



Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

ABILITIES COMMITTEE MINUTES
TUESDAY, APRIL 10 @9:00, 2018 AT WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		10-Jan	7-Feb	13-Mar	10-Apr	9-May	11-Jul	8-Aug	12-Sep	14-Nov	13-Feb-18	20-Mar-18	10-Apr-18
Maggio, Jim CHAIR	TFG/Judge Group	X		Snow n/m	holiday n/m	X	X	X	X	X	X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ		X			X	X	X			X	X	X
Cipolla, Joe	Jewish Employment and Vocational Services		X								X	X	X
Davis, Anthony	Mental Services of Southwestern New Jersey	X	X				X	X			X		
DeAngelo-Ferebee, Lamont	Ferebee Family Foundation											X	
Deitz, Jeffery	Division of Vocational Rehabilitation Services					X					X	X	
Donato, Carl	Wawa											X	
Farber, Dan	Birght Lights USA		X										
Forman, Lois	Bancroft		X			X	X			X	X	X	X
Geoffrey, Taylor	NJ DOL DVOP												
Hale, Dawn	The Arc of Camden County									X			X
Lombardo, Rick	Target Stores												
Lopez, Krista	NI Division of Vocational and Rehabilitation Services												
Lucas, Angela	Hireability					X	X	X		X	X		
Newman, Jason	NJ DOL DVOP		X	X									
Peters, Annie	Sambulance									X	X		X
Pryor, Regina	LWD Division of Workforce Operations and Business Svcs.			X			X						
Schwengel, Laura	Jewish Family & Children Service of Southern NJ												
Taguwa, Denise	LWD-WDB Coord + Support										X		X
Tumolillo, Terry	Voice Print												
Walker, Dante	Mental Health Association											X	X
Walton, Marcie	VOA												
Waltz, Julie	ARC of Camden County												
Welder, Laura	Jewish Employment and Vocational Services												
Levitt, Alex	WDB Administrative Assistant												X
Swartz, Jeffrey S.	WDB Executive Director					X	X	X		X	X	X	X
Varallo Kathleen	WDB Administrative Assistant	X	X			X	X	X	X	X	X	X	X
Williams, Leslie	WDB Comptroller												

WELCOME

Jim Maggio, Abilities Chair, Welcomed attendees and asked for roundtable introductions. He welcomed Alex Levitt, new WDB Administrative Assistant/Receptionist. He brought attention to the agenda, made sure everyone was on the same page, and promptly began with discussion of the Abilities Event.

EVENT UPDATES

The name of the event was decided on by the committee. **HR Strategies: Creating More Inclusion in the Workplace.** Lois Foreman, Bancroft, liked that the name for the event has HR (Human Resource) in the title. It likely to attract Employers as opposed to families. All agreed the goal of this event is attracting more Employer representation.

The discussion also involved talks of CEU'S (Continuing Education Units). Annie Peters, Sambulance, referred to an email she sent to the committee about the process and procedure for getting a program approved for CEU. She said the time frame it takes to get them approved is 3 months minimum.

Barbara Abrams, JFCS, reported that she contacted Margaret Gilbride, from the Boggs Center. She would be happy to present a workshop on Accommodations and Strategies in the Workplace.

The Boggs Center Overview:

The Boggs Center is New Jersey's federally designated University Center for Excellence in Developmental Disabilities and is part of Rutgers Robert Wood Johnson Medical School, Department of Pediatrics. Since its inception in 1983, The Center has emphasized a community based, lifespan approach to meeting the needs of individuals with developmental disabilities and their families.

The Boggs Center provides community and student training and technical assistance, conducts research, and disseminates information and educational materials. Activities of The Boggs Center are guided by our Consumer Advisory Council, and partnerships with people with disabilities, families, state and community agencies, and policy makers.

The federal Administration on Intellectual and Developmental Disabilities, Administration for Community Living, US Department of Health and Human Services provides The Boggs Center's core funding. The Center also receives funding from the NJ Division of Developmental Disabilities and the NJ Department of Education, as well as other grants, contracts, and fee-for-service training and technical assistance.

For more information visit; <http://rwjms.rutgers.edu/boggscenter/about/overview.html>

Brochure; <http://rwjms.rutgers.edu/boggscenter/about/overview.html>

Jim asked about plans and strategies with people dealing with disabilities. One suggestion being that employers break down different methods for accommodations on employment. He asked about the need for an outline in order to appeal to accreditation. Barbara said that her workshop may already carry that kind CEU approval. She will find out and get an outline.

Annie mentioned in terms of accreditation that SHERM has access to that.

The Committee discussed an additional speaker to talk about the Disability Equality Index (DEI). DEI is a free benchmarking tool for USBLN partners that provides a confidential opportunity to receive an objective score on disability inclusion policies and practices. It's an aspirational, educational, recognition tool that helps identify opportunities for continued improvement and helps establish a reputation as an employer of choice. The DEI is a joint initiative with the American Association of People with Disabilities.

<http://www.usbln.org/what-we-do/disability-equality-index/>

Annie Peters wanted to give praise for businesses that fully use the DEI. She, as an employer, wanted to have a definitive strategy for implementing the DEI.

Dante Walker, Mental Health Association, asked if this year's workshop/event would be different in terms of theme. Jim said in past events, we sought to educate the employer about hiring individuals with Autism. This years' event will focus more on all types of disabilities and

how to create a working plan for the workplace. We'll also be showing Employers how to make these decisions when hiring inclusively and how to bring the DEI into the workplace.

Alex Levitt, Admin Assistant, brought to attention Carl Donato Jr.'s statements in the previous minutes about companies breaking down more ways for training people with disabilities. For example training in all facets of retail, marketing, etc. It was decided that the WDB Office will contact Deb Dagit to get her availability or that she might recommend another speaker who would be qualified to speak on the DEI

The Committee discussed event locations. Jeff Dietz, as listed in the previous minutes, was looking to tour TD University as opposed to the Jewish Federation Annex that was used for previous events. Kathleen Varallo, WDB Administrative Assistant, reported that the WDB has not been able to get information or approval from Subaru about hosting the event at their new location. She suggested we pursue the TD University Location. Dawn Hale, Arc of Camden County offered to make a contact for the Committee. She will reach out to Jocelyn Weyrauch, TD Bank. Kathleen said that Jocelyn participated on a panel at the "Dispelling the Myths" event, 2016, so she should be familiar with our objectives for this year's event.

Jim mentioned that as long as cost isn't an issue that's the type of venue we need to acquire.

It was brought up and asked how SHERM is aware if they are eligible for CEU accreditation and Jim Maggio responded by saying they have their own abilities committee.

Jim is bringing attention to his Chapter of SHERM so that way they can get the accreditation process going. Jim is saying that he will mention a workshop to his chapter and they will inform him of the process. The only issue that may arise, in Jim's eyes, is that his chapter can be asked to allow their mailing list to be used for such things like an event or workshop.

Lois Forman brought the idea of a webinar to present the workshop to a broader audience. The conversation then turned into the idea of a FaceBook live broadcast through the Camden County FaceBook page which then could be posted to the county website. The Committee discussed options for videotaping and it was decided to forego that expense this year. They also agreed that it is difficult to build relationships with an online event. The exhibit area of supportive services and networking has been one of the best features of past events.

The idea of a criteria to recognize an employer of the year was mentioned by Annie Peters. The topic is still up for discussion. The Committee decided it would be hard to recognize Employers outside of our sponsors who by volunteering representation on our committee and monetary donation to this Abilities event. The event sponsors should be recognized. An awards event may be considered in the future.

Event Title: HR Strategies: Creating More Inclusion in the Workplace.

Date: Tuesday, October 9th, 2018-9am-11am

Location: TBA – Continental Breakfast

Target Audience: Employers and Human Resource Managers.

Program Outline

- Disability Equality Index (DEI) - What it is and how to implement it in the company.
- Accommodations Plan – Creating an individualized common sense policy for an individual that can be translated to the direct supervisor and staff so that everyone on staff understands what can be expected from the employee with whatever disability they have. It can also include an example of a staff training developed to accommodate an individual with a disability such as epilepsy or hearing impairment.
- Creating an inclusive Culture – Staff training and supportive services
- Senior Management Support – Creating support for inclusive program starts at the top and includes everyone in the company.
- Exhibit Area – Host Supportive Services (Before and After program)

COMMITTEE UPDATES

. Lois Forman recently represented Bancroft on Capitol Hill. “Jenn Walks Again” was the presentation showing how a trauma victim re-assimilated back into competitive employment. There was a live stream plus a video on the Bancroft website explaining Jenn’s journey to recovery.

. Annie Peters, Sambulance, expressed plans for expansion to new rec centers and trying to attract more theme parks for summer camp events. She mentioned an event happening June 9th at 11:00am at Adventure Aquarium.

. Barbara Abrams mentioned a movie presentation at the AMC Voorhees titled “Keep the Change” involving two characters on the autism spectrum. Both actors would be at the special presentation for a screening and Q+A.

. Denise Taguwa had no updates to provide, but expressed excitement for everyone’s updates and goals for future.

. Dante Walker mentioned a merger turnover at the Mental Health Association which included information of Mr. Anthony Davis stepping down from his duties.

Jim thanked the committee for their ideas and continued support. He asked committee members to follow up on their suggestions for the next meeting.

NEXT MEETING

The Abilities Committee will meet on April 10th, at 9am at the WDB office, 1111 Marlkrass Road, Suite 101, Cherry Hill, NJ 08003

Submitted by

Kathleen Varallo

Administrative Assistant