

ABILITIES COMMITTEE MINUTES  
TUESDAY, MAY 8TH @9:00, 2018 AT WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		9-May-17	11-Jul-17	8-Aug-17	12-Sep-17	14-Nov-18	13-Feb-18	20-Mar-18	10-Apr-18	08-May-18
<b>Maggio, Jim CHAIR</b>	TFG/Judge Group	X	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									
Cooper-Williams, Dina	Express Scripts									X
Davis, Anthony	Mental Services of Southwestern New Jersey		X	X			X			
DeAngelo-Ferebee, Lamont	Ferebee Family Foundation							X		
Deitz, Jeffery	Division of Vocational Rehabilitation Services	X					X	X		
Donato, Carl	Wawa							X		X
Farber, Dan	Birght Lights USA									
Forman, Lois	Bancroft	X	X			X	X	X	X	X
Geoffrey, Taylor	NJ DOL DVOP									
Hale, Dawn	The Arc of Camden County					X			X	X
Lombardo, Rick	Target Stores									
Lope, Krista	NJ Division of Vocational and Rehabilitation Services									
Lucas, Angela	Hireability	X	X	X		X	X			X
Newman, Jason	NJ DOL DVOP									
Peters, Annie	Sambulance					X	X		X	
Pryor, Regina	LWD Division of Workforce Operations and Business Svcs.		X							
Schwengel, Laura	Jewish Family & Children Service of Southern NJ									
Tagawa, Denise	LWD-WDB Coord + Support						X		X	X
Tumolillo, Terry	Voice Print									
Walker, Dante	Mental Health Association							X	X	
Walton, Marcle	VOA									
Waltz, Julie	ARC of Camden County									
Welder, Laura	Jewish Employment and Vocational Services									
Levitt, Alex	WDB Administrative Assistant								X	X
Swartz, Jeffrey S.	WDB Executive Director	X	X	X		X	X	X	X	X
Varallo Kathleen	WDB Administrative Assistant	X	X	X	X	X	X	X	X	
Williams, Leslie	WDB Comptroller									

**WELCOME**

Jim Maggio, Chair, welcomed attendees and asked for roundtable introductions. He welcomed Dina Cooper-Williams of Express Scripts. Dina garnered a great response from the committee after explaining her job and what it entailed for Abilities. Jim brought attention to the agenda, and promptly began with discussion of the Abilities Event.

**EVENT UPDATES**

The name of the event was decided on by the committee at the April 10th meeting. “HR Strategies: Creating More Inclusion in the Workplace.”

Deb Daggit and Margaret Gilbride were confirmed as Speakers for the event. There was mentioning of the previous time Deb Daggit spoke at the Abilities Event in terms of accommodations made for her. Alex Levitt, WDB Administrative Assistant, said that she was asked and Deb Daggit may not be in need an overnight room stay as long as she can appear a little later in the program.

Dawn Hale, The Arc of Camden, brought in more information regarding the acquisition of TD University as the event space. More information is needed for TD University so they can get an estimate on cost and how they can financially support the Abilities event.

This was in regards to audio/visual equipment for presentations as well as food donations for the Continental Breakfast that is customarily served at this event. Dawn will be meeting again with Jocelyn Weyrauch, TD Bank.

Jim expressed that the request should make it as easy as possible for TD University to say yes to host the event.

Based on Dawn's description, the auditorium of TD University will have plenty of space for attendees of the event. Seating wise, it is stadium style with a bleachers look to it.

Alex suggested researching 3-D tour or photos of the space itself to give the committee a better understanding of the layout. Dawn said once a definitive answer is made on the space, she would arrange a tour for anyone who would like to observe.

Jeff Swartz, Executive Director WDB, mentioned the issue of parking and how that might be a hindering factor to overall attendance to the event. Several committee members responded by saying the parking lot next to the University, which is a short walk away, would have plenty of space.

Alex brought attention to the lobby area of the University acting as the exhibition area for the event. Tables would be placed there for showing supportive resources information, sponsor information speakers at the event, and workforce information.

Jim asked Dina Cooper-Williams about obtaining the approval for Continuing Education Credits. (CEU'S) While Dina did have knowledge on the matter, she knows people who have done this who she will contact for resources. Jim asked the rest of the committee about follow-up to CEU'S.

Barbara Abrams, Jewish Family and Children Services of SJ, spoke to Margaret Gilbride of the Boggs Center who said that CEU'S attach to the workshop directly and not to the instructor. The hosting entity works with the CEU accrediting body for whatever disciplines are appropriate. CEU'S would not be a requirement, but hours of continuing education would be required in which case the board could simply print out a certificate of attendance for the number of instructional hours.

Jim said the best way to go is to offer those credits to people in HR for their annual requirement. This doesn't just apply to HR, but to line managers and upper management as well.

Carl Donato, JR., Wawa, brought up how Wawa is making strides with transitioning Veterans into the workplace and how we can use this angle as well for the upcoming Abilities Event.

Alex brought attention to a CBS Sunday Morning clip dealing with people on the Autism Spectrum and how companies, like SAP and Microsoft, are on the cutting edge with employing people with disabilities. This video was also suggested to be played during the opening remarks of the Abilities Event as it pertains to exactly what the event is promoting; more inclusion in the workplace. A point of interest in the video which hopefully will connect with the target audience is the Vetting process these companies use to hire people with disabilities. The process is 5 weeks and tests applicant's skills with communication, group exercise and problem solving. After the Vetting process, employers can then determine whether the applicant is ready and able to join the competitive workforce.

Alex reported that Annie Peters, Sambulance, was unable to attend the meeting however was able to email a packet for the committee; BUILDING AN INCLUSIVE WORKFORCE: a Four Step Reference Guide to Recruiting, Hiring, and Retaining Employees with Disabilities.

Barbara brought up Jennifer Veneziani, as she is the point of contact for employers, her input as a speaker may bring a clearer explanation to all attending the event about supportive services the State can provide them with starting inclusive hiring programs.

Alex Levitt, Admin Assist., brought up the idea of splitting the Speaker Question and Answers (Q+A's) into two sections as opposed to a collective Q+A. For example, Margaret Gilbride would speak, hold a Q+A, and then move to Deb Daggit speaking and holding a Q+A. If Jennifer speaks she would close out the Speaker Q+A portion.

Jeff suggested TD can give a 10-15 minute opening remark as they would sponsor the event and say how they utilize the DEI which would kick off the Speaker Q+A's with Margaret Gilbride going next, followed by Deb Daggit and conclude with Jennifer Veneziani.

### COMMITTEE UPDATES

Lois Forman, Bancroft, informed us of the upcoming Golf Tournament on June 25<sup>th</sup> at the Philadelphia Cricket Club. She also showed us an Ad in South Jersey Magazine representing Jenn Walks Again; a young woman who overcame the odds after a horrific accident and is now a full employed member of the competitive workforce.

Barbara Abrams, Jewish Family and Children Services of SJ, mentioned a fundraiser happening on Tuesday May 29<sup>th</sup>. It would be a painting night at the Jewish Community Center for \$36 per person. Flyers were emailed to committee members.

Dawn Hale, The Arc of Camden, handed out brochures for the 17<sup>th</sup> annual Walk-A-Thon event Sunday May 20<sup>th</sup> on United Sates Ave. Food and activities will be provided.

Carl Donato JR., Wawa, mentioned Gwen Ruff of the talent acquisition team for Wawa was now appointed a job where she can help customer service flow and issues. She has been teaming with Jennifer Veneziani on ways to drive more supportive employment in Wawa stores. He also mentioned how General Managers from Wawa are asking how they can be involved or learn more about supportive employment.

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

### NEXT MEETING

The Abilities Committee will meet on June 12<sup>th</sup>, at 9am at the WDB office, 1111 Marlkrass Road, Suite 101, Cherry Hill, NJ 08003

Submitted by

*Alexander Levitt*

Administrative Assistant