

Governor's Task Force Workgroup on Strategy #1: **Launch a state government leadership-led initiative promoting a culture of valuing people with disabilities.**

Participants: Andi Smith, Mark Adreon, Marcie Osborne, Andres Aguirre, Effenus Henderson, Mike Hudson, Toby Olson, Erin Colwell, Lisa Floyd, Leilani Jensen, Ryan Leisinger, Michael Mackillop, Sherry Moe, Tammy Pitre, Cheryl Roe, Shelby Sheldon, Mark Sullivan, Andres Aguirre, Jenny Lay Flurie, and Marianne Ozmun

Facilitators: Paul Dziedzic and Robbi Norman

Meeting Notes

Purpose:

Hear your ideas on how together we can successfully implement the strategy of launching a state government leadership-led initiative promoting a culture of valuing people with disabilities.

At the end of the meeting Paul Dziedzic proposed and the participants agreed that the discussion could be organized into the following three topics.

1. **What kind of gap analysis will the state use?** (USBLN Gold Standard for Disability Inclusion and Disability Equality Index)
 - The gap analysis needs to be comprehensive and should address:
 - The many entrenched expressions of institutional biases including: inaccessible technology, especially for recruiting; compassionate condescension; and the ability to find others like yourself in the workplace.
 - The role of management in marketing/education and promotion of inclusion, acceptance and respect;
 - Assessment of the organization/culture from a social justice perspective rather than simply a list of compliance focused check boxes.
 - Continuing evaluation of future budget/policy decisions for impact on the culture of inclusion and respect.
2. **What happens after gap analysis?**
 - What are the barriers/issues, policies/opportunities to be addressed at a state level? (Enterprise policies or standards, for example, access standards for electronic and information technology.)
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 - Culture change requires strong, long-term commitment to marketing and education, addressing all levels of the organization and all levels of awareness, acceptance and comfort, including the most skeptical (Exposure/experience is the best persuader.)
 - How/when does this initiative relate to local government employers—to private employers?
3. **What resources and supports can we provide to agency leadership to help them address the gaps and support culture change?** (In addition to identifying “best practices”)
 - How much training and technical assistance capacity can we assemble?
 - If multiple partners contribute, who coordinates, harmonizes the message?
 - How hands on can the TA be for implementing best practices?
 - Do we go deep (focusing resources on a few key agencies) or broad (involving all agencies) or deep first, then broad?