

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

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		8-Aug-17	12-Sep-17	14-Nov-18	13-Feb-18	20-Mar-18	10-Apr-18	8-May-18	12-Jun-18	10-Jul-18
Maggio, Jim CHAIR	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
Cooper-Williams, Dina	Express Scripts							X		
Davis, Anthony	Mental Services of Southwestern New Jersey	X			X					
DeAngelo-Ferebee, Lamont	Ferebee Family Foundation					X				
Deitz, Jeffery	Division of Vocational Rehabilitation Services				X	X				
Donato, Carl	Wawa					X		X		
Farber, Dan	Birght Lights USA									
Forman, Lois	Bancroft			X	X	X	X	X	X	X
Hale, Dawn	The Arc of Camden County			X			X	X		
Lope, Krista	NJ Division of Vocational and Rehabilitation Services									
Lucas, Angela	Hireability	X		X	X			X		
Peters, Annie	Sambulance			X	X		X		X	
Taguwa, Denise	LWD-WDB Coord + Support				X		X	X	X	X
Walker, Dante	Mental Health Association					X	X		X	
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
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.

EVENT UPDATES

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

Date: Tuesday, October 9th 8:30-11:00

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

Program Agenda:

8:00-8:50 – Registration, Exhibit Area of Support Services, Continental Breakfast

8:50am - Welcome Remarks and Sponsor Recognition

9:00am - Margaret Gilbride, Boggs Center, Strategies for Workplace Inclusion

10:00am - Jennifer Veneziani, Outreach Coordinator, Division of Vocation and Rehabilitation Services (DVRS) – State Supportive Services

10:15am - 10:45am - Deb Dagit, Disability:IN, The Disability Equality Index (DEI) - What it is and how to implement it in the company.

10:45am - 11:00am - Questions/Answers, Closing Remarks, Resources & Networking

Kathleen Varallo, WDB Administrative Assistant reported that all speakers are confirmed for the Abilities event. She said she wrote to the speakers in order to request workshop titles, three goals and objectives and their bio information. This information will be sent to SHRM for approval of continuing educations credits that Human Resource Managers may gain by attending the event.

Lois Foreman, Bancroft, asked if there is a deadline for submission. She said it may take a few months to get this approval and asked Kathleen to follow up to give speakers a certain timeframe in which to get that information back to us so that we will have time to submit.

Kathleen said the program timing is listed in the minutes as discussed by the Committee at the last meeting. (See above). The Committee reviewed and approved the timing of the program agenda. Lois said that Bancroft has approved our sponsorship request. Jeffrey Swartz, WDB, Executive Director, said that Angela Lucas, JEVS/hireAbility, also committed JEVS sponsorship to the event again this year. Jeff also reported that the WDB put in a request to host the event at the Camden County Boathouse, 7050 North Park Drive, Pennsauken, NJ 08109. The application has been submitted, the date has been held for our use. We are waiting for the County Administrator to sign off on the application. The Committee discussed the location and agreed that it will be convenient location to host the event. Barbara Abrams, JFCS, suggested making sure the Boathouse has the proper Audio Visual equipment needed to host the event such as screen, microphones etc. The Committee discussed and decided not to spend the money to video tape the workshops.

Jeff said that we will be able to start sharing the flyer invite once the Boathouse is confirmed. Lois asked if SHRM will promote the workshop to their membership. Jim said we should be able to ask about that once HRCI credits are approved. Kathleen said the business list we have on file, from the last two events, contains a limited amount of human resource contacts. Barbara suggested we make a request to the speakers and Jennifer Veneziani, DVRS to forward the invite to their contacts. The Committee reviewed the latest draft of the flyer invite. Jeff suggested the flyer be sent to the County for final approval. Barbara suggested checking with the speakers again to make sure their titles are correct and include their expertise with regard to working with individuals with disabilities. This should be made very clear on the flyer.

Kathleen asked if the Committee got a chance to view the CBS Sunday Morning clip. The Committee discussed and approved using the 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. The video will be aired during the opening remarks of the Abilities Event as it pertains to exactly what the event is promoting; more inclusion in the workplace. <https://www.cbs.com/shows/cbs-sunday-morning/video/DSDj9FAVutVRWY8z4I5iQs97cp0jpLv6/hiring-autistic-workers/>

The committee discussed the HRCI credits and how they will be awarded to participants. Lois and Barbara both said that it is customary to present a paper certificate after the workshops are completed or at the end of the event. Lois said the certificates can be purchased at Staples and can be pre-made for the event. She said we will get the details from SHRM as to what information should be included on the certificate. Jeff asked if there should be an authorizing

signature required to authenticate the certificate. Barbara said there is an approval number that is assigned to the workshop.

COMMITTEE UPDATES

Barbara Abrams reported that the Jewish Federation of Southern New Jersey, broke ground Tuesday, July 10th, on the first piece of what will be known as The Commons at Springdale. The initial phase at 1721 Springdale Road will include 80 rental units, 20 percent of which will be designed to support individuals with special needs. All one bedroom units will be designated for renters who are at or below 60 percent of the area median income, with some of the apartments going as low as 30 percent of that mark. Phase one is slated to open next summer.

Lois Foreman, Bancroft, announced that the Bancroft raised 12 million dollars toward building a new Campus. The neuro rehab department is holding a hiring event July 19 @ 3:00 pm - 7:00 pm. Bancroft is now hiring Brain Injury Specialists, Cognitive Rehabilitation Therapist, and Neuropsychologists. Bancroft NeuroRehab Resnick Center, 3900 Church Road N. Mount Laurel, NJ 08054. Kathleen said she would pass the information along to the Business Service Team. Lois said Bancroft is looking for additional volunteer opportunities for their day program. These are opportunities for clients build their transition skills after an injury. Volunteer teams have gone out to volunteer at Habitat for Humanity, Meals on Wheels and the animal shelter.

Lois also announced that Bancroft will be starting an Aphasia Choir. Some survivors of stroke and certain brain injury are often unable to speak but they still can sing. The answer lies in the brain's physiology. By tapping into the undamaged right hemisphere, the stroke survivor can recall familiar melodies and express them through song.

Kathleen reported that she is working on upgrading the WDB Hire-One program. She said there are more incentives available to employers willing to hire a Returning Veteran, an Individual with a Disability, a Person in Long Term Recovery or Previously Incarcerated, who is qualified, ready, willing and able to work. The WDB and Business Service Team will be taking this message to employers, they work with, by providing them with a package that includes all the information they need about these incentives such as wage reimbursements, bonding insurance and tax incentives.

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

NEXT MEETING

The Abilities Committee will meet on August 14th, at 9am at the WDB office, 1111 Marlkrass Road, Suite 101, Cherry Hill, NJ 08003

Submitted by

Kathleen Varallo

Administrative Assistant