</sup>, 2022**

**1:00-3:00pm EST**

### **Attendees:**

- Statewide Rehabilitation Council (SRC) Members: Joe Bellil, Inez Canada, Naomi Goldberg, Ronaldo Fujii, Cheryl Scott, Christine Tosti, Steve LaMaster, Doug Mason, Lusa Lo
- Massachusetts Rehabilitation Commission (MRC) Staff: Kate Biebel, Graham Porell
- Public: None

Please Note: This meeting was held remotely.

**Meeting was called to order at 1:03pm by the Chair.** Attendees introduced themselves verbally and via the chat.

### **OLD BUSINESS**

#### **Updates on Draft SRC Budget and SRC Admin Assistant Job**

- On track for a July 1 start. Will need RSA Prior Approval before beginning. Ms. Baczko is working with CFO Mo Vasquez to land on a finalized budget that MRC will submit to RSA.

#### **Discussion of SRC 5yr DEI Roadmap Implementation**

- Working on finalizing DEI Roadmap report. Will ultimately post on MRC/SRC website.
- Discussion of the distinction between the SRC 5-year DEI Roadmap and the MRC DEIA Council.
- Discussed the role of Mr. Mason, and that he is the conduit between the SRC DEI work and the MRC DEIA Council.
  - He will report out at Exec Comm and Quarterly SRC meetings
- Goal of today's discussion is to specifically discuss SRC DEI implementation strategies for the 5 SRC DEI goals.
  - Discussion coalesced around goals 1 (Establish a diverse SRC membership) and 5 (develop SRC orientation materials) as good first priority focus. Also interest in focusing on Goal 2 (Build equity into the SRC climate) – as Goal 2 is key to the other goals.
  - Discussion of specifying objectives under each specific Goal – these are also defined in the document, along with tools of measurement.
  - Discussed “ownership” of working on goals
    - Goal 5 – Policy Committee
      - Discussed importance of collaboration between Policy and Business and Employment Opportunity Committees, to ensure there is not duplication of work and integration where relevant.

- Goal 2 – all Committee Chairs have started to work on building equity into meetings; Chair Canada asked Committee Chairs to be more intentional with this work
  - Goal 1 – Business and Employment Opportunity Committee
- For discussion at a future meeting, “Key Finding 1: The SRC complies with Section 105 of the Rehabilitation Act of 1973 with opportunities for improvement. HMA found that the SRC achieves high compliance with the requirements of Section 105 of the Rehabilitation Act of 1973. There are, however, opportunities for improvement in compliance. More specifically, HMA found that the SRC demonstrated compliance for 19 of the 36 components outlined in Section 105. HMA also found that the SRC has several opportunities to improve 14 of the 36 components. HMA identified key opportunities for the SRC to: (1) add resource support to SRC; (2) improve documentation; and (3) fill SRC vacancies by amplifying the member vacancy issue.”

## **NEW BUSINESS**

### **Committee Reports**

- **The Business & Employment Opportunity (BEO) Committee: Mr. LaMaster**
  - Nothing different to report from March Quarterly updates
  - Next meeting 4/14 at 1pm.
- **DEIA Council: Mr. Mason**
  - DEIA Committee has not meet recently
  - Discussed concern around the leaving of EHS Diversity Manager appointed to MRC and the importance of good communication.
    - Message in chat echoed that concern
    - Deputy Commissioner Biebel noted that MRC has just learned of the departure a couple of days before SRC March Qtrly meeting; expressed MRC’s commitment to transparency
- **Policy Committee: Ms. Goldberg**
  - Getting closer to sunsetting the procurement recommendation. In thinking about other areas of focus, ideas include materials to support consumer understanding of IPEs and “what to expect” in VR. Also discussing Fair Hearing Decisions. Ms. Biebel will connect Ms. Goldberg and the MRC Communications Department (Ms. Colleen Casey) to ensure this information in part of new branding/marketing work on the horizon.
- **State Planning Committee: Mr. Bellil**
  - Committee has detailed timelines for the FFY23 recommendation process. Recommendations usually happen between February and April, through a variety of mechanisms.
    - April 20<sup>th</sup> – Begin reviewing recommendations
    - May 5<sup>th</sup> – Committee will review recommendations
    - June 2<sup>nd</sup> – Executive Committee will approve recommendations and forward to full SRC
    - June 16<sup>th</sup> – SRC will vote on recommendations

- July 31<sup>st</sup> – MRC provides SRC response to recommendations

### **Documenting Guidelines for SRC Recommendations**

- Discussed in future years leaning on MRC Communications Department to really spread the word and ensure we have as wide a voice as possible when soliciting recommendation.
- Discussed the importance of ensuring recommendations are actionable (i.e., have intersection with existing and future work of MRC).
- Should have clear criteria that we consider when discussing recommendations. They should be tied to the WIOA State Plan. They should be tied to clearly articulated outcomes. Could use a SMART goal approach. We need to be clear on what area(s) of need recommendations are trying to address. This will help with prioritizing. Should we take a look at our timeline of recommendations to see if we can discuss above with full SRC membership. Full SRC should have a sense of the “state of VR” before we solicit recommendations.
- Discussed that we could start with the last RSA report from FY2018 citing noncompliance with regulations as a starting point for thinking about recommendations. <https://rsa.ed.gov/sites/default/files/publications/fy2017-ma-g.pdf>

**Approval of Meeting Minutes:** Chair Canada transitioned to the minutes for the January and March 2022 meetings. She asked whether there were any corrections. A request for correction included:

- January Minutes, page 2. There was a concern re: a discussion of accommodations being met. It was discussed by Ms. Canada, who made the comment, that it was an accurate representation of the statement she made and therefore we would keep it in the meeting minutes. Ms. Canada restated that reasonable accommodations should never be discussed in meetings; she offered to have a confidential discussion with the member if there is an accommodation request.

Ms. Canada called for a motion to approve the minutes. Ms. Goldberg motioned to approve the January and March 2022 minutes. Ms. Scott seconded. The January and March 2022 minutes were approved.

### **Open Mic:**

- Ms. Tosti acknowledged Autism Awareness Month. “I am an autistic human being. it's autism awareness month. this is an incredible youtube channel from the perspective of a Black autistic human being and artist and i encourage all to watch this content and it would mean the world to me to talk to anyone about autism and answer questions about the condition at any point.”
  - <https://www.youtube.com/watch?v=SHQHUj3KbZc&t=354s>
  - [https://www.youtube.com/channel/UC00AECvMe\\_A2EttUgTpov0A](https://www.youtube.com/channel/UC00AECvMe_A2EttUgTpov0A)

- Mr. Fuji discussed his development of his MA disability heatmap – he will work with Ms. Canada to identify a timeline for the SRC to learn more about this moving forward.
- Ms. Goldberg noted that the Mass Office on Disability has a Disclosure and Employment Series – free interactive workshops. You can find more info at <https://www.mass.gov/service-details/mod-training-events>. Day of sessions coming up on April 27<sup>th</sup>.

**Adjournment:** The Chair called for a motion to adjourn. Mr. Fuji made a motion to adjourn. The motion was seconded by Ms. Goldberg. **The meeting adjourned at 3:02pm.**