

ABILITIES COMMITTEE MINUTES
TUESDAY, FEBRUARY 26, 2019 AT WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		20-Mar-18	10-Apr-18	8-May-18	12-Jun-18	10-Jul-18	4-Aug-18	13-Sep-18	13-Nov-18	11-Dec-18	26-Feb-19
Maggio, Jim CHAIR	TFG/Judge Group	X	X	X	X	X	X	X	X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ	X	X	X		X					
Cirii, Frank	Camden County One Stop								X		X
Connor, Andrea	Mental Health Association, Executive Director										
Cooper-Williams, Dina	Express Scripts			X				X			X
Deitz, Jeffery	Division of Vocational Rehabilitation Services	X									
Donato, Carl	Wawa	X		X					X	X	X
Forman, Lois	Bancroft	X	X	X	X	X	X			X	
Hale, Dawn	The Arc of Camden County		X	X						X	
Lucas, Angela	Hireability			X			X		X		X
Taguwa, Denise	LWD-WDB Coord + Support		X	X	X	X	X	X	X	X	
Veneziani, Jennifer	DVRS						X				
Levitt, Alex	WDB Administrative Assistant		X	X			X				
Swartz, Jeffrey S.	WDB Executive Director	X		X	X	X					X
Varallo Kathleen	WDB Administrative Assistant	X	X		X	X	X	X	X	X	X
Williams, Leslie	WDB Comptroller										

WELCOME

Jim Maggio, Chair, welcomed attendees. He asked for roundtable introductions and asked they announce themselves to dial-in committee members. Angela Lucas, JEVS, Hire Ability, called in to the meeting. He thanked everyone for attending and coping with prior meeting adjustments and cancellations caused by the weather conditions in January and February.

EVENT FOLLOW-UP

Program Title: Strategies for Workplace Inclusion A Workshop for Human Resource Managers

Date: Tuesday, October 22th 8am registration, program 8:30am-12:00noon

Location: Camden County Boathouse, 7050 North Park Drive, Pennsauken, NJ 08109

Jim reported that he attended a meeting of the NJ Tri State-Society for Human Resource Management (SHRM). The meetings are held monthly at Wegmans, 2 Centerton Rd, Mt Laurel, NJ 08054. Dina Cooper Williams, Express Scrips, said that it was the Diversity and Inclusion Committee. Jim said that he spoke to the group about including them in the planning of the WDB/Abilities event and including them in a survey. He also said that 80-90% of Tri-State's membership is made up of Human Resource Professionals or Talent Acquisition Specialists throughout the Delaware Valley. This is a great group to share information with, and to help promote the workshops planned by the Abilities Committee. There is a lot of congruency between what both the WDB and Tri-State SHRM is trying to accomplish.

Dina said she chairs the Workforce Readiness Committee of SHRM and Jim spoke with the Diversity and Inclusion Committee. There are many overlapping themes and goals in both committees. It will be good to come together and come up with ideas that would offer relevant programming.

The Committee discussed the types of companies and possible topics. It was agreed that Accommodations plans and having more interactive types of discussions would be important. Jim suggested making time for break-out sessions.

The Committee agreed the workshop could be extended to a full morning of programming and said three or more topics could be presented with working applications. Kathleen reported that she reserved Tuesday, October 22nd, with the boathouse. Jim suggested that the room be reserved for the full morning or 8am-1pm. Kathleen said she would adjust the application and resubmit it.

2019 Event Workshop Topics

Jim asked the committee for input and ideas for workshop topics for the 2019 event.

Kathleen said that Frank Ciri, Local Area Operations Director, CCOSC, suggested that a good future topic might be to provide updates about laws affecting employers when it comes to hiring individuals with disabilities. Kathleen relayed Lois Foreman's prior suggestion that the subject of Medical Marijuana seems to be at the forefront of the media. She had suggested a continuing education workshop on that subject and said that New Jersey will be considered an "at will" State when it comes to establishing the laws regarding the use of Medical Marijuana. The Committee discussed the topic and agreed that HR professionals will definitely be looking for additional guidance as to how to handle situations related to medical marijuana use by individuals with disabilities as well as the workplace in general.

Kathleen also relayed Angela Lucas' suggestion from the last meeting about how to work with a case manager in the workplace. All agreed this would be an interesting topic. More could be discussed on the subject of Case Management and how they work with the client and the employer. Many employers are under the impression that case managers may be an interruption to the workplace and do not understand the benefits.

Dina said that she attended a workshop on the subject of unconscious bias. Unconscious bias (or implicit bias) is often defined as prejudice or unsupported judgments in favor of or against one thing, person, or group as compared to another, in a way that is usually considered unfair. Many researchers suggest that unconscious bias occurs automatically as the brain makes quick judgments based on past experiences and background. As a result of unconscious biases, certain people benefit and other people are penalized. In contrast, deliberate prejudices are defined as conscious bias (or explicit bias). Although we all have biases, many unconscious biases tend to be exhibited toward minority groups based on factors such as class, gender, race, ethnicity, religious beliefs, age, able-bodiedness, and other such traits. Carl Donato, Talent Acquisition Specialist, Wawa said the topic is of great importance. He gave an example in his company where unconscious bias was realized.

The Committee discussed the topics including minimum wage, case management, the latest laws regarding hiring uniquely able candidates and the use of medical marijuana. They also discussed and agreed that success stories have a very positive impact on an employer considering an inclusive hiring plan.

Jim suggested that the committee plan on finalizing the topics for the 2019 event no later than the March meeting. He asked everyone to look for speaker candidates as well.

NEXT MEETING

The Abilities Committee is scheduled to meet on Wednesday, March 20th 2019 at 9:00am at the WDB office, 1111 Marlkrass Road, Suite 101, Cherry Hill, NJ 08003.

Submitted by

Kathleen Varallo

Administrative Assistant