



Disability Advisory Committee Meeting Minutes Notes Action Items

Thursday, January 21, 2021

Time: 1:00 P.M. – 2:00 P.M.

Location: Microsoft Teams

Conference Call: 888-204-5984 Participant Code 6178519

Sponsor: Nicole Placencia

Team Members in Attendance: Sergio Garcia, Tiffany Garner, Mauro Lara, Anthony Scott, Suzanne Hemphill, Esmeralda Martin, Amanda Ohman, Anthony Scott, Nicole Placencia, Angel Nguyen.

Absent Members:

Guests: Victoria Brown

Time	Topic	Notes/Action
2:00 – 2:05	Welcome / Introductions Introduce Angel Nguyen	Roll-call with members. Introduced Angel Nguyen
2:05 – 2:10	Review and approve meeting minutes for December 30, 2020	Approved December Meeting Minutes.
2:10 – 2:45	HCD Employee Onboarding – Presented by Victoria Brown	Everyone introduced themselves and their role at HCD. Victoria went over the Onboarding process. All of the documents are now online and SharePoint. All documents are all on the New Employee page. Victoria schedule a Team meeting for new employees to connect and meet co-workers from around the Department.

Time	Topic	Notes/Action
		<p>After 90 days working at HCD, Victoria will send out a survey to the new employees. The Survey is to help respond quickly to the issue. She encourages staff to complete the survey. She wants to create a culture of trust and communication between employees and their teams. When employees leave HCD there will be an Exit Survey to complete. Employees can have a private interview with HR if they request it.</p> <p>Topic and new ideas: New mission at HCD, feedback, suggestion, policy knowledge, and resources. How do you address if someone has a disability? How do you work with someone who has a hidden disability? Goals:</p> <p>Recognition program starts in February topic on: Start on value, recognize staff, building a team, promoting a staff, encouraging staff to build a team.</p>
2:45 – 2:50	Crip Camp Materials – Review	<p>Review the Materials.</p> <p>The Crip Camp materials and curriculum has step by step instructions and how to use Lesson Plans.</p> <p>The language that are used in the materials are very “person first” language (e.g. “people with disabilities” or “person with Autism”) and “identity first” language (e.g. “disabled people” or “Autistic person”) challenges the narrow way that a disability is usually presented.</p> <p>In the future, these materials and curriculum can be used to connect the dots model to educated awareness about disability.</p> <p>Awareness disability series.</p>

Time	Topic	Notes/Action
2:50 – 3:30	Public Comments	No public comments.
3:00	Adjourn – Next Meeting: February 16, 2021	Review Crip Camp Materials to move forward, Joe Xavier from DOR agreed to be the speaker in May meeting from 11 to 12. Need to update action plan to be current. Next Meeting will February 16 at 1:00

If a Reasonable Accommodation is needed, please contact Tiffany Garner at (916) 809-5627, 7-1-1 California Relay Services, at least three business days prior to the meeting date.