P.O. Box 33386

Las Vegas, NV 89133

[nvsilc@adsd.nv.gov](mailto:nvsilc@adsd.nv.gov)

<https://www.nvsilc.com/>

**Minutes**

Name of Organization: Nevada Statewide Independent Living Council (NV SILC) Integrated Workforce Development Subcommittee (IWD)

Date and Time of Meeting: Thursday, April 29, 2021

11:00 a.m.

This meeting will be held via video-conference only:

In accordance with Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 1; The requirement

contained in NRS 241.023 (1) (b) that there be a physical location designated for meetings of public bodies where members of the public are permitted to attend and participate is suspended.

The public may observe this meeting and provide public comment on Zoom.

**To Join the Zoom Meeting**

<https://us02web.zoom.us/j/9299041434?pwd=NmM5Tk1Od3ltRzg1enhRYTU3WDdUZz09>

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Meeting Materials Available at: <https://www.nvsilc.com/meetings/>

1. Welcome, Roll Call and Introductions

Patricia (Ace Patrick) Unruh, NV SILC Chair

Members Present: Julie Weismann, Patricia Unruh (Ace Patrick), Robin Kincaid, Sondra Cosgrove, Sheena Childers for Mechelle Merrill,

Guests: Cindi Swanson

CART Provider: Becky Van Auken

Staff: Dawn Lyons and Wendy Thornley

1. Public Comment

Members of the public will be invited to speak; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Please clearly state and spell your first and last name, if unique or otherwise unfamiliar to the Subcommittee. Public comment may be limited to 3 minutes per person, at the discretion of the chair. Agenda items may be taken out of order, combined or consideration by the public body, and/or pulled or removed from the agenda at any time. Pursuant to NRS 241.020, no action may be taken upon a matter during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

Cindi Swanson: Introduced herself and gave background information about her family and their move to Nevada. She came to the meeting to offer whatever expertise or support that is needed in this effort to get people out of subminimum wages opportunities into real competitive work.

Robin Kincaid: She would like to make sure that we're all clear on the opportunities out there for supported employment within the context of services that might be worked with through Vocational Rehabilitation.  
There is supported employment, but the numbers in Nevada are extremely low.  
Something to consider doing, is looking at those numbers and trying to figure out how to provide larger quantities of supported employment for persons with disabilities.  
As people get back into the workforce more, it's going to be essential that that service is well known and available and that we don't simply just move individuals into, for example, a subminimum wage situation because we failed to provide supported employment the way that WIOA intended it to be.

1. Introductions and Appointment of Subcommittee Chair **(For Possible Action).**

Patricia (Ace Patrick) Unruh, NV SILC Chair

Ace Patrick appointed Sondra Cosgrove at Subcommittee Chair. Sondra Cosgrove assumed chairing this meeting.

Sondra Cosgrove: She is looking forward to working with this group.

1. Discussion and Make Recommendations Regarding Community Benefit Agreements and Public Engagement **(For Possible Action).**

Lisa Mayo-DeRiso, President, Mayo & Associates

Sondra Cosgrove: Gave an outline of Lisa’s presentation which had previously been presented at a Vote Nevada meeting the prior month. Lisa’s company, Mayo & Associates, works with businesses that are interested in coming to Nevada. In Community Benefit Agreements, Mayo & Associates work to include a large percentage of the potential employees will be Nevadans and include the disability community in that employee pool. These agreements need to be expanded and always asked for in future alliances. Lisa wants to work on talking to the Governor's Economic Development Office, the governor's office and legislators about rewriting the rules of those Community Benefit Agreements to be able to say these are the types of communities that need to be at the table.  
The organizations you would want to start with and organizations that can put you in contact with that community.  
Making sure to not leaving anybody out so that people are not at the table when those agreements are made and not just 70% of the people need to be Nevadans that they hire, inclusive workforce space, to actively be recruiting from Nevada’s disability community, and to actively be recruiting from the rural areas.  
Think about how communities across the state are different and what assets they have and make sure those are brought to the table when those agreements are made.  
  
The Pandemic showed that there are many ways to do business virtually, ways to use technology, ways to reorganize how meetings happen in order to get different and better outcomes.  
  
Thoughtful decisions about accessibility upgrades in public buildings will benefit  
everybody across the board but definitely the disability community and could be the difference between somebody in the disability community not qualifying for a job and then being able to qualify for that job.  
Lisa would like to see us, over the interim once legislative session is done, have some public forums or surveys of different groups. Ask them if they could rewrite the rules for these community benefit agreements, what types of things would they like to see written in there.  
Perhaps people need to be able to work from home and need to be technologically assisted or certain number of people hired that have certain types of disabilities and want those to be accommodated.  
Lisa has had positive feedback from companies when she asks for these things, the problem is we're not asking.

Sondra feels the need to do some forums or surveys and talk to as many different communities as possible to write that Community Benefit Agreement rule or the way it would be set up better to make sure everybody is at the table. When any businesses are thinking of coming to Nevada, they will see that we value our disability, our mental health, and our rural communities.  
We want businesses to come here and want them to value our assets as well.  
We do see every community as an asset.  
Lisa does not think it would scare anybody off, they would just come to the table ready to make the deal and make the agreement from the beginning.

Dawn Lyons: The community benefit agreements could benefit the disability community. She is very interested in learning more about them. Would like the SILC to possibly send a letter of support or recommendations to get the ball rolling.

Sondra Cosgrove: She thinks the letter would go to the Economic Development Office that Governor Sandoval put together. He was the person who was negotiating and managing the Community Benefit Agreements. She will get information to Dawn about who to contact regarding these Community Benefit Agreements.

Ace Patrick: Suggested the group find out what the disability community envisions through forums, then write letters to inform the Community Benefit Agreements.

Sondra Cosgrove: She can contact some reporters and news media to be involved.

Robin Kincaid: Mentioned having Vocational Rehabilitation and the Nevada Division of Transportation be involved.

Dawn Lyons: There are tech companies who recruit people with disabilities. As far as the forums go, when does the group want to do them so that it is inclusive, possibly after the current legislative session. Possibly one in the South, one in the North and then the Rurals.

Sondra Cosgrove: If the meetings become “in-person”, she wants to continue to offer virtual options for people to join. She put the link for the Summer Civics Festival in the chat. <https://vote-nevada-blog.org/summer-civics-festival-2021/> .

Ace Patrick: The SILC Legislative subcommittee could take part in the festival.

Dawn Lyons: The SILC Youth Action Council could also take part.

Robin Kincaid: The Youth Move group could take part.

Ace Patrick: Job Corps has a majority of students with disabilities.

Dawn Lyons: Asked Sheena Childers about Vocational Rehabilitation spreading the word through the school systems.

Sondra Cosgrove: They could be sending information to current clients as well as potential clients in the school districts.

Sheena Childers: Feels that young people want to be asked and included.

Robin Kincaid: It will be important to create a glossary and perhaps some information that explains terms, such as sub-minimum wage, supported employment, accommodations, Olmstead, and pre-employment services. Publishing the data of how many persons with disabilities are employed in competitive integrated settings and in sheltered workshops.

Dawn Lyons: Believes that Vocational Rehab has data on this. She has their report from earlier.

Robin Kincaid: That data is missing individuals who have left school, are at home and not having opportunities to seek employment.

Sondra Cosgrove: Data needs to be kept and be part of a bill for the next legislative session. She discussed a program that is being developed by grad students. It allows individuals to create community interest maps. These maps could show a neighborhood from the prospective of the people who live there and their concerns and interests.

Dawn Lyons: Asked about overlap in what people submit and how to differentiate the numbers and data.

Sondra Cosgrove: She discussed communities within communities and their different concerns. She feels that we use a standard surveying tool and score the different types of answers. Thinks Voc Rehab would have the data for the schools’ systems.

<https://www.representable.org/>

Robin Kincaid: Suggested the group review previous work done in this area. Gaining a better understanding of Olmstead would be important. The group needs to gather information about efforts from the past and what progress was made to not duplicate efforts.

1. Review and Discussion Regarding Past Integrated Employment Taskforce Accomplishments and Shortfalls.

Dawn Lyons, Executive Director, NV SILC

Dawn Lyons: Included the DD Council’s progress report in the meeting materials for this meeting. She gave a brief history. The DD Council hosted an employment policy summit in 2010. Then they had an ad hoc committee that inspired the governor's task force.  
They contracted a company called Social Entrepreneurs to help them provide a strategic plan.  
Dawn will send out that strategic plan.  
  
There was an employment summit in 2014.  
In 2015, the Governor's task force released a strategic plan for 2015 through 25.  
She has a copy of that strategic plan and she will send that out as well.   
The Governor also committed the Commission on Services for Persons With Disabilities, (CSPD), to implement the plan and that letter was sent out in 2015 as well.

There was a MOU in process between Aging and Disability Services and Voc Rehab.  
Per WIOA, both agencies are mandated to coordinate with Nevada One Stop Career Center and they have been doing that.  
They are providing employer and employee training and education to improve the outcomes.  
The transportation summit happened in May of 2018 or 2019.  
It was a great opportunity to network.  
The ten‑year plan from 2015 to 2025 as designated by the Integrated Employment Task Force, and they agreed to provide a progress report. The CSPD was supposed to provide a progress report on the efforts reflecting the progress towards the Nevada strategic plan on integrated employment. It was going to be presented annually.  
But the CSPD in 2018 was compromised of completely new membership.  
No one was left on the CSPD that was there to begin with during this task force.  
The newer members did not know what to do with this, so they sent a letter to the Governor, it was of course a different Governor then, because Nevada’s governorship had just switched over.  
They are still waiting to hear back from the Governor.  
They asked if the Governor still wants them to be in charge of this effort and to implement it.  
They can suggest, they can organize, but that's all been done.  
  
There has been a lot of programs implemented since then, the 700‑hour program, the FOCIS, and Pathway to Work.  
Other things have been implemented since then and we've been making progress.  
As far as transportation goes, the Nevada SILC has recently also provided the match funding for Neighbor Network up North to start a transportation communication program.  
It is a data structure where they can talk to each other, all the transportation agencies whether it's Uber or RTC or paratransit can all coordinate together and they are launching a pilot up North first to get that started up there and then eventually it's supposed to go statewide.  
That's going to help improve transportation and transportation options.  
  
She will send what documents she has, based on what that task force came up with so that the group can review that and she will send them the Voc Rehab report as well. She asked Sheena to send her report and Dawn can see which one is more up to date.  
  
Dawn would like this group to come up with a strategic plan of their own, by reviewing what is available and working together.

Ace Patrick: Agreed and suggested doing a data review and look at incentives that need new energy.

1. Discussion and Make Recommendations Regarding Students with Mental and Behavioral Health Special Needs Accessing the Workforce **(For Possible Action).**

Dr. Sondra Cosgrove, Executive Director, Vote Nevada

Sondra Cosgrove: She put a Congressional Health subcommittee link in the chat, relating to telehealth: <https://youtu.be/tmr6n7tUZnM>

Because of the pandemic, a lot of restrictions through Medicaid and Medicare about tele counseling and different types of teleservices were loosened because that was the only way people could get their healthcare.  
There was quite a few people that did a lot of innovating trying to figure out how to do telehealth and achieve high quality healthcare.  
People have decided that they do not want to go back to all, in-person healthcare.  
The following people are getting behavioral and mental health care now: the people in rural areas, people who are home‑bound, people who don't want to go into somebody's public office.  
  
The big problem is workforce development because we don't have enough behavioral and mental health professionals.  
There will be all these people with access and no professionals.  
It's an opportunity because the mental health degree programs at the Nevada system of higher education are stackable.  
A person can get a mental health tech certificate for two semesters and then get an Associate’s degree which allows them to work in an office and then they can do a bachelor's degree which puts them on track for licensing. They can do a certain amount of counseling that way and that gets them into a Masters’ degree program.

People who are in behavioral and mental health categories, those people having, dealing with these issues, should probably also be the people who are going into these jobs because they have firsthand experience in what it means to have autism or means to be bipolar, that gives them a certain empathy.  
  
There may be people who want to work in the area but just do the tech side.  
Things to consider are: making sure people's privacy is being taken care of, how to schedule to make sure people are getting into the Zoom queue when it's time to do counseling.  
There is a large number of people in behavioral and mental health but there is a whole population of people who need jobs.  
And so we might as well see if we can't put those two different variables together to see if one might fix the other one.  
That hearing is about three hours long.  
It's worth listening to the whole thing.  
It is completely bipartisan.  
  
Every single person that spoke on this was excited about making sure there was good coverage for broadband and we're leveraging it for some type of service or job or workforce training so that it's actually double duty.  
The article she sent to the group came from the Guinn Center, and it talks about certain types of industries that are looking for the type of person they need to have working on their computer program or software because their disability makes them extremely focused and that's exactly what that employer needs.

Dawn Lyons: Inclusive education that provides accommodations could benefit everyone.

Julie Steinbaugh: PCA services is related to getting people to work as much as transportation.

Ace Patrick: Life Coaches and Peer Counseling could be very helpful.

Dawn Lyons: The pay rate is the main issue with getting people interested in training for and entering these types of jobs.

Sondra Cosgrove: Everyone is for workforce development; we need to work on how it is being talked about and designed.

Robin Kincaid: VR should be a source of funding to obtain education that is related to an employment outcome.

We may want to see what other states are doing to establish more options for employment.

Julie Steinbaugh: She is familiar with California’s system regarding vocational education.

Sondra Cosgrove: Used the same skills she used with her son’s educational experiences regarding accommodations and incorporated them into her teaching at the University. Updating buildings to comply with ADA requirements will help everyone.

1. Discussion and Make Recommendations Regarding a Strategic Plan for Workforce Inclusivity **(For Possible Action).**

Patricia (Ace Patrick) Unruh, NV SILC Chair

Sondra Cosgrove: We need to do some research and gather data to create a strategic plan.

Julie Weismann: New companies coming to Nevada will think that the new requirements are the way it has always been done and that is exciting.

Dawn Lyons: This agenda topic is for the purpose of trying to outline what the action steps are at this point.  
This group needs to do more research and gather more data, to pinpoint those specifics in a strategic plan. There needs to be a timeline that can be flexible. Something to show how long is it going to take to do this research, when should this group meet again to talk about defining the strategic plan better, etc.  
Since the Summer Festival is going to happen in June, and there would be forums after that, it might be a good idea to have a meeting in between. That would give time to do the research, then the Summer Festival, and then come back together and figure out how this group wants to outline the forums.  
We need to have time to work on the forums and the surveys after the Summer legislative session.

Sondra will write an outline of what has been discussed at this meeting and Dawn will distribute it.

Sondra Cosgrove: The Festival will be going in June.

Forums could be the last week of June.

The next meeting for this group will be on May 20th at 11:00 am. Dawn will work with Sondra on an agenda.

1. Discussion and Make Recommendations Regarding any Member Announcements and Upcoming Events **(For Possible Action)**.

Patricia (Ace Patrick) Unruh, NV SILC Chair

Sondra Cosgrove: Vote Nevada meeting will be on May 22nd. <https://actionnetwork.org/events/mental-health-policy-intersectional-issues/> . This meeting will focus on the intersection between behavioral and mental health policy, education funding, and possibly gun control.

Dawn Lyons: She would like to be part of that conversation. She and Ace had recently had a similar discussion about protocols regarding calling police first in an emergent situation.

Sondra Cosgrove: Parents of adult children with mental health issues, are concerned about the interactions between their children and law enforcement regarding the child not understanding how to comply, or appearing to not comply, with orders given by officers.

Ace Patrick: She would also like to be part of the conversation. Also mentioned including the LGBTQ+ community in the conversation.

Robin Kincaid: We may want to review any state and federal bills that were introduced regarding concerns of how sub-minimum wage and possibly restricting 14C certificates that are impacting persons with disabilities.

There is an ongoing investigation into mental health services by the DOJ that is currently happening in NV.

Dawn Lyons: This could go on the next agenda.

Julie Steinbaugh: The Berkeley Police Department has a crisis team in which mental health professionals respond along with police on 911 calls.

1. Approve Next Meeting Agenda Items and Next Meeting Date **(For Possible Action)**

NV SILC Annual Meeting Scheduled for July 7th and 8th, 2021 at 1:00pm on both days

NV SILC IWD Subcommittee: the week of Father’s Day, June 21-25?

Patricia (Ace Patrick) Unruh, NV SILC Chair

The next meeting for this group, the SILC Integrated Workforce Development Subcommittee, will be on May 20th at 11:00 am.

1. Public Comment

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Ace Patrick: Thanked and congratulated Sondra on becoming Chair and chairing this meeting. Looks forward to where this group is going in building a new community.

Sondra Cosgrove: Thanked the group for involving her.

Dawn Lyons: Is happy that these conversations are taking place and thanked Sondra for bringing them forward.

Sondra Cosgrove: It is important to have authentic voices in the discussion, noting that allies are important, but should not be speaking for the disability community.

Dora Martinez: Congratulated Ace on her presentation on the Assembly floor.

1. Adjournment

Patricia (Ace Patrick) Unruh, NV SILC Chair

Meeting adjourned at 12:44 pm.

**NOTE:** We are pleased to make reasonable accommodations for members of the public who have disabilities and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify Wendy Thornley at (775) 687-0551 as soon as possible and at least five days in advance of the meeting. If you wish, you may email her at [wthornley@adsd.nv.gov](mailto:wthornley@adsd.nv.gov) According to NRS 241.020, supporting materials for this meeting is available at: 3416 Goni Road, #D-132, Carson City, NV 89706 or by contacting Wendy Thornley at (775) 687-0551 or by email at [wthornley@adsd.nv.gov](mailto:wthornley@adsd.nv.gov).

***Agenda Posted at the Following Locations:***

Notice of this meeting was posted on the Internet: <https://www.nvsilc.com/meetings/> and <https://notice.nv.gov>

**In accordance with Nevada Governor Sisolak’s Declaration of Emergency Directive 006 there will not be a physical location for the** **Nevada Statewide Independent Living Council (NV SILC) Legislative Subcommittee.**

· As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 3: The requirements contained in NRS 241.020 (4) (a) that public notice agendas be posted at physical locations within the State of Nevada are suspended.

· As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 4: Public bodies must still comply with requirements in NRS 241.020 (4)(b) and NRS 241.020 (4)(c) that public notice agendas be posted to Nevada’s notice website and the public body’s website, if it maintains one along with providing a copy to any person who has requested one via U.S. mail or electronic mail.

· As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 5: The requirement contained in NRS 241.020 (3)(c) that physical locations be available for the public to receive supporting material for public meetings is suspended.

· As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 6: If a public body holds a meeting and does not provide a physical location where supporting material is available to the public, the public body must provide on its public notice agenda the name and contact information for the person designated by the public body from whom a member of the public may request supporting material electronically and must post supporting material to the public body’s website, if it maintains one.