***Call to Order and Introductions*** The meeting was called to order.

***Review/Update/Discuss Section III of*** [***SAME Report***](http://gov.louisiana.gov/assets/Programs/GODA/SAME_Report.pdf) ***(pages 13 – 20)***

***“Five-Year Plan with Recommended Statewide Policies and Strategies”***

***(The enumeration below correspond with item numbers in the SAME Report****)*

***1. Establish Statewide Annual Goals and Recommend Agency Specific Annual Goals Based on Data Collected through Survey of State Workforce (***[***2020 survey***](https://www.surveymonkey.com/r/SAME2020)***)***

***Discuss Agency Reports and Plans***

The survey has been completed and almost all of the agency plans have been submitted.

Doug Bordelon provided that the COVID-19 Pandemic has impaired training efforts, hiring, and other goals articulated in the DEQ agency plan. It was mentioned that DEQ will begin to administer training virtually. It was mentioned that GOSHEP, DOA, Department of Corrections, has the same concerns as DEQ,

Several Taskforce Members volunteered to review state plans. Agency plans that were submitted by December 9 were reviewed and feedback was provided. Several members provided that the peer review of the state plans were beneficial to the state agencies.

***Discuss utilization of open-ended questions***

Members received the data in regards to responses to open-ended questions asked in the survey results. Members shared that the responses was useful to find commonalities, trends, etc. The members suggested that the open ended questions portion remain in all future surveys.

***Discuss requirement for leadership to sign Report/Plan***

Agency leaders have reviewed their SAME plans, most have not physically signed it.

**9. Continuation of SAME Task Force Work**

* ***Discuss recommendation of legislation of the Louisiana Combined Employment First and Same As a Model Employment Act***

The Governor’s Office Policy Team is currently supporting the Employment First and SAME Legislation. An Ad hoc committee will work on the legislation- Ken York, Lauren Womack, Sue Killam and Bambi Polotzola.

* ***Student Worker Requirements***

The student worker requirements within civil service regarding the requirement for students to become a “bona-fide” full-time student was discussed. Some individuals cannot fulfill the duties of being a full-time student due to their disability. Tonnisha of Department of Corrections shared that they use WAE position to address these concerns. It was suggested that the SAME taskforce members review their agency policies regarding student workers.

* ***Orientation for new SAME Agency Designees / Review for continuing Designees***

New members of the SAME Taskforce shared that orientation would be beneficial. Continuing members shared that a review of the plan and goals would be helpful. Long-term taskforce members will present sections of the SAME Report as well as provide insight on how it has worked well or not or needs to be addressed.

**7. …Call for Early Adopter Agencies to Pilot Best Practices to Provide Concrete Guidance for All State Agencies**

* **Discuss VOICE Technical Assistance Grant Pilot Agencies**

Rachel Pollock provided that due to the circumstances surrounding COVID-19 and the hurricanes, it has been difficult to complete the work. There have been recommendations that the agencies create connections that will help implement the recruiting aspect of the plan. Vendors should be invited to discuss their work.

DOTD has had success in reaching out to vendors.

LDH in the works to assist in their E-onboarding. There is an attempt to implement the onboarding program and online platform.

Disability Employment Webpage:

<https://gov.louisiana.gov/page/disability-employment-initiative> Improving Employment Opportunities and Outcomes for People with Disabilities in State Employment